

Appendix 3 - EDI Data Pertaining to Care Sector

The following gives an overview of EDI workforce data from across the care sector in Sheffield. These figures have been compared to local population data for Sheffield and where necessary, data sources at national level.

Gender – (Sex)

In Sheffield, the Male population is 49.7% and the female population is 50.3% (Census 2021). The care sector workforce is made up of around 83% female workers. Male workers remained in the minority at 17%. Our predominantly female workforce is in line with national statistics in the Care profession. In Sheffield City Council's (SCC) Adults Care and Wellbeing care service, the workforce split is slightly less at 79.5% female, 20.5% male. The roles, pay scales, hours of work, and flexible workforce practices can have an impact on the groups of people expressing interests in roles.

Ethnicity

The ethnicity of the care sector workforce is more diverse than the population of Sheffield. There are higher proportions of workers from a Black/ African/ Caribbean/Black British background (13% of the total workforce) compared to the city's population at 4.6 %. There is less representation within the Asian group at 6 % compared to the City's population at 9.6%. In Sheffield City Council's (SCC) Adults Care and Wellbeing Service 78.2% of the workforce identifies as White British and 21.8% identifies as Black, Asian & Minority (BAME). The proportion has increased positively and is more than 1% greater of the City's population at 20.9%. Nationally people from Black, Asian and minoritised ethnic backgrounds make up 26% of the adult social care workforce.

Age

In Sheffield the age profile of the care sector workforce largely follows national trends at age 44 ¹. In Sheffield City Council the Median Age for our whole workforce is 49 as of 2023². Nationally the average age is 45 with almost 30% of the workforce being 55+.

Nationality

Nationally, most workers in Adult Social Care workforce are of British nationality (81%), 6% are of EU nationality and 13% are of non-EU nationality. In Sheffield, there are high proportions of workers with an EU (2%) and non-EU (11%) nationality. The Census information suggests that 9.1 % of the City's population has a non-UK identity.

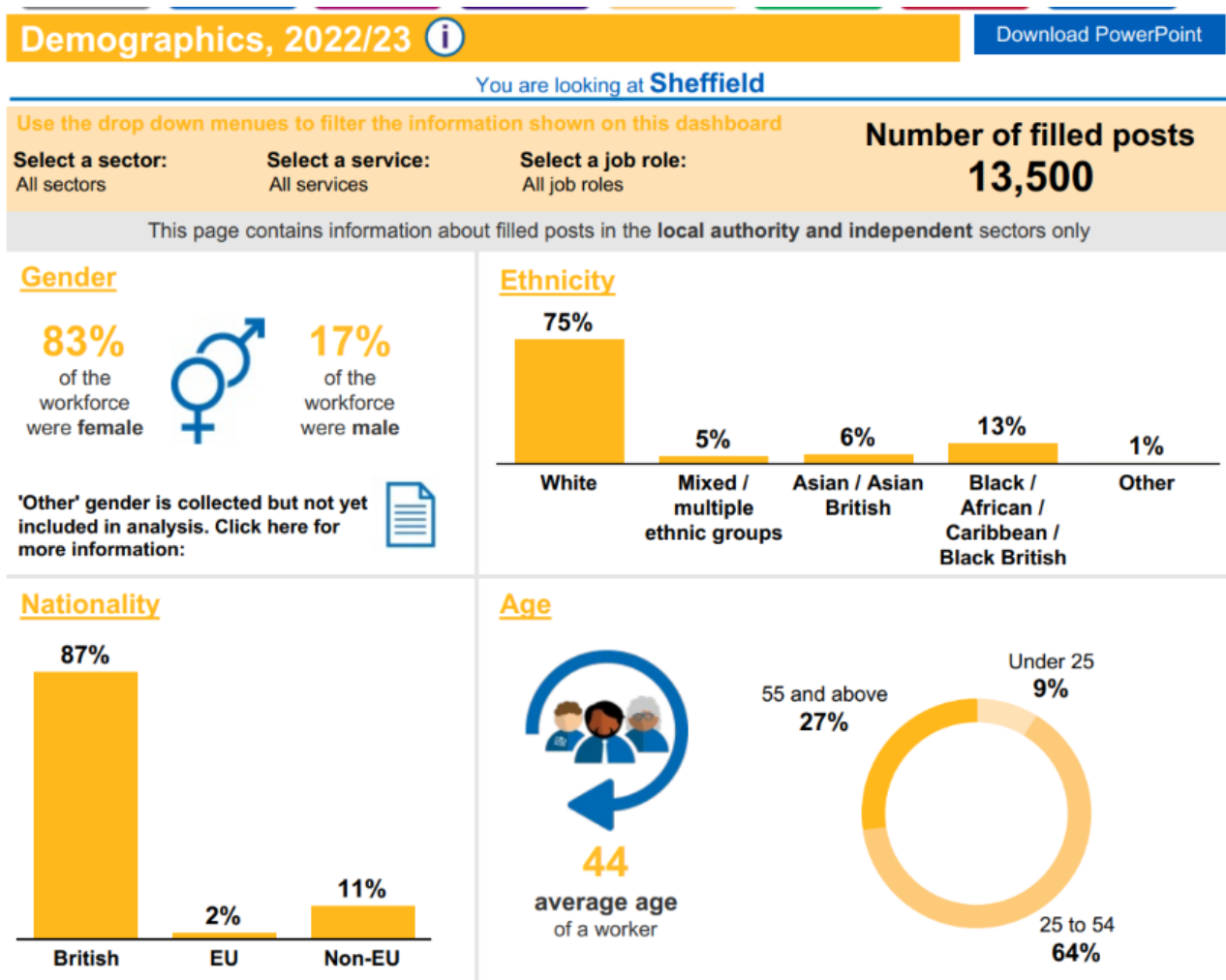
Sheffield's Commitment to the Social Care Workforce Race Equality Standards

