

REPORT TO: Health & Social Care Policy and Performance Board

DATE: 23rd September 2025

REPORTING OFFICER: Debbie O'Connor, Head of Care Management

PORTFOLIO: Adult Social Care

SUBJECT: Introducing the Social Care Workforce Race Equality Standard (SC-WRES) Individual Data Report and Action Plan

WARD(S) Borough-wide

1.0 PURPOSE OF THE REPORT

- 1.1 To introduce the SC-WRES and to provide Health PPB with the SC-WRES 2024 Individual Data Report and Action Plan.

2.0 RECOMMENDATION: That

(1) The report be noted.

3.0 SUPPORTING INFORMATION

3.1 SC-WRES

- 3.1.1 The 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.
- 3.1.2 The SC-WRES supports organisations to address evidence and make progress towards race equality. It requires local authorities to collect and submit data on an annual basis based on nine indicators which highlight differences in experiences of Black, Asian and minoritised ethnic staff. It holds up a mirror to reveal inequalities, supports change, and strengthens the accountability of organisations.
- 3.1.3 Organisations can then use their findings to develop action plans to support organisational change. The SC-WRES Improvement Programme is a long-term process, as new practices are embedded into everyday behaviour with change monitored year on year.
- 3.1.4 The SC-WRES was successfully run as a test in 2021 with 18 local authorities and rolled out further with 23 Local Authorities in Phase 1 (2023-24). Skills for Care launched the national SC-WRES annual report in March 2024. Please see appendix 3.

3.1.5 Skills for Care have now extended its support for the SC-WRES Improvement Programme into phase two. This initiative aims to address race inequality in the social care workforce by gathering insights into the experiences of Black, Asian, and minoritised ethnic staff. Over 50 local authorities will participate in the upcoming phase.

3.1.6 The SC-WRES is a new annual data return made to Skills for Care and represents details of the Council's adult social care workforce.

3.2 **The 12-month cycle**

3.2.1 Please see appendix 1 for the 12-month improvement programme.

3.3 **SC-WRES Individual Data Report**

3.3.1 We received back from Skills for Care that all data quality checks passed. No actions to take.

3.3.2 When starting to produce the SC-WRES Individual Data Report from the graphs within the data, there was a discrepancy with the data that we had submitted and the checked data.

3.3.3 Indicator 4 – Fitness to Practice had the discrepancy. On the spreadsheet that we submitted the Fitness to Practice was 100% for white, but on the checked spreadsheet it was 17% white and 83% Black, Asian or minority ethnic background. For the regulated professional staff who entered fitness to practice process column has changed to 12, but on the original spreadsheet it was 2. It is now split to 2 white and 10 Black, Asian or minority ethnic background and it should just be 2 white. This has now been rectified.

3.3.4 We also, queried Indicator 6 & 7, this was blank on our original spreadsheet, and there was now information on the checked one. Going forwards for next year so that we can complete Indicator 6 & 7, Skills for Care have said that they would like LAs to find a suitable way to gain the information for Indicators 6 & 7. Most commonly, LAs have added questions to do this within their existing staff surveys. Examples of questions are below:

- ***In the last 12 months, have you experienced harassment, bullying, or abuse from people who use social care, their relatives, or the public?***
- ***In the last 12 months, have you experienced harassment, bullying, or abuse from colleagues / managers?***

3.3.5 Skills for Care have suggested that the report should be shared widely. The SC-WRES now sits on the ASC EDI Group and the report has been shared with the EDI Strategic Group. Please see appendix 2.

3.4 **National Report**

- 3.4.1 Skills for Care have published their latest findings from the Social Care Workforce Race Equality Standard (SC-WRES). In 2024, 76 local authorities participated in the SC-WRES improvement programme, with 73 providing data about their adult social care workforce and 43 (of the 73) also providing data about the children's social care workforce for the SC-WRES 2024 report.
- 3.4.2 The report reveals challenging data: staff from minoritised ethnic backgrounds are 48% less likely to be appointed from shortlist, 37% more likely to face formal disciplinary action, and are underrepresented in senior management (12% vs. 20% overall workforce). Please see appendix 3.
- 3.4.3 The adult social care workforce employed by local authority and independent sector employers had more ethnic diversity than the population of England.
- The diversity of the adult social care sector varied by region, with the most diversity within the London region and the least within the Northern regions.
 - The diversity of adult social care varied by job role, with registered nurses and care workers having the most diversity, while senior management and personal assistants had the least.
 - The diversity of adults social care has been increasing over the last four years. 2023/24 saw the largest increase in diversity since records began. Which is, in part, due to international recruitment.
 - Within adult social care employers, there were differences in diversity, with local authorities having a less diverse workforce than the independent sector. Local authorities had slightly more diversity than the population of England.

3.5 **Comparisons**

- 3.5.1 Indicator 1: Pay bands, it is difficult to compare our report to the national report because for our report Skills for Care has broken it down to less than £40,000, £40,000 - £79,000 and £80,000 and over but the national report is broken down to less than £30,000, £30,000 - £69,000 and £70,000 and over.
- 3.5.2 Indicator 2: Appointed from shortlist, for the national report applicants from a Black, Asian or minority ethnic background were half as likely to be appointed from shortlist, across all employers, compared to applicants with a white ethnicity (a relative likelihood of 0.54) for adult social care. For Halton, the relative likelihood of applicants from a Black, Asian or minority ethnic background being appointed from shortlisting, across all posts, compared to applicants with a white ethnicity is 0.44. Therefore, staff with a Black, Asian or minority ethnic

background were relatively less likely to be appointed from shortlist.

