

Action plan snapshots from 2023

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

The 2023 report revealed:

- A smaller proportion of Black, Asian, and minoritised ethnic staff were found in higher pay bands.
- Black, Asian, and minoritised ethnic candidates were half as likely to be appointed from shortlisting compared to white candidates.
- Black, Asian, and minoritised ethnic staff were underrepresented in senior management positions (12%) compared to the overall workforce (19%).

We'll be sharing what several organisations are doing to address these issues.

Lancashire council

Lancashire Council took a proactive approach to addressing workplace harassment and bullying, fostering a more inclusive and respectful environment for all employees:

- **Data-driven insights:** Lancashire Council integrated questions about bullying and harassment into its annual staff survey to address SCWRES indicators 6 and 7. Survey findings have driven actions to address unacceptable behaviour within the organisation.
- **Training enhancements:** Equalities training includes SC-WRES content, and a leadership and management behavioural framework has been implemented.
- **Improved incident reporting:** A new safety incident recording system has been implemented to include harassment and bullying incidents.
- **Employee engagement:** Face-to-face training sessions have provided opportunities for social care employees to share their experiences of bullying and harassment and offer suggestions for improvement.

Read the full [SC-WRES report](#) to find out more and learn how you can create a more equitable and inclusive workplace for Black, Asian, and minoritised ethnic staff.

