

# SC-WRES action plan snapshots from 2024-25

## Stockport



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:



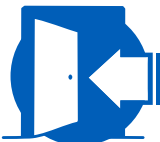
44% less likely to be appointed from shortlist in the last 12 months, compared to people of White ethnicities



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.

# Stockport Council

Stockport Council has made explicit its commitment to become an anti-racist council which acknowledges that colleagues from the Global Majority experience intergenerational and normalised racial trauma, structural inequality, intersectional wounds and intersectional violence. They are working to create a positive shift towards a strong anti-racist culture, with a focus on inclusivity, respect, and support for all colleagues.



## This has included:

- Introduction of a Report and Support Programme to allow colleagues to report incidents anonymously and access support services and the promotion of hate crime reporting.
- Visible leadership support: senior leadership provides visible and proactive support to colleagues who experience harassment, bullying, or abuse. For any incident that is raised, the Director of Adult Social Services makes contact to ensure effective support.
- Senior leaders have been given guidance on how to support an employee and their direct line manager where the employee has experienced any kind of bullying, harassment or racism.
- Co-production of approach: regular meetings with the Global Majority staff networks to ensure that their voices are heard and considered in the decision-making processes.