

Appendix 2: Adult Care and Wellbeing Service commitment to the Social Care Workforce Race Equality Standards

Background

The [Social Care – Workforce Race Equality Standard](#) (SC–WRES) developed by Skills for Care is a tool to identify issues and measure improvements in the workforce looking at experiences of staff who have shared their Black, Asian and minority ethnic background.

This evidence-based tool has 9 benchmarking standards of measuring metrics. It helps examine disparities in race equality. In 22/23, 18 trailblazing local authorities agreed to pilot the SC-WRES and last year, this was rolled out further. 45 local authorities signed up, 2 from the Yorkshire region. Findings contributed to the [SC-WRES 2023 Report](#) with each local authority committing to producing an action plan to make progress towards race equality.

This year there is a further call for local authorities to commit to the SC-WRES and it is predicted that the numbers of local authorities signing up will grow further. Skills for Care has created peer-support networks for local authorities, supporting action planning and the sharing of best practice to help make progress towards race equality.

Why do it

As part of our EDI & SJ Delivery Plan we have committed to exploring the SC-WRES. As the tool is for the Social Care workforce, our approach is collaboration across the sector and with Children’s and Young People (CYP). If a joint commitment is agreed, data will be available for both services to enabling targeted action planning within Sheffield City Council. CYP can also make a separate application if preferred.

The SC-WRES will support our ways of working and may help to uncover areas of inequality in social care that we may need to tackle. Access to peer-support creates an environment where we can share and tackle common issues as a network.

Feedback from other local authorities: The SC-WRES brings rigour and supports actions to be strategic ones. It helps to highlight the issues and bring rigor into the thinking. The SC-WRES can help with issues wider than race. It’s really important we recognise sensitivities and the support we receive from Skills for Care is invaluable¹.

Being part of the SC-WRES carries a Trademark highlighting an active commitment to race-equality.

What’s next?

During 2024 – 2025, the following is planned: -

By September 2024 - Application to be made for SC-WRES by the care sector workforce team.

¹ <https://www.hertfordshire.gov.uk/doc/about/data/eq-div/march-2023-scwres-action-plan-long-version-final-accessible.pdf>

Appendix 2: Adult Care and Wellbeing Service commitment to the Social Care Workforce Race Equality Standards

By November 2024 – Work with HR colleagues to collate the relevant data to input into the SC-WRES online portal. As the HR systems team will be collating the Workforce Equality Data for the corporate Workforce Annual Equality Report, this fits well with the SC-WRES.

By December 2024 - Join the community of practice sessions scheduled throughout the year to support our SC-WRES journey. The community of practice is a place to share learning, ideas and problem-solve with other local authority peers and provides an opportunity to 'buddy-up' for further support. The aim is to collate common themes which may also impact our workforce who may share other Protected Characteristics.

By February 2025 - Review SC-WRES findings and review actions as part our ASC EDI&SJ Delivery Plan to tackle key areas highlighted in relation to race-equality. The outcomes will be reported in next update to Committee.

Our action planning will be reviewed regularly to ensure the right progress in being made. Reviews will form part of our cycle of assurance relating to our EDI&SJ Delivery Plan.