- 3.5.3 Indicator 3: Disciplinary process from the national report staff with a Black, Asian or minority ethnic background from adult social care were 19% more likely (a relative likelihood of 1.19.) For Halton, our relative likelihood was 0.00 and we had no staff with a Black, Asian or minority ethnic background entering the disciplinary process.
- 3.5.4 Indicator 4: Fitness to practise, for the national report at responding adult local authorities, staff in a regulated profession, from a Black, Asian or minority ethnic background were 8% more likely to enter the fitness to practise process compared to staff from a white ethnic background. For Halton, the relative likelihood of regulated profession staff from a Black, Asian or minority ethnic background entering the fitness to practice process compared to white regulated profession staff was 0.00. Therefore, regulated professional staff from a Black, Asian or minority ethnic background were less likely to enter the fitness to practice process than white regulated profession staff.
- 3.5.5 Indicator 5: Funded non-mandatory continuous professional development (CPD), for the national report staff from a Black, Asian or minority ethnic background were 3% more likely to access funded non-mandatory CPD in the last 12 months, compared to staff from a white ethnic background in adult social care services. For Halton, the relative likelihood of regulated profession staff from a Black, Asian or minority ethnic background accessing funded non-mandatory, across all posts, compared to white staff was the same (a ratio of one to one).
- 3.5.6 Indicator 8: Turnover of directly employed staff, for the national report at responding local authorities, the likelihood of staff from a Black, Asian or minority ethnic background employed by adult social care local authority employers leaving during the last 12 months was around the same as staff with a white ethnic background (a relative likelihood of 1.03). For Halton, the relative likelihood of employees from a Black, Asian or minority ethnic background leaving in the past 12 months compared to white employees was 0.35. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to leave than white staff.
- 3.5.7 Indicator 9: Senior manager membership, for the national report, staff from a Black, Asian or minority ethnic background were 48% less likely be in senior manager roles compared to staff with a white ethnic background (a relative likelihood of 0.52). For Halton, we have no noted Black, Asian or minority ethnic background to be in senior manager roles.

3.6

SC-WRES Action Plan

3.6.1

Throughout the improvement programme, local authorities will

develop and submit their action plan for tangible change and improvement, using findings from the data analysis.

3.6.2

There is deeper reflection on the preliminary decisions about solutions and how the organisation knows that what it plans to do will work and what success looks like. There should be interrogation by stakeholders to make this robust and sustainable. Use your 'Data Report' to inform and create your 'Action plan'.

3.6.3

Discussion would consider what interventions have worked in the past, what the evidence base is and issues of cost vs impact. Specific interventions, e.g. leadership programmes and training, should be explored. A final priority list should be signed off, which forms a comprehensive plan.

3.6.4

Please see appendix 4 for our SC-WRES Action Plan which has been put together with the support of the ASC EDI Group. This has been shared with Emran Ali, the staff voice lead.

3.7

Next Steps

3.7.1

Following the report being shared widely, we then need to look at the Action Plan. This sits with the ASC EDI Group. Originally, this was due to be completed at the end of April and this has now been extended. The submission period of the LA Action Plan opened on 1st May and the deadline was Friday 27th June. Our action plan was submitted on 18th June 2025.

3.7.2

Registration was open for the SC-WRES improvement programme phase 3 and the closing date to register was 30 June 2025. As we have experienced the SC-WRES Improvement Programme is built on a continuous improvement approach, ensuring that progress is ongoing, is structured and responsive to feedback. It is designed to contribute, and lead to transformational change. Not all actions are achievable within the first year of the plan and should be reviewed in subsequent phases of the SC-WRES continuous improvement programme. Skills for Care is committed to support organisations to implement this meaningful change by offering registration on the SC-WRES Programme for three years instead of registering each year. We have registered for the three years.

4.0 **POLICY IMPLICATIONS**

4.1 As a representation of the workforce and the structure it sits within the data allows us to reveal inequalities, support change and strengthen the accountability of organisations.

5.0 **FINANCIAL IMPLICATIONS**

5.1 None identified.

6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES** ([click here for list of priorities](#))

6.1 **Improving Health, Promoting Wellbeing and Supporting Greater Independence**

Good quality information about the Adult Social Care workforce is vital to help improve the planning and quality of Social Care services, which will improve outcomes for people who use these services, both now and in the future. It will help to achieve an anti-racist workplace.

6.2 **Building a Strong, Sustainable Local Economy**

The SC-WRES is a powerful tool in achieving meaningful and sustainable organisational change towards race equality and telling the story nationally through the SC-WRES annual report.

6.3 **Supporting Children, Young People and Families**

None.

6.4 **Tackling Inequality and Helping Those Who Are Most In Need**

The SC-WRES supports us to address evidence and make progress towards race equality.

6.5 **Working Towards a Greener Future**

None

6.6 **Valuing and Appreciating Halton and Our Community**

The SC-WRES is a scheme to highlight, and thereby tackle, racial inequalities in social care workforce.

7.0 **RISK ANALYSIS**

7.1 For the data collected the tool automatically produces charts from our data which we can then use to create our own report, allowing us to reflect our findings and use this evidence to create an action plan.

8.0 **EQUALITY AND DIVERSITY ISSUES**

8.1 An Equality Impact Assessment (EIA) is not required for this report.

9.0 **CLIMATE CHANGE IMPLICATIONS**

9.1 None identified.

10.0 **LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

10.1 None under the meaning of the Act.

Appendix 1: SC-WRES timeline Jan 2025

Appendix 2: SC-WRES Individual Data Report

Appendix 3: SC-WRES 2024 National Report

Appendix 4: SC-WRES Action Plan

Attached separately.