



SC-WRES individual data report

Skills for Care

2024/25



Introduction

Focused on nine indicators, the Social Care Workforce Race Equality Standard (SC-WRES) provides evidence to enable us to compare the experiences of minoritised ethnic colleagues with white colleagues. The purpose of understanding this data is to develop ways in which we can ensure equitable experiences and outcomes for our colleagues.

At Skills for Care, the findings of this report will feed into our overall Belonging Strategy and action planning for 2025-26 and beyond.

Terminology used in this report

The language used at Skills for Care is best practice language as advised by Skills for Care's Race Equity Reference Group (RERG) and will be continually updated on their advice.

When providing narrative referring to ethnicity, we use the terms minority ethnic or minoritised ethnic group, however we acknowledge that this may not be terminology that colleagues use when self-identifying. We will continue to review our style guide based on the advice of the RERG.

The definitions of ethnicity and language used in data analysis is based on the Office for National Statistics - Census 2021, as per our Workforce Intelligence Team guidance. This language is reflected in the SC-WRES data analysis.

How have we collected this data?

The data collected is from a variety of sources; our HR System (Cezanne) is the main source of employee data. Additionally, data has been collected from our payroll system (Sage), our applicant tracking system (Talos) and manually gathered from training records maintained by the People Team.

Effort has been made to ensure that all data is anonymised, and colleagues can't be identified.

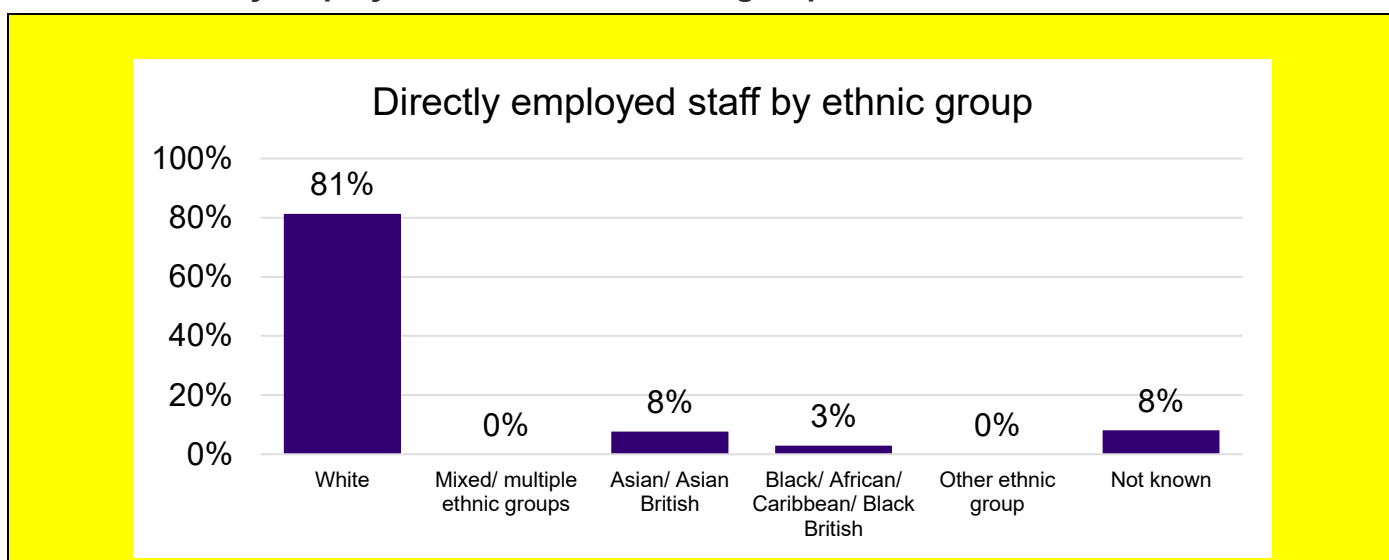
Overview

This overview collects the headcount of direct employees of each ethnic group. These numbers include any colleagues employed directly by Skills for Care.

All SC-WRES indicators collect staff numbers by a list of 19 ethnicities. The definitions of ethnicity used in this report are based on the Office for National Statistics – Census 2021. The list also includes ‘not known’. These ethnicities were then grouped into five categories. Chart 1 shows staff by these five ethnicity groups and not known at Skills for Care.

