

Social Care Workforce Race Equality Standard (SC-WRES)

Adults and Children's Services Action Plan 2025/26



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.

This is our 3rd SC-WRES Action Plan having published our first plan in 2023/24.

Some Key Facts;

- Data as of 24 October 2025 (data submission window between Sept and October 2025)
- As of 24 October 2025, 958 staff were employed by Adult's and 955 in Children's (from 931 and 916 respectively in 2024)
- None reported and missing ethnicity data accounts for 6% of staff group record (5% Adult Social Care and 7% Children's Social Care). 1% improvement since 2024/25
- In Adults 65% of staff are White (from 69% in 2023/24) and 35% (from 31%) from a Black, Asian and minority ethnic background
- In Children's 64% (from 68% in 2023/24) of staff are White and 36% (from 32%) from a Black, Asian and minority ethnic background
- Population of Coventry according to 2021 census is that the largest ethnic groups in Coventry are White (65.5%), followed by Asian, Asian British or Asian Welsh (18.5%), and Black, Black British, Black Welsh, Caribbean or African (8.9%). Our staff groups are broadly representative of the city population
- Data and comparisons are based on staff with known ethnicity
- 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) Percentage 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 Diversity & Inclusion Strategy (2025-2028), and policy statements. The Council has produced a range of resources to support staff including an Inclusion Guide and an annual Diversity and Inclusion calendar. The Council's Workforce Diversity and Inclusion Strategy and action plan is subject to reporting into a quarterly Diversity and Inclusion Board chaired by identified Councilor Leads.

A number of areas of development are continuing to take place in the Council. These include;

- **The Council's Recruitment & Selection Policy** – The purpose of this policy is to provide a values-based framework to ensure that the Council has a fair, objective, consistent and transparent recruitment and selection process that promotes best and inclusive practice. Policy covers end to end recruitment process and responsibilities of recruiting managers and the recruitment team. Supported by an [Inclusive Recruitment and Selection Toolkit](#) that has been created to help recruiting managers make good recruitment and selection decisions which are lawful, fair, non-discriminatory and in line with recruitment best practice.
- **Recruiting for Workforce Diversity Training** – The course ensures all recruiting managers involved in any recruitment and selection activity have the required knowledge, are clear on organisational standards and are able to

implement best practice so that we can promote and encourage diversity in recruitment and selection. We continue to train new employees who are hiring managers; between January and December 2025, 75 managers attended the training.

- **Inclusive Interview Panel** - The Council now has a pool of trained employees who will support our recruitment and selection processes (shortlisting, interviewing and assessment) for all posts which are Grade 8 and above. The point of this exercise is to bring a point of difference to our recruitment & selection processes, rather than to bring technical expertise to the process. We have 34 employees accepted into the pool who bring inclusivity into selection processes from a disability perspective, LGBTQ+ and from the global majority. As of Quarter 4 (2024/25) January to March the appointment of employees from minority ethnic backgrounds has increased to **41.8%** from **40.9%** (Quarter 4 2023/24). The Council commenced the inclusive panel work from September 2024.

The Council adopted 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. As a result, the council has produced a Race Equality Position Statement <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/>.

