

Social Care Workforce Race Equality Standard

Adults and Children's Services Action Plan 2023/24



Coventry City Council

● What is the Social Care Workforce Race Equality Standard (SC-WRES)?

The strength of social care is in celebrating, valuing, and recognising what makes people unique and supporting them to overcome challenges. To do this it is vital that the social care workforce reflects the society we live in, and that people feel included and treated equally. We are committed to using our data and insight to focus attention on areas and issues where there is more work to do, to ensure diversity is valued and organisational cultures are positive.

The SC-WRES serves to support local authorities in addressing race inequalities by asking them to record and submit annual data based on metrics made up of nine indicators, measuring the experiences of people from minoritised ethnic backgrounds.

The programme is recommended for all local authority social care departments who will be required to produce, publish, and implement action plans to demonstrate their commitment to supporting all staff and developing a culture of inclusion and equality.

Adults and Children's services in Coventry signed up to join the SC-WRES in 2023.

Some key facts;

- The data submission window was **1 Sept 2023 - 13 Oct 2023**
- As of 11 October 2023, **954** staff were employed by Adults and **880** in Children's
- Non reported and missing ethnicity data accounts for **7%** of staff group records (**5% Adult Social Care and 9% Children's Social Care**).
- Data and comparisons were based on staff with known ethnicity
- In Adults **76%** of staff are white and **24%** from a Black, Asian and minority ethnic background
- In Children's **70%** of staff are white and **30%** from a Black, Asian and minority ethnic background
- Relative likelihood = percentage (or proportion) of one group experiencing an outcome, divided by percentage (or proportion) of another group experiencing an outcome. The closer a relative likelihood is to 1, the greater equality there is between the two ethnic groups. If relative rate is less than 0.80 or more than 1.25 then suggested ongoing monitoring from analysts and priority for policy action could be considered

We have used term Black, Asian and minority ethnic staff rather than the B.A.M.E acronym as this is the basis of ethnicity categorisation. However, we recognise the use of Global majority (a shortened version of the term 'people of the global majority'), is preferable to use. It refers to all ethnic groups except white British and other white group, including white minorities. This includes people from Black, Asian, mixed, and other ethnic groups who are often racialised as 'ethnic minorities.

● The Indicators

1

Percentage of directly employed staff from a minority ethnic background, within each pay band, compared with the percentage of white staff

2

Relative likelihood of directly employed staff from a minority ethnic background being appointed from shortlisting in the last 12 months, compared to white staff

3

Relative likelihood of directly employed staff from a minority ethnic background entering the formal disciplinary process compared to white staff

4

Relative likelihood of directly employed regulated professionals from a minority ethnic background entering the fitness-to-practice process in the last 12 months compared to white staff.

5

Relative likelihood of directly employed staff from a minority ethnic background accessing funded non-mandatory continuous professional development in the last 12 months as compared to white staff

6

Relative likelihood of directly employed staff from a minority ethnic background experiencing harassment, bullying or abuse from people who use social care, relatives or the public in last 12 months compared to white staff

7

Relative likelihood of directly employed staff from a minority ethnic background experiencing harassment, bullying or abuse from colleagues or managers in last 12 months compared to white staff

8

Relative likelihood of directly employed staff from a minority ethnic background leaving the organisation during the last 12 months compared to white staff

9

Relative likelihood of directly employed staff from a minority ethnic background in senior manager membership roles compared with the percentage of white staff

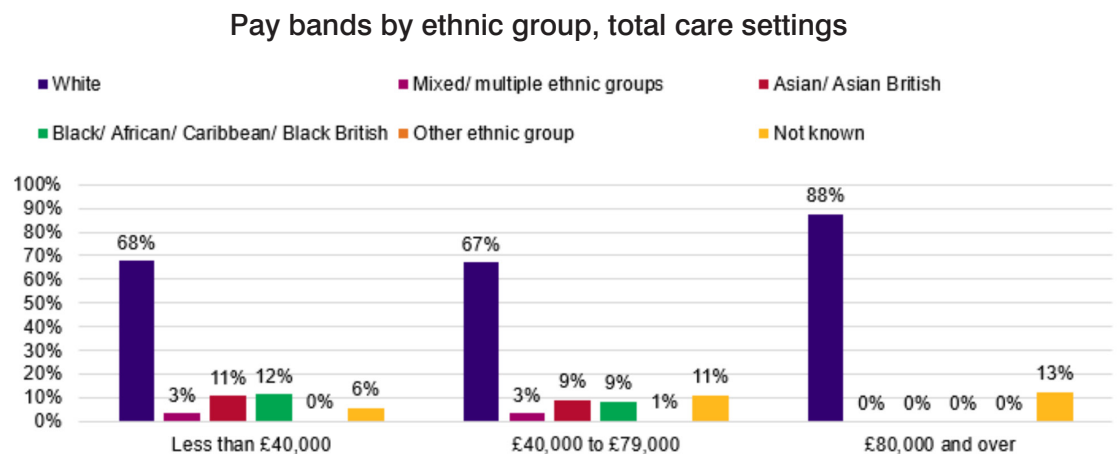
How is Coventry City Council promoting Diversity and Inclusion?