The proportion of unknown ethnicity equate to approximately 17 colleagues, therefore is not insignificant, and efforts should be taken to understand whether these are non-known due to an unwillingness to share this information, or administrative barriers. This will help to inform our action plans.

Chart 1. Directly employed staff of each ethnic group

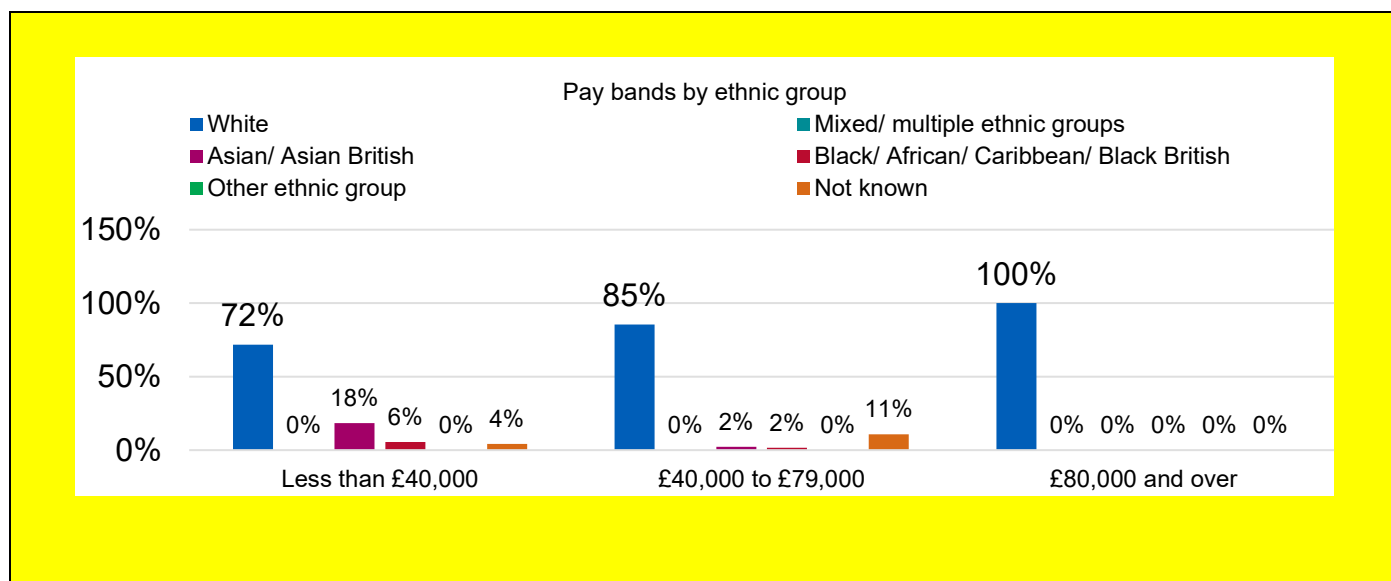


SC-WRES Indicator 1: Pay bands

Indicator 1 collects information about the workforce ethnicity breakdown across 12 pay bands.¹ The chart below shows pay bands grouped into three categories, ‘less than £40,000’, ‘£40,000 to £79,000’, and ‘£80,000 and over’. The chart below shows staff by five ethnicity groups and not known.

¹ Pay bands collected were Under £25,000, £25,000 to £29,999, £30,000 to £34,999, £35,000 to £39,999, £40,000 to £44,999, £45,000 to £49,999, £50,000 to £59,999, £60,000 to £69,999, £70,000 to £79,999, £80,000 to £89,999, £90,000 to £99,99, £100,000 and over.

Chart 2. Pay bands by ethnic group



SC-WRES Indicator 2: Appointed from shortlist

This indicator asks for the headcount of directly employed staff shortlisted and appointed in the last 12 months.

Chart 4 shows the proportion of applicants that were shortlisted by ethnicity **and** the proportion of people who were appointed, by ethnicity in this local authority. The chart shows one bar for people shortlisted and one for people appointed, by five ethnicity groups and not known.

Chart 4 shows that:

- 74% of all applicants shortlisted were from a white background and of those appointed 85% were from a white background.
- 6% of applicants shortlisted and 6% of staff appointed were from an Asian, Asian British ethnicity background.
- 10% of applicants shortlisted and 6% appointed were from a Black, Black British, Caribbean, or African ethnicity background.
- 4% of applicants shortlisted and 0% appointed were from a mixed or multiple ethnic background.