As Sheffield City Council has joined 84 other Local Authorities to look at our Workforce Race Equality Standards, more and richer information will be available in 2025 along with action planning to tackle racism, bullying and harassment to improve the inequalities for Black and minoritised ethnic social workers. This also aims to give staff the opportunity to challenge undertones of racism from senior teams and offer support to those who have experienced racism from people who draw on services or their families. We will encourage care providers to commit to similar action plans.

¹ [Sheffield Summary \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk/Sheffield-Summary)

² [annual equalities report 2021 to 2022.pdf \(sheffield.gov.uk\)](https://www.sheffield.gov.uk/annual-equalities-report-2021-to-2022.pdf)

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Other diversity information we know.

Disability

Within Adults Care and Wellbeing Service 16.3% of the workforce has shared with us that they are disabled. In Sheffield, 20.6% of the City's population are disabled. The Care Sector workforce data suggests that only 2.6% of workers are disabled.

Sexual orientation

Within Adults Care and Wellbeing Services 7.1 % of the workforce has shared with us that they are LGB+. In Sheffield, 4.13% of the City's population are Lesbian, Gay, Bisexual or other.

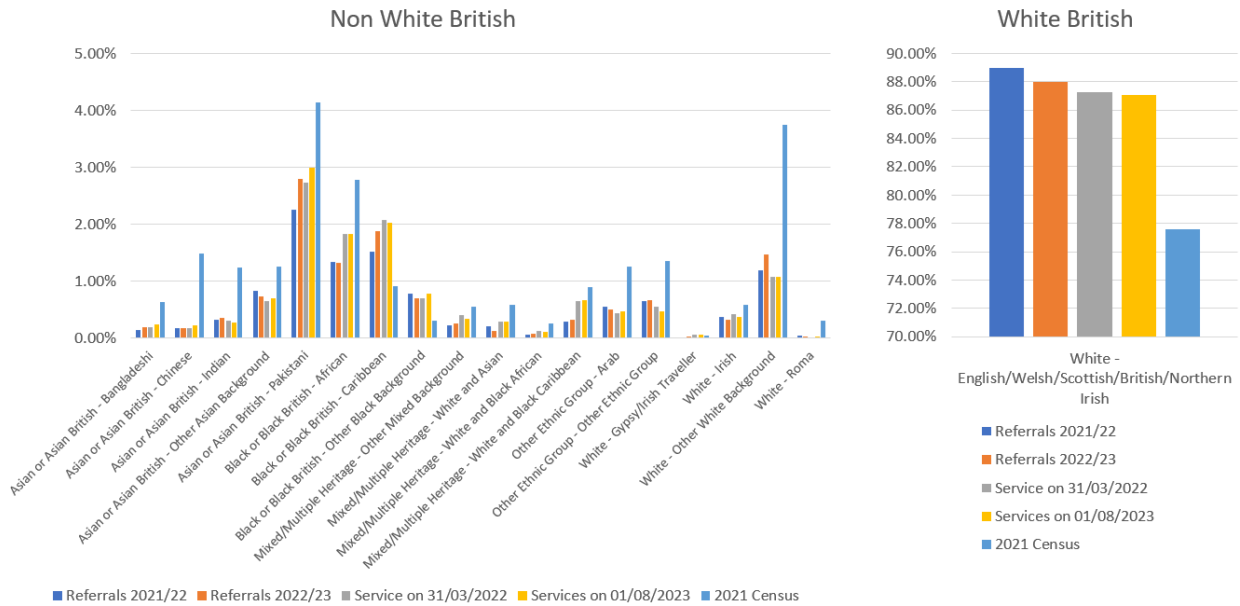
Unpaid Carers

Within Adults Care and Wellbeing Service 25.6 % of the workforce has shared with us that they are disabled. In Sheffield, 4.7% of the City's population are disabled.

Fig 1. Analysis of Ethnicity and Referral for Services

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Ethnicity for referrals and services in 2022 and 2023 compared to 2021 census



Next Steps and Priorities for 2024 to 2026

- Introduce positive action measures to encourage male Social Care workers and people who are disabled whilst promoting flexible working and workplace adjustments.
- Encourage workers to begin careers within the care sector (either at starter or later years of their careers.)
- Develop Age friendly support for our workforce.
- Develop action plans once WRES findings are known and make improvements in gaps in our information.
- Introductory positive action measures to develop our diverse workforce into senior management roles.
- Review data in relation to disability (and impairments within disability) to improve our understanding of different needs with disability.
- Continue to develop our approach to supporting unpaid carers and families in line with our Carers Delivery Plan.
- Encourage Social Care providers to commit to the Disability Confident standards and action plan according to the level of their status.
- Our analysis (Fig.1) has highlighted some areas of interest in relation to ethnicity groups and referrals for services. We will undertake community engagement activities to determine if there are any barriers to referrals or services for under-represented groups.

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