The Council has produced a Workforce Equality, Diversity & Inclusion Strategy, policy statements and employed a Workforce Diversity and Inclusion Lead. The Council has produced a range of resources to support staff including an Inclusion Guide and an annual Diversity and Inclusion calendar. Councils Workforce Diversity and Inclusion Strategy and action plan is subject to reporting into a quarterly Diversity and Inclusion Board chaired by identified Councilor Leads.

The Council is adopting the governance framework within the Race Equality Code 2020. To become accredited (in 2022) the Council had to submit a statement explaining how it planned to apply the 4 principles (Reporting, Action, Composition, Education) across the Council. The Council received feedback on the statement and actions to implement before October 2025. <https://theracecode.org/> The Councils Race Equality Plan is in development with an identified Executive Sponsor for Race. The Council is a signatory to the Race at Work Charter and will look to contribute to the next annual survey. <https://www.bitc.org.uk/race/> The Race Equality Action Plan will seek to address actions set out within the Race Equality Code and the Race at Work Charter commitments.

The Council has commissioned support to undertake focus group activity into the understanding of the lived experience of minority ethnic employees in both Children’s and Adults Social Care.

Indicator 1 Percentage of directly employed staff from a minority ethnic background within each pay band, compared with the percentage of white staff.



What does data tell us?

- We need to reduce the level of ‘not known’ ethnicity responses to employee data to provide a more accurate levels of information with attention to where percentage of unknowns is higher e.g. Children’s senior management.
- We need to increase ethnic diversity at middle and senior manager levels.

What we have achieved?

- EDI data campaign in April 2023 and we are steadily increasing our percentage of employees that we hold EDI data for. Workforce D&I dashboard has been developed to provide a more dynamic view of our workforce profile
- Take actioning that supports ethnic minority career progression including Ignite & I Will Accelerate positive action programmes. Talent development resources such as Coaching Culture, the West Midlands Coaching and Mentoring Pool & the Learning Hub
- Diversity based mentoring and sponsorship opportunities

What we are working towards?

- We need to continue to encourage staff to complete their protected characteristics data
- Ongoing actions to support ethnic minority career development and progression

Indicator 2 Relative likelihood of directly employed staff from a minority ethnic background being appointed from shortlisting in the last 12 months, compared to white staff.

	Total	Adult Social Care	Children's Social Care
Likelihood of applicants from a white background being appointed from shortlisting	43%	37%	51%
Likelihood of applicants from a Black, Asian and minority ethnic background being appointed from shortlisting	26%	20%	36%
Relative likelihood of directly employed staff from a minority ethnic background being appointed from shortlisting in the last 12 months, compared to white staff	0.6	0.5	0.7

What does data tell us?

- Staff with a Black, Asian and minority ethnic background were relatively less likely to be appointed from shortlisting. There was little difference between Adults and Children's at 0.5 and 0.7 times less respectively

What we have achieved?

- New Inclusive Recruitment & Selection Policy
- Recruiting for Workforce Diversity training, Inclusive Recruitment & Selection toolkit, and inclusive interview panellist pool

What we are working towards?

- Monitoring and report on diversity in recruitment and of recruitment panels to our Workforce boards

Indicator 3 Relative likelihood of directly employed staff from a minority ethnic background entering the formal disciplinary process compared to white staff.

	Total	Adult Social Care	Children's Social Care
Likelihood of white staff entering the formal disciplinary process	0.8%	0.7%	0.9%
Likelihood of staff from a Black, Asian and minority ethnic background entering the formal disciplinary process	1.3%	0.5%	2.1%
Relative likelihood of directly employed staff from a minority ethnic background entering the formal disciplinary process compared to white staff	1.63	0.62	2.35

What does data tell us?

- Staff with a Black, Asian and minority ethnic background were relatively more likely to enter a formal disciplinary process. However, in Adults staff with a Black, Asian and minority ethnic background were actually less likely to enter a formal disciplinary process with a relative likelihood of 0.62 but in Children's were significantly more likely to enter a formal disciplinary process with a relative likelihood of 2.35

What we have achieved?

