

# Implementation of Social Care Workforce Race Equality Standard (WRES) – 1<sup>st</sup> April 2021

The Workforce Race Equality Standard (WRES) was established by the NHS in 2015, with an aim to provide a clearer picture and enable purposeful action towards tackling race inequalities in the workplace.

We are delighted that Leeds is one of 18 local authorities chosen to be part of the first wave, as it is implemented across local authorities' adults and children's social care teams from 1st April. The 18 local authorities will come together to understand the reality of being a Black, Asian or Minority Ethnic employee and in particular their experience of working in social care both with their colleagues and with people with care and support needs, through the collection of workforce data and the sharing of personal experience.

The social care WRES will provide a tangible framework for collecting and analysing data on the experiences of our staff, broken down by ethnicity. It will also support us to develop action plans and evaluate the impact of these; as well as facilitating a single national report to pull learning together and establish the national actions needed.

## **Key areas of focus in the Social Care WRES include:**

- senior representation
- recruitment and progression
- access to career and development opportunities
- experiences of bullying and discrimination
- disciplinary action

This is a time of real change for our social care services and learning from staff experience is an integral element of the WRES framework. Our intention is to be transparent as well as scrutinising our current systems and practices and we want to do that in collaboration with our staff teams. We won't achieve this overnight and we may not always get it right, but we have a willingness to learn and act on what we find.

We also know, that collecting data will not be enough to bring about the radical changes and outcomes we need to achieve to improve the experience of Black, Asian and Minority Ethnic staff in the workplace. So, the social care WRES is the first stepping stone to truly embracing and embedding anti-racist practice and culture with the sector's leaders, employers and the diverse professionals that work within it.

Over the coming weeks and months we will be providing more information about the plans, areas of development and information about how the social care WRES will support us to transform our workforce culture and commitment to anti-racist practice.

We are really excited about this journey and look forward to the learning and challenges that this path will take us on.

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