

Improving Race Equality in Social Care

Key findings from the Social Care Workforce Race Equality Standard (SC-WRES) 2024/25 Report for Adult Social Care

SC-WRES is a continuous improvement programme designed to support social care organisations achieve anti-racist workplaces. We registered to take part in 2023.



931 staff
were employed by Adult's

31% from **24%**
are Black, Asian and
minority ethnic background



Our
workforce is
diversifying
from last
year, but we
still need
to increase
ethnic
diversity
at middle
and senior
manager
levels

Black, Asian and
minority ethnic
staff were
1.52 times
(0.62 in 2023/24)
**more likely to
enter a formal
disciplinary
process** (but no
more likely to
face disciplinary
sanction) than
white staff



Black, Asian
and Minority
Ethnic staff 0.29
times (from
0.5 in 2023/24)
**less likely to be
appointed** from
shortlisting than
white staff



Black, Asian
and minority
ethnic staff
directly
employed
staff **no
more or
less likely**
to access
training/CPD
than white
staff



We have
relatively few
staff reporting
harassment,
bullying, or
abuse from
people who
use social
care or from
colleagues or
managers

Black, Asian and Minority Ethnic
staff were **no more or less likely**
(from 1.3 in 2023/24) to
leave employment with
Adult Social Care than
white staff



Non reported and missing ethnicity data
accounts for 6% of Adults Staff, please help
by accessing **MyEmployment** and updating
your 'Equality & Diversity information'. It's
voluntary but helps build a more complete
picture of our workforce.

We encourage staff to raise concerns, speak
to your manager or please see the 'I have
a concern' intranet page for ways to raise
concerns [https://intranet.coventry.gov.uk/
legal-services/i-concern/3](https://intranet.coventry.gov.uk/legal-services/i-concern/3)

Help us celebrate Diversity and Inclusion
by embracing the wide variety of cultures,
identities and perspective we all bring [https://
intranet.coventry.gov.uk/diversity-inclusion](https://intranet.coventry.gov.uk/diversity-inclusion)
Small actions, can significantly impact how
people feel and create a more welcoming and
inclusive workplace

All our SC WRES Action Plans are published
on the Council's web pages
www.coventry.gov.uk/scwres