- Delivered Unconscious Bias Training/anti-racism training to employees and Elected Members

What we are working towards?

- To review data from Human Resources Management and the data analysis team to identify the outcomes of disciplinary process taking into account the person's ethnicity
- To deliver training for managers on managing performance capability
- Continue to monitor and track annually the comparative rate of staff from a Black, Asian and minority ethnic backgrounds entering the disciplinary process and outcomes from disciplinary processes

Indicator 4 Relative likelihood of directly employed regulated professionals from a minority ethnic background entering the fitness-to-practice process in the last 12 months compared to white staff.

What does data tell us?

- Data was not available at time of submission

What we are working towards?

- Establishing a Fitness to Practice tracking process that can report on referrals by demography including ethnicity

Indicator 5 Relative likelihood of directly employed staff from a minority ethnic background accessing funded non-mandatory continuous professional development in the last 12 months compared to white staff.

What does data tell us?

- Data was not available at time of submission

What we are working towards?

- Human Resources Management Information have now created a report that will provide demographic data for training including ethnicity. This report can be run for any identified course and enable production of a consolidated report for all training activity.
- To track experience of NQSWs as part of ASYE programme
- To track and review the take-up of Apprenticeships by Black, Asian and Minority Ethnic staff on annual basis

Indicator 6 Relative likelihood of directly employed staff from a minority ethnic background experiencing harassment, bullying, or abuse from people who use social care, relatives, or the public in last 12 months compared to white staff.

What does data tell us?

- Data was not available at time of submission

What we are working towards?

- This was not recorded on the old incident and accident recording system which has now been superseded by a new system which will record this data going forward
- To monitor and senior management to encourage staff through engagement events and regular comms to ensure staff are aware of and supported to report any incidents

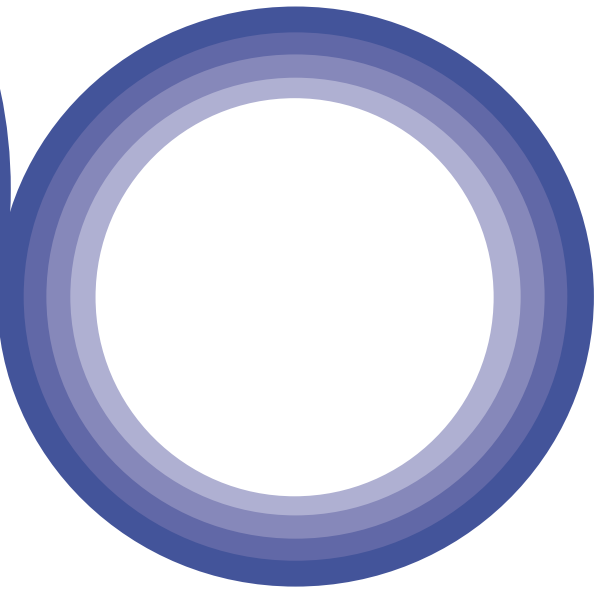
Indicator 7 Relative likelihood of directly employed staff from a minority ethnic background experiencing harassment, bullying, or abuse from colleagues or managers in last 12 months compared to white staff.

What does data tell us?

- Data was not available at time of submission

What we are working towards?

- Senior management to encourage staff through engagement events and regular comms to report concerns of bullying and harassment
- To establish a report to be able to track any harassment, bullying, or abuse from colleagues or managers



Indicator 8 Relative likelihood of directly employed staff from a minority ethnic background leaving the organisation during the last 12 months compared to white staff.

	Total	Adult Social Care	Children's Social Care
Turnover of staff of white ethnicity	12.1%	10.9%	13.6%
Turnover of staff of Black, Asian and minority ethnic background ethnicity	17.7%	14.5%	20.6%
Relative likelihood of employees from a Black, Asian and minority ethnic background leaving in the past 12 months compared to white employees	1.5	1.3	1.5

What does data tell us?