Chart 4. Proportion of staff shortlisted and appointed by ethnicity

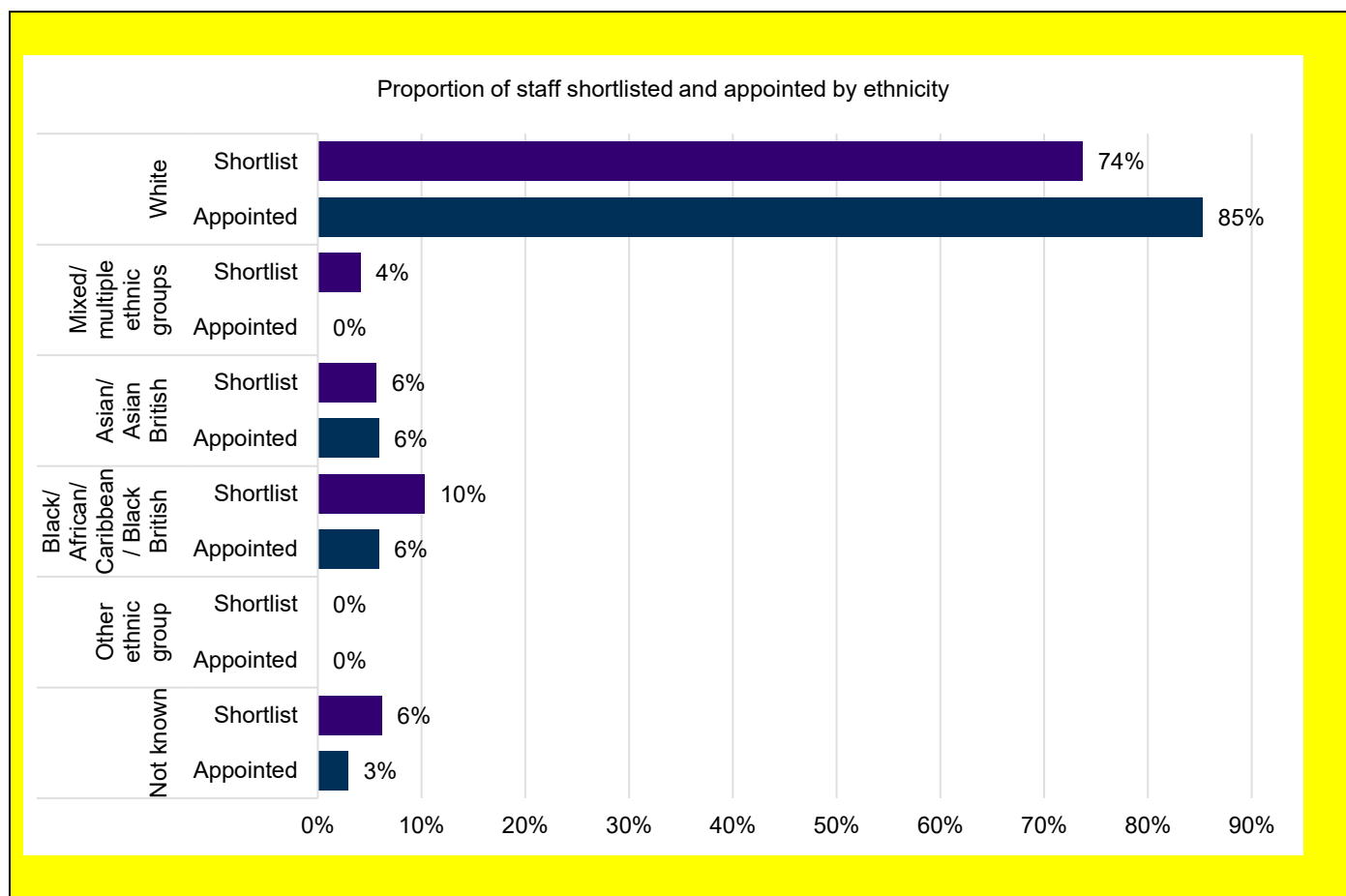
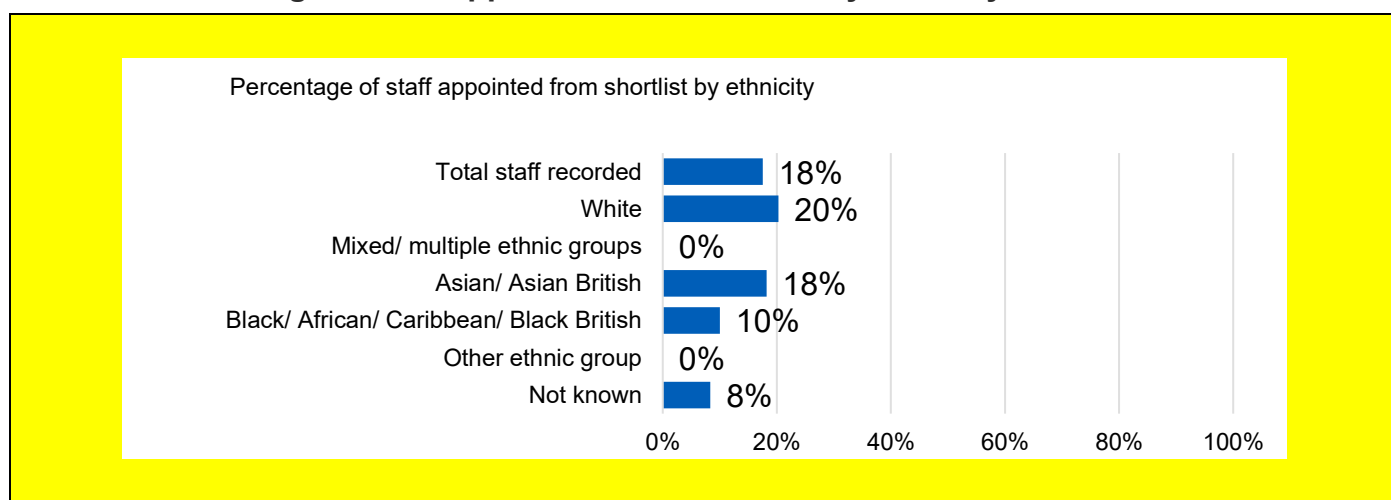