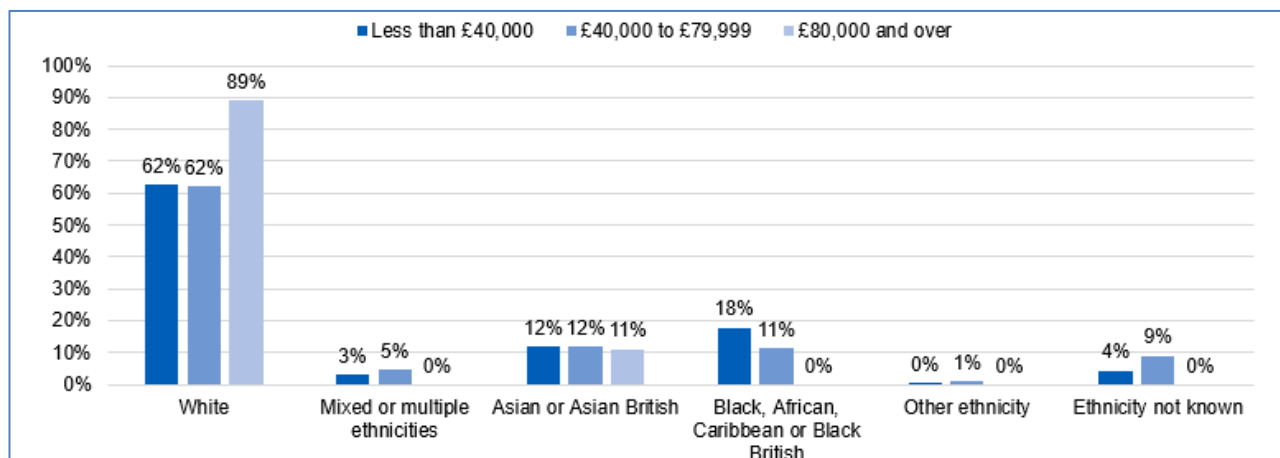
Adult Social Care commissioned an organisational wide programme of training (for senior managers, front line managers and staff) on 'Social Graces'. Social Graces upholds individuals' rights, encourages inclusivity and celebrates diversity. This commenced in Oct 2024 with sessions throughout 2025 with a plan to become a core training activity. The tracking and review of the take-up of the Degree Level Social Work Apprenticeships by Black, Asian and Minority Ethnic staff, informed promotion and targeting of opportunities in 2025.

A service wide training programme has been commissioned within Children's Service through 'Social Matters' to provide specific training to enhance staff knowledge of Anti-Racist practices and proactive allyship, in alignment with the Coventry Family Valued approach. Social Graces continues to be available as part of the Training Brochure for all colleagues to access. Monthly group discussion and reflective sessions titled 'Continuing the Narrative' provide the service with safe spaces to discuss, reflect and develop understanding of diversity needs.

Both Adults and Childrens services have Diversity and Inclusion Action and Development plans.

During the course of 2025 we held 3 engagement sessions to talk about the SC-WRES findings and actions planned. We also worked in partnership with embRACE network with staff focus groups from children's and adult's services to explore further the experience of staff from a minority ethnic background in recruitment and experiences of harassment, bullying, or abuse.

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 continue to work 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 practitioners and first line management.
- Our workforce is diversifying from last year, but we still need to increase ethnic diversity at middle and senior manager levels.

What we have achieved?

- 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.
- Supporting ethnic minority career progression including Ignite & I Will Accelerate positive action programmes when advertised. Talent development resources such as Coaching Culture, the West Midlands Coaching and Mentoring Pool & the Learning Hub
- Diversity based mentoring and shadowing opportunities.

What we are working towards?

- We need to continue to encourage staff to complete their protected characteristics data
- We need to continue to support and monitor uptake from adults and children's colleagues of any available positive action programmes
- Ongoing actions to support ethnic minority career development and progression, making use of internal applications, secondment and acting up approaches for vacancies
- Create and track opportunities for staff to shadow and learn through exposure to more senior level conversations and meetings e.g. project teams and steering groups in adults and children's services
- Development of a 'Working for You' Council campaign, to include producing videos on a day in life of social worker, ensuring diversity in representation

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
Percentage of people of White ethnicity being appointed from shortlist	10%	14%	8%
Percentage of people of Black, Asian or minority ethnicity being appointed from shortlist	10%	10%	11%
Relative likelihood of people of Black, Asian or minority ethnicity being appointed from shortlist in the last 12 months compared to people of White ethnicity	1.1	0.7	1.5

What does data tell us?

- The relative likelihood of applicants from a Black, Asian and Minority Ethnic background being appointed from shortlisting, in the 12 months ending 24th October 2025, across all posts, compared with a White ethnicity is 1.1, **improving from previous years** (0.46 in 2024, 0.6 in 2023). Therefore, staff with a Black, Asian and minority ethnic background were relatively very slightly more likely to be appointed from shortlisting. There is a difference between Adults and Children's at 0.7 less likely (0.29 in 2024, 0.5 in 2023) and 1.5 more likely (0.69 in 2024, 0.7 in 2023).