- Staff with a Black, Asian and minority ethnic background were relatively more likely to leave. There was little difference between Adults and Children's at 1.3 and 1.5 times more likely respectively

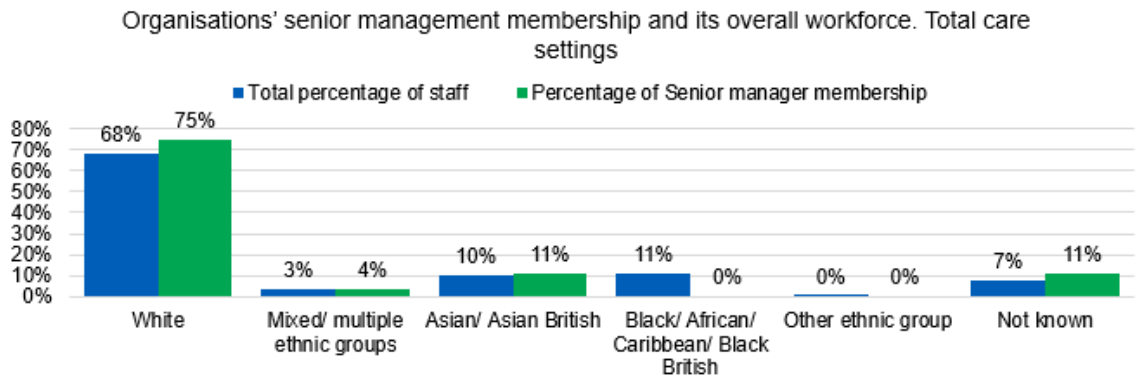
What we have achieved?

- A review of the Council's leavers process took place. The leavers survey questions have been updated so to include questions directly relating to diversity & inclusion, organisational culture, and employee experiences. Leavers reports are available to enable a focus on why people leave the Council

What we are working towards?

- To better understand staff experiences in 'stay' and 'exit' interviews and take appropriate action on themes identified
- Continue to monitor the data to ensure there is not disproportionate number of staff from a Black, Asian and minority ethnic background leaving the organisation

Indicator 9 Percentage of directly employed staff from a minority ethnic background in senior manager membership roles compared with the percentage of white staff.



What does data tell us?

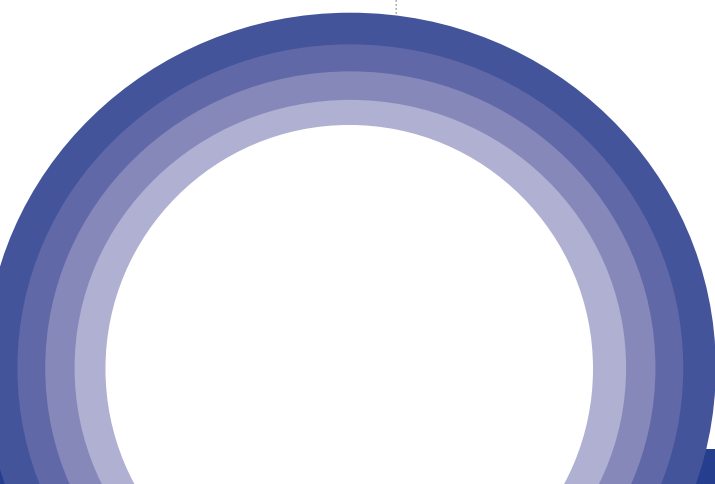
- We need to reduce the level of 'not known' ethnicity responses to employee data to provide a more accurate levels of information with attention to where percentage of unknowns is higher e.g. Children's senior management
- We need to increase ethnic diversity at senior manager levels

What we have achieved?

- Take actioning that supports ethnic minority career progression including Ignite & I Will Accelerate positive action programmes. Talent development resources such as Coaching Culture, the West Midlands Coaching and Mentoring Pool & the Learning Hub
- Diversity based mentoring and sponsorship opportunities
- New Inclusive Recruitment & Selection Policy
- Recruiting for Workforce Diversity training, Inclusive Recruitment & Selection toolkit, and inclusive interview panellist pool

What we are working towards?

- Ongoing actions to support ethnic minority career development and progression
- To proactively promote and encourage staff from a Black, Asian and minority ethnic background to apply for leadership programmes
- Monitoring and report on diversity in recruitment and of recruitment panels to our Workforce boards



Summary and Next Steps

Our Adults and Children's Workforce Boards have oversight of workforce equalities activities related to the SC-WRES and these are included as part of actions plans associated with workforce strategies. The Action Plan will be monitored over the next 12-month period with updates presented to the Adults and Children's Workforce Boards.

Adults and Children's Practice Forums, Let's Talk sessions, staff surveys and engagement with staff networks or other groups will receive and provide feedback on the action plan and developments during the year.

This plan to be received and endorsed by the 'embRACE' Employee Network (Minority Ethnic employees), Trade Unions, Children's and Adults Senior Management Teams and Workforce Boards and Councils Diversity and Inclusion Board.

We will be invited to register for SC-WRES 2024 and submit a further data submission in Oct 2024.

We will review and publish an updated plan by March 2025.