Chart 5 shows the percentage of staff **appointed** from shortlist by ethnicity. The chart shows one bar for each of the five ethnicity groups and one for not known in this local authority.

Chart 5. Percentage of staff appointed from shortlist by ethnicity



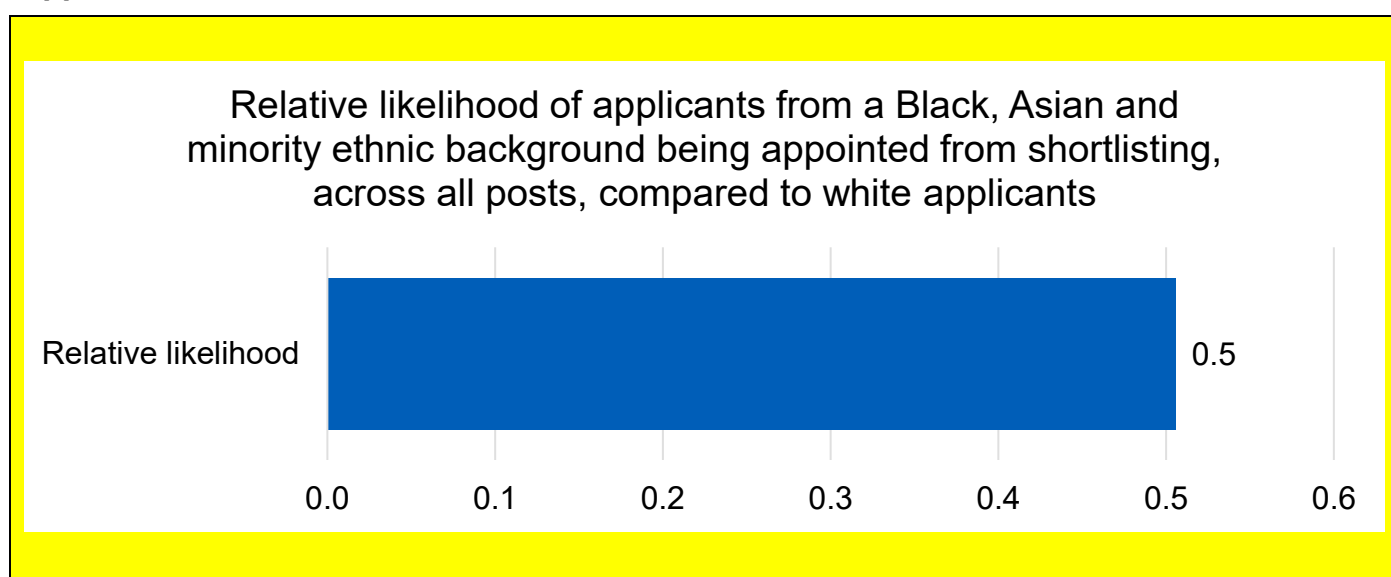
Relative likelihood definition

The relative likelihood is the percentage (or proportion) of one group experiencing an outcome, divided by the percentage (or proportion) of another group experiencing an outcome. The closer a relative likelihood is to one, the greater equality there is between the two groups. If a likelihood

is less than one then one group is less likely to experience an outcome than the other group, and vice versa. If relative rate is less than 0.80 or more than 1.25 then it is suggested that ongoing monitoring from analysts and priority for policy action could be considered.²

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 0.5. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to be appointed from shortlist.

Chart 6. Relative likelihood of applicants from a Black, Asian or minority ethnic background being appointed from shortlisting, across all posts, compared to white applicants



SC-WRES Indicator 3: Disciplinary Process

Indicator 3 asks for the number of directly employed staff who have entered the formal disciplinary process in the last 12 months. This count includes all directly employed staff who have entered the formal disciplinary process in the last 12 months. This refers to the formal disciplinary process only, not including probation, performance management or other forms of action.

At Skills for Care no staff have gone through a formal disciplinary process in the last 12 months. As this will always likely be a relatively small number, it will be difficult to provide data that would ensure anonymity. There has been no requirement for a process to monitor disciplinary processes at Skills for Care to date due to this low number.

² <https://www.gov.uk/government/publications/using-relative-likelihoods-to-compare-ethnic-disparities>

SC-WRES Indicator 4: Fitness to practice

This indicator is based on the headcount of directly employed regulated profession roles and those who have entered the fitness to practice process in the last 12 months. This includes 'staff that are professionally regulated and directly employed by social service departments' – this usually would encompass nurses, occupational therapists, psychologists, and social workers.

At Skills for Care we only have the requirement for a small number of regulated professionals in the organisation (> 5 headcount) therefore the data will be too small to analyse and ensure anonymity.

SC-WRES Indicator 5: Funded non-mandatory continuous professional development

This indicator is based on the headcount of directly employed staff accessing funded non-mandatory continuous professional development (CPD) in the last 12 months. This is a count of directly employed staff accessing any funded non-mandatory CPD (as yes=1 or no=0) and not a count of the incidents of training (which could be greater than one per employee).

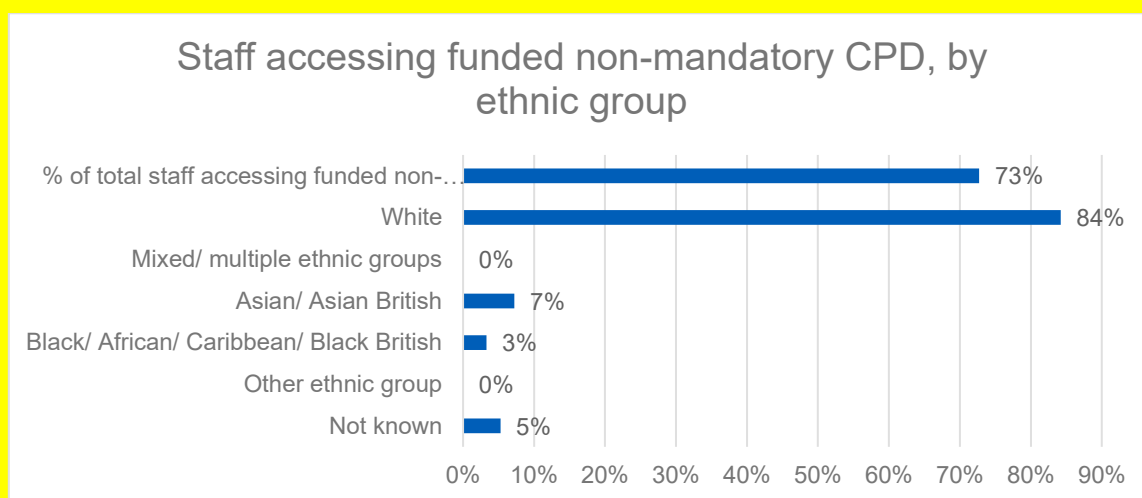
Non-mandatory training refers to any learning, education, training, or staff development activity undertaken by an employee, the completion of which is neither a statutory requirement (e.g., fire safety training) or mandated by the organisation. Accessing non-mandatory training and CPD in this context refers to courses and developmental opportunities for which places were offered and accepted.

The chart below shows the proportion of staff accessing funded non-mandatory CPD. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

The below chart shows that:

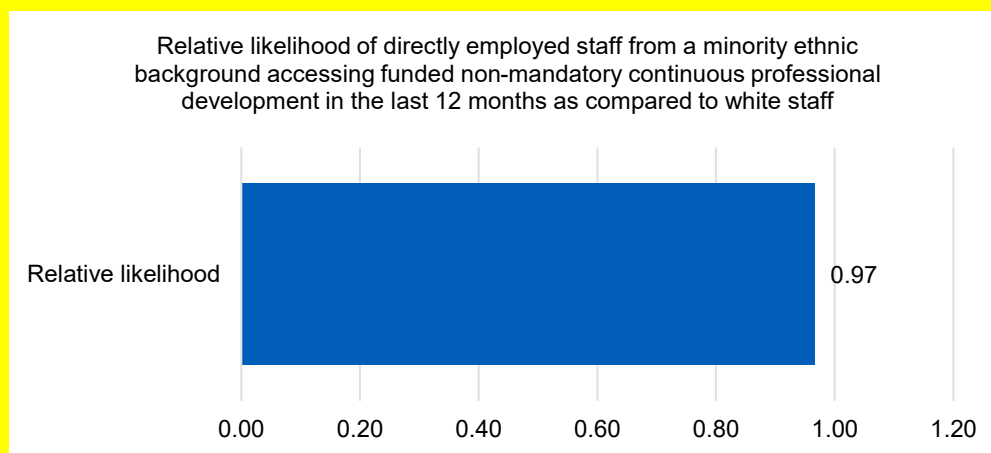
- 73% of all colleagues were able to access funded, non-mandatory CPD in the last 12 months.
- Of this proportion of colleagues, 84% were White, 7% Asian/Asian British, 3% Black/African/Caribbean/Black British, and 5% not known.
- The proportions of colleagues accessing funded, non-mandatory CPD, are comparable to our overall workforce composition.

Chart 11. Staff accessing funded non-mandatory CPD, by ethnic group



Relative likelihood of staff from a Black, Asian or minority ethnic background accessing funded non-mandatory CPD compared to white staff was 0.97. Therefore, staff from a Black, Asian or minority ethnic background were marginally less likely to access funded non-mandatory CPD.

Chart 12. Relative likelihood of directly employed staff from a Black, Asian or minority ethnic background accessing funded non-mandatory continuous professional development in the last 12 months as compared to white staff



SC-WRES Indicator 6 and 7: Harassment, bullying or abuse

These two indicators collect information on the headcount of employees experiencing harassment, bullying or abuse from 'service users, relatives or the public', and from colleagues and/or from managers in last 12 months.

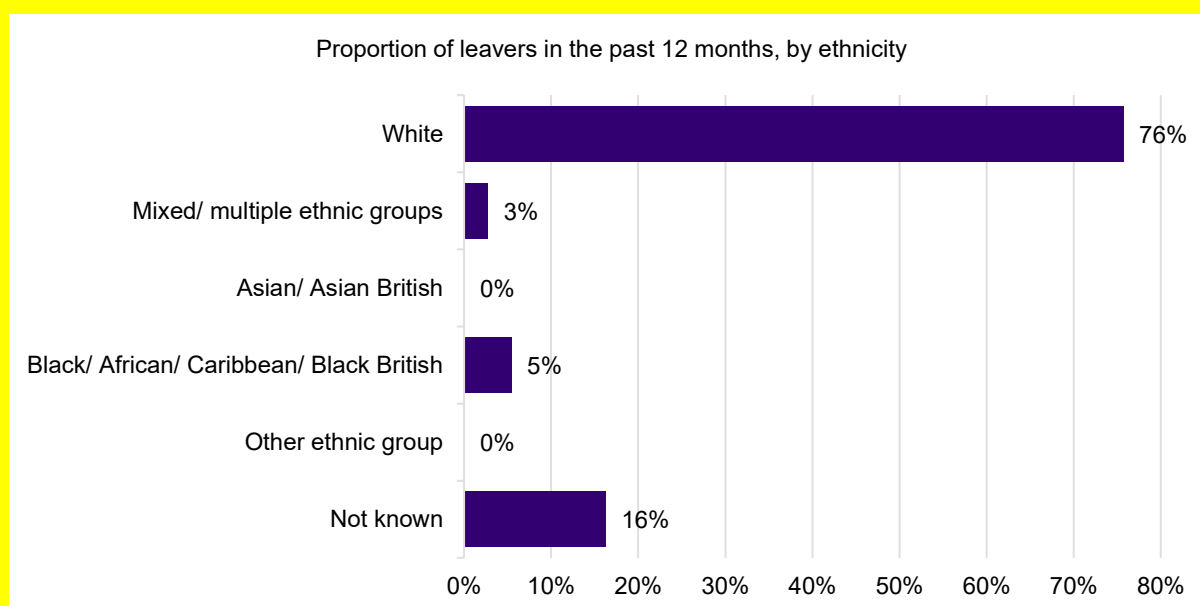
We do not currently have a system to collect this data. In our 2023 engagement survey we included questions around bullying and harassment to try to collect data for this indicator. The provider currently can't provide the data around demographics due to anonymity.

It's also important to notice that internal complaints (formal and informal) are low at Skills for Care, with single figures recorded in the last 12 months. It's likely that there will always be a relatively small number, therefore it may be difficult to provide data that would ensure anonymity.

SC-WRES Indicator 8: Turnover of directly employed staff in the last 12 months

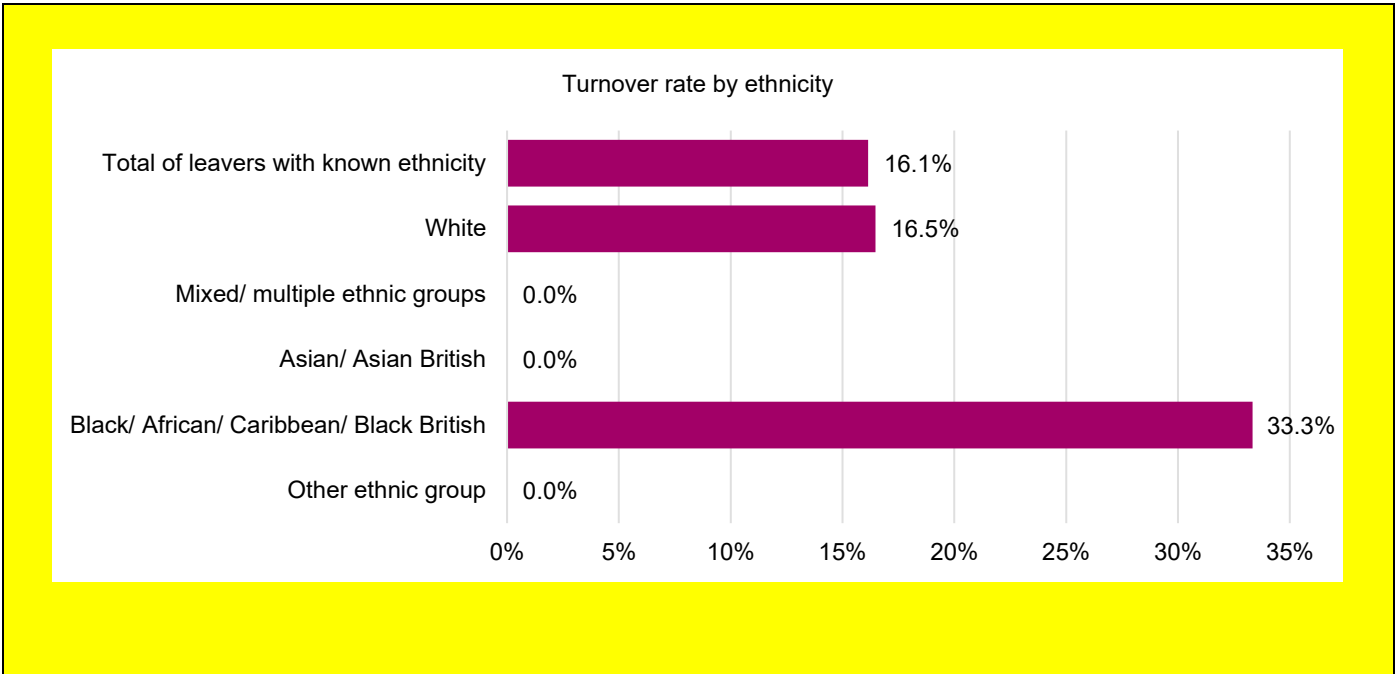
This indicator collects information on the headcount of directly employed staff leaving the organisation in the last 12 months. This number includes those who have left employment and not people leaving for other roles in the same local authority. Leaving the organisation is defined to cover all leavers, voluntary and involuntary, including those who resign, retire, or are made redundant.

Chart 15. Proportion of leavers in the past 12 months, by ethnicity.



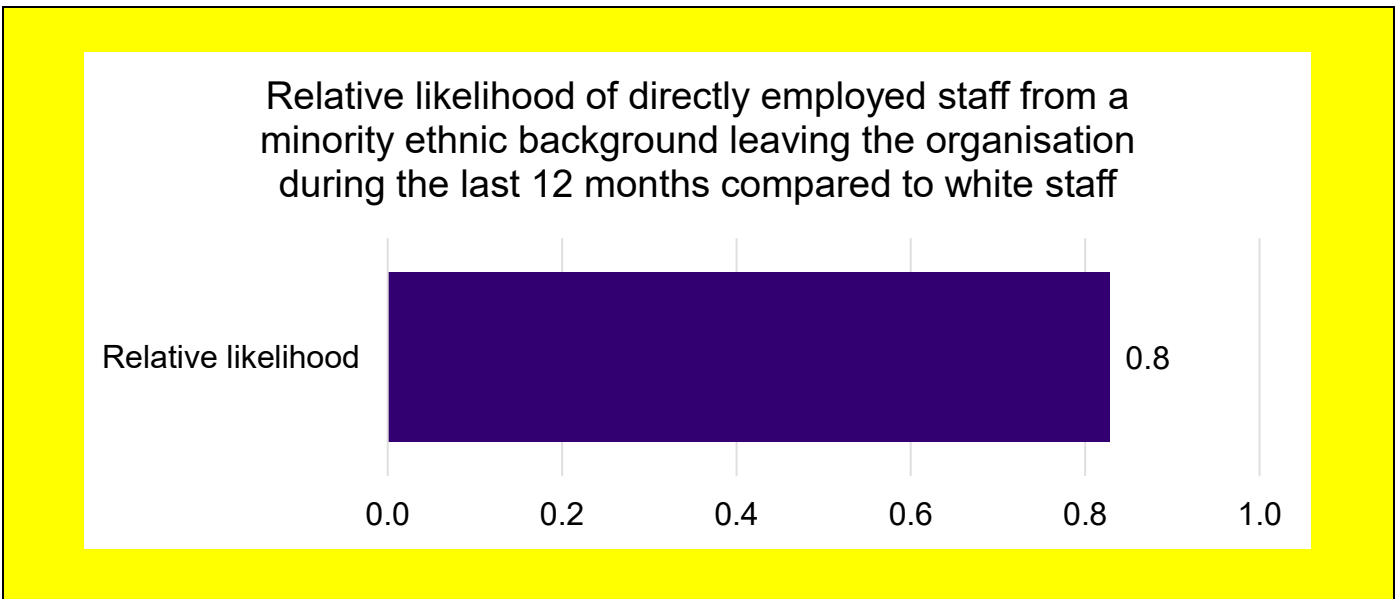
The following chart shows the turnover rate of staff by ethnicity. Turnover is calculated as (leavers/staff)*100.

Chart 16. Turnover rate by ethnicity.



The relative likelihood of employees from a Black, Asian or minority ethnic background leaving in the past 12 months compared to white employees was 0.8. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to leave than white staff.

Chart 17. Relative likelihood of directly employed staff from a Black, Asian, or minority ethnic background leaving the organisation during the last 12 months compared to white staff



SC-WRES Indicator 9: Senior manager roles

This indicator shows the headcount of directly employed staff in senior manager roles. Senior management roles include all roles forming our Senior Management Team, (SMT), including colleagues forming a part of our senior management community and our overall leadership team (including enabling leadership team). This number will include any colleagues on secondments and fixed term roles.

This data is shown as a snapshot date from 31 March 2024, therefore doesn't include attrition over a period.

Board members aren't included in this data.

The chart below shows the percentage difference between organisations' senior management and its overall workforce.

The 8% unknown is comparable to the organisation as a whole, however the proportion of colleagues from a black and minority ethnic background is not comparable at this level.

Chart 18. Organisations' senior management membership and its overall workforce by ethnicity group.

