

SC-WRES action plan snapshots from 2024-25 Cambridgeshire



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.

Cambridgeshire County Council

The local authority uses different levers (e.g. colleague voice, learning, and leadership) to raise awareness of anti-racism and to ensure policy and practice are consistent with this approach. They have put in place, and continue to develop, a support offer of anti-racism resources and tools, co-produced with Global Majority employee networks.



This has included:

- Developing a comprehensive anti-racism learning package to promote understanding and awareness of racism and its impact, including microaggressions, mental health and racism.
- Introduction of face-to-face reflective learning sessions on anti-racism. These are themed around understanding systemic racism; personal and organisational values; and responding to racial trauma.
- There is attention to reviewing policies for bias and impact, for instance reviewing recruitment guidance and eLearning to ensure that anti-racism is referenced and embedded throughout the content.
- The local authority has Respect at Work contacts who are trained to help colleagues explore what they may be experiencing, with a view to enabling them to address any concerns through the organisation's Respect at Work policy. They review the representation of Respect at Work contacts to ensure they reflect the diversity of the workforce and to improve access to support colleagues to speak up.
- A proactive approach to continued professional development (CPD), interrogating implicit barriers that may exist for Global Majority colleagues. For example, role models speaking about how they have used CPD and working with the Global Majority Peer Support Group to ensure that opportunities are communicated clearly and equitably.