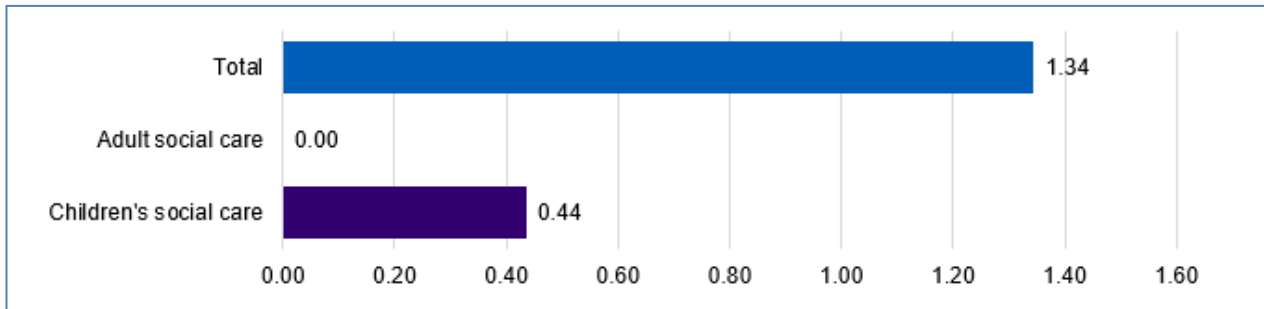
What we have achieved?

- Inclusive Recruitment & Selection Policy
- Recruiting for Workforce Diversity training, Inclusive Recruitment & Selection toolkit, and inclusive interview panellist pool (G8 and above)

What we are working towards?

- Ongoing monitoring and reporting on diversity in recruitment and of recruitment panels to our Workforce boards
- To explore further reasons for less likely being appointed in adults (internally provided services relating to sponsorship requirements and visa restrictions preventing subsequent appointment from shortlisting) and improvements which have taken place in children's for learning

Indicator 3 Relative likelihood of directly employed staff from a minority ethnic background entering the formal disciplinary process in the last 12 months, compared to white staff



What does data tell us?

- The relative likelihood of applicants from a Black, Asian and minority ethnic background entering formal disciplinary process as of 24th October 2025, across all posts, compared with a White ethnicity is 1.34 times more (3.52 times in 2024, 1.63 in 2023), **improving from previous years**. Therefore, staff with a Black, Asian and minority ethnic background were slightly relatively more likely to enter a formal disciplinary process.
- In Adults staff there was relative likelihood of 0 as no ability to compare (1.52 in 2024, 0.62 in 2023) and in Children's were less likely to enter a formal disciplinary process with a relative likelihood of 0.44 (6.38 in 2024, 2.35 in 2023)

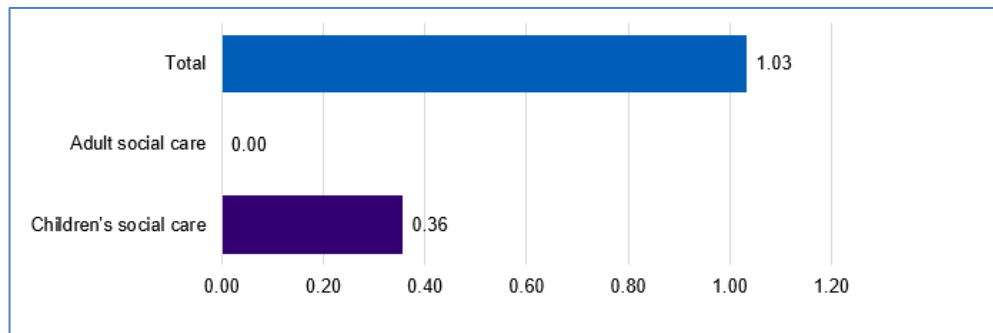
What we have achieved?

- Independent investigation Officers and Hearing Chairs to be appointed outside of the service areas, where possible and doesn't delay the process
- Additional guidance to be used in all disciplinary cases across the Council, to make informed decisions prior to any formal processes 'decision-making tree and stop and pause checklists'

What we are working towards?

- To continue to deliver training for managers on managing performance, conduct and grievance
- To continue to review application and data regarding performance and capability processes
- 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 via our Workforce boards
- To seek feedback and engagement with managers involved in performance and grievance 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?

- The relative likelihood of directly employed regulated professionals from a minority ethnic background entering the fitness-to-practice process in the last 12 months ending 24th October 2025 across all posts, compared with a White ethnicity is 1.03 (0.55 in 2024). Therefore, staff with a Black, Asian and minority ethnic background were no more or less relatively less likely to enter fitness to practice processes.
- In Adults the relative likelihood was 0 as no ability to compare (no staff entered fitness to practice process in 2024) but in Children's staff were less likely to enter a fitness to practice process with a relative likelihood of 0.36 (1.75 in 2024)

What have we achieved?

- We have an established a Fitness to Practice tracking process that can report on referrals by demography including ethnicity
- We have identified Single Point of Contact/s for Social Work England in adults and children's services

What we are working towards?

- Monitoring and reporting on diversity in Fitness to Practice processes to our Workforce boards

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

	Total	Adult social care	Children's social care
Percentage of employees of White ethnicity accessing funded non-mandatory CPD	60%	68%	51%
Percentage of employees of Black, Asian or minority ethnicity accessing funded non-mandatory CPD	63%	79%	48%
Relative likelihood of employees of Black, Asian or minority ethnicity accessing funded non-mandatory CPD in the last 12 months, compared to employees of White ethnicity	1.06	1.16	0.94

What does data tell us?

- The relative likelihood of directly employed staff from a minority ethnic background accessing funded non-mandatory continuous professional development in the last 12 months ending 24th October 2025 across all posts compared to staff with a White ethnicity is 1.06 (1.12 in 2024).
- Therefore, staff with a Black, Asian and minority ethnic background were no more or less relatively less likely to access CPD, **this being consistent with previous years.**
- There was little difference between Adults and Children's at 1.16 (1.12 in 2024) and 0.94 (1.16 in 2024) times less respectively.

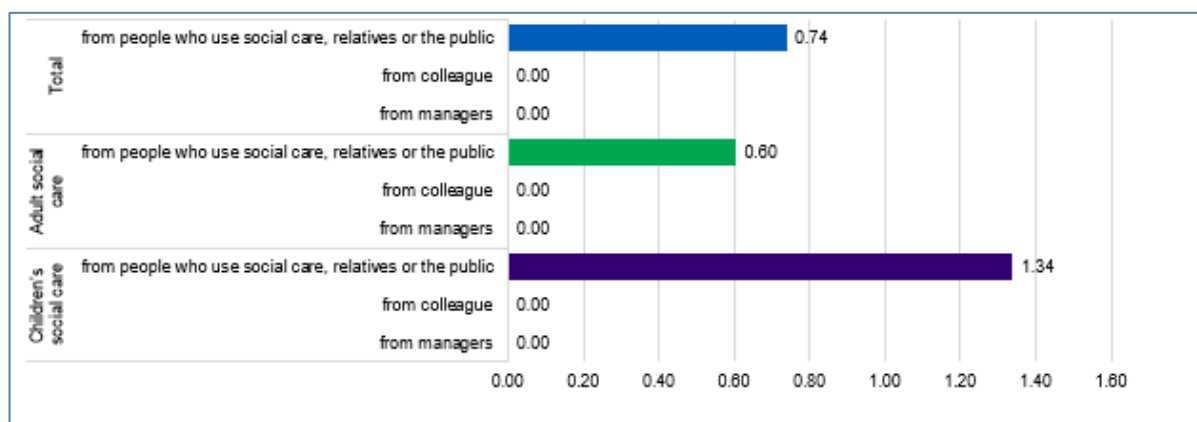
What have we achieved?

- Human Resources Management Information have now created a report that will provide demographic data for all training including ethnicity. This report can be run for any identified course and enable production of a consolidated report for all training activity.
- Tracking and review of the take-up of the Degree Level Social Work Apprenticeships by Black, Asian and minority ethnic staff, informed promotion and targeting of opportunities where under representation evident for global majority and male staff

What we are working towards?

- To continue track experience of NQSWs as part of ASYE programme
- To continue to track and routinely review the take-up of Apprenticeships by Black, Asian and minority ethnic staff on annual basis. Using this information to inform promotion and targeting of opportunities.
- To continue to track and routinely review the take up of all post qualifying social work programmes i.e. Practice Education, BIA and AMHP by Black, Asian and minority ethnic staff on annual basis. Using this information to inform promotion and targeting of opportunities.

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?

- There were small numbers of staff reporting concerns 101 (increased from 72 in 2024)
- The 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 the last 12 months ending 24th October 2025 across all posts compared to staff with a White ethnicity is 0.74 (1.61 in 2024) for service users, relatives of the public. Therefore, staff with a Black, Asian and minority ethnic background were relatively less likely to experience harassment, bullying, or abuse from those reporting.
- In Adults the likelihood was 0.60, less likely to experience (1.22 in 2024) but Children's staff were more likely with a relative likelihood of 1.34 (4.25 in 2024).

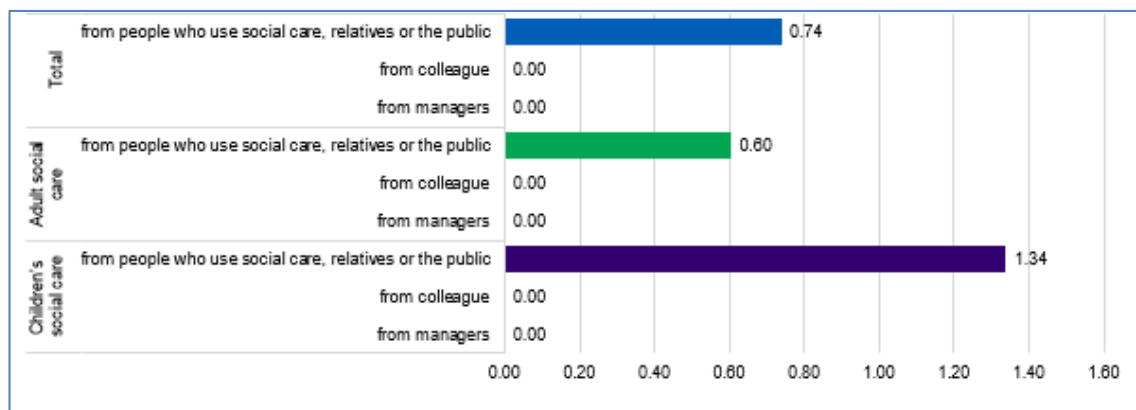
What have we achieved?

- New incident and accident system from 1st April 2024 now records data however currently only able to report on incidents of violence and aggression by ethnicity
- Organisational violence and aggression working group established led by Director of People and Facilities Management

What we are working towards?

- To monitor and senior management to encourage staff through engagement events and regular comms to ensure staff are aware of and supported consistently to report any incidents
- To review incident reports to identify outcomes and any trends and issues
- Promotion of the existing process to report concerns 'I have a concern' intranet page, while a new/improved reporting method is being developed
- Explore training in regard to experiencing and dealing with harassment and abuse related to protected characteristics
- To organise a Team Manager focus group across Children's and Adults services to understand and explore any issues with reporting 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?

- There were very small numbers of staff reporting concerns 3 in total (decrease from 10 in 2024)
- Due to the ethnic background of those reporting, there was no ability to compare experience

What have we achieved?

- Organisational violence and aggression working group established led by Director of People and Facilities Management

What we are working towards?

- A review of the current system of capture/identifying workers experiencing harassment, bullying, or abuse from colleagues or managers
- 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
- To review incident reports to identify outcomes and any trends and issues
- Promotion of the existing process to report concerns 'I have a concern' intranet page, while a new/improved reporting method is being developed
- Explore training in regard to experiencing and dealing with harassment and abuse related to protected characteristics

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	10.2%	9.8%	10.6%
Turnover of staff of Black, Asian or minority ