

# SC-WRES improvement journey snapshot



## Driving positive change at all stages of the journey

The Social Care Workforce Race Equality Standard (SC-WRES) Improvement Programme supports local authorities to make meaningful, ongoing improvements to workforce practice and culture, grounded in human rights principles and supported by structured, measurable organisational change that builds and sustains an anti-racist approach.

We work with the wider sector to encourage systemic anti-racist change and support diversity, recruitment and retention, in the social care workforce.

The SC-WRES Improvement Programme is a journey, with some local authorities having been involved since the test phase in 2021 and others having joined each year since 2023.

Whilst we acknowledge that sustained change takes time, three local authorities at different stages of their journey, explain how real impact is being made through engagement with the SC-WRES programme.



Blog content to draw on for impact across three stages of participation: [How the SC-WRES is driving positive change for all](#)

**We're at the early stages of our SC-WRES journey. While our action plan is still developing, the process of gathering and submitting our data has already been powerful. It created space for us to pause and reflect, to look honestly at how our systems are experienced by staff, where our processes support people well, and where they need to improve.**

**SC-WRES is driving positive change by helping us listen deeply to our workforce, reflect honestly on inequality, and work together to build stronger circles of support where staff feel safe, valued and able to thrive.**

**Laura Eden**, Corporate Director of Children and Young People,  
London Borough of Newham



This is Bracknell Forest's first year taking part in SC-WRES. We've submitted our data, reviewing our early findings, and are now beginning to codesign our first SC-WRES action plan. Our aim is to ensure it fully supports and strengthens our commitment to the UNISON AntiRacism Charter, as well as Bracknell Forest Council's wider equality, diversity and inclusion priorities.

**SC-WRES aligns our values with action - inclusive, ambitious, always-learning - powering the anti-racist transformation our workforce and communities deserve.**

**Antoinette Ackuaku**, Head of Organisational Development,  
Bracknell Forest Council

In this role, I focus on SC-WRES and improving engagement with underserved communities by strengthening inclusive practice, driving cultural improvement, and embedding equity into the way we design, deliver, and evaluate our services.

The SC-WRES framework supports constructive dialogue, shared accountability, and measurable progress—enabling honest reflection and future-focused change.

**In one sentence: The SC-WRES is driving positive change by providing a clear, evidence-based framework that empowers organisations to address inequalities, amplify workforce voice, and build a more inclusive and representative social care system."**

**Yvette Williams**, Diversity, Equality and Inclusion Lead - Adult Social Care,  
London Borough of Bexley

Read the full [SC-WRES report](#) to find out more and learn how you can journey with other SC-WRES participants to create measurable organisational change that builds and sustains an anti-racist approach.