

SC-WRES action plan snapshots from 2024-25 Hackney



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:



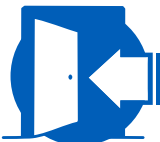
44% less likely to be appointed from shortlist in the last 12 months, compared to people of White ethnicities



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

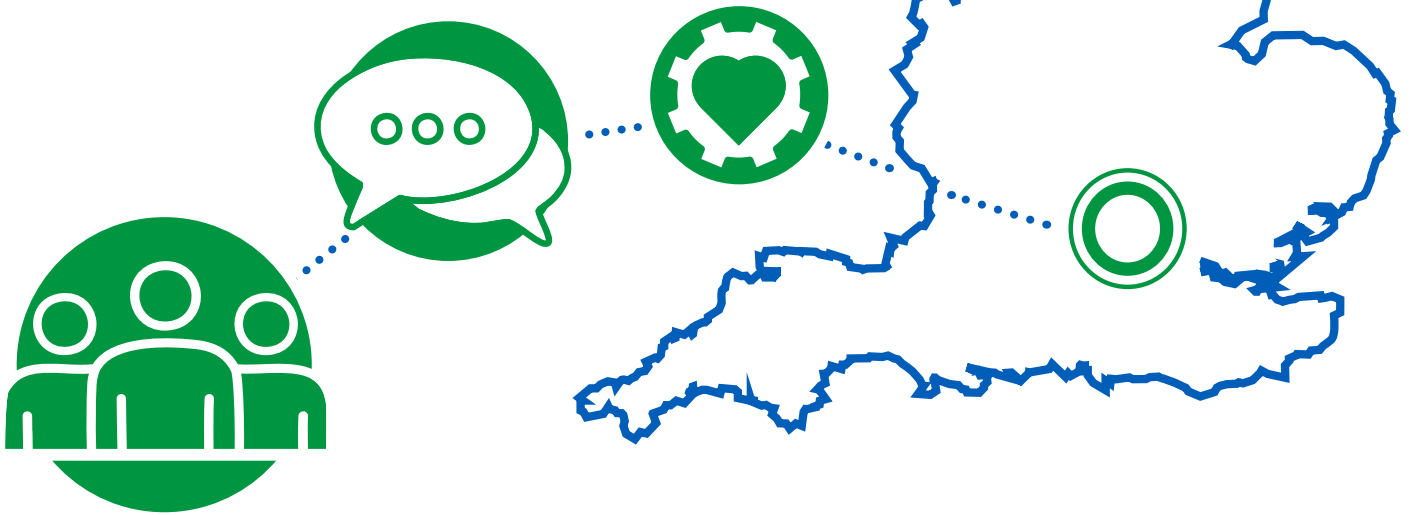


37% less likely to be in senior management roles

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

Hackney Council

Hackney Council provides senior oversight via the Equalities, Equity, Diversity and Inclusion Board with investment in an anti-racist practice lead role to assist communication and alignment across the council and departments. There is insight into how racism impacts on wellbeing and organisational culture.



This has included:

- Building anti-racist leadership capacity. All children and education senior leadership team members have undergone training relating to psychological safety and anti-racist practice learning sets.
- Developing anti-racist practice standards. These standards were launched across the children and education services and are currently being embedded into practice.
- Implementing anti-racist supervision sessions. This has been rolled out to all managers in children's services.
- Leadership programme for Black and Global Majority staff. The second cohort of 'Realising Potentials' has now completed, with plans for further cohorts.
- Therapeutic and peer support for Black and Global Majority staff. This was previously available and is currently planned for reintroduction following staff feedback. While initially for children and education services, the plan is to make this available to all staff through the Race Equity Staff Network group.
- A restorative approach to addressing racialised experiences in the workplace is being piloted in Children and Education.
- Establishing a mentoring offer to support Black and Global Majority staff.