

# SC-WRES action plan snapshots from 2024-25

## Bristol



The Social Care Workforce Race Equality Standard (SC-WRES) report is an annual report on data collected through the SC-WRES Improvement Programme.



The 2024-25 report revealed that Global Majority colleagues were:



44% less likely to be appointed from shortlist in the last 12 months, compared to people of White ethnicities



50% more likely to enter the formal disciplinary process



subject to harassment, bullying or abuse from people who use social care, relatives or the public at a rate that was 15% higher; and to harassment, bullying or abuse from colleagues at a rate that was 48% higher than employees of white ethnicities



15% more likely to leave the organisation



37% less likely to be in senior management roles

Case studies from our annual report demonstrate what different local authorities are doing to address these issues.

# Bristol Council

Bristol Council has established a strong partnership across adults and children's departments which harnesses opportunities for a shared building of anti-racist leadership capacity. There is an emphasis on weaving anti-racism into policy, organisational culture and leadership practices, making clear behavioural expectations for different staff groups. The council recognises the impact of racism on wellbeing.



## This has included:

- Supporting senior and middle managers through training and reflection opportunities with an anti-racist lens.
- The development of an Inclusive Leadership programme within adults and a systemic management and supervision course with colleagues in children's services.
- A review of induction and onboarding, setting out expectations regarding discriminatory practice or behaviour.
- Developing an inclusive workplace culture and a culture of respect and psychological safety so that Global Majority staff feel comfortable raising concerns and challenging discriminatory practices.
- Extending useful initiatives such as adult social care's 'No Space for Hate' guidance to children's services, encouraging a consistent approach to the harassment and abuse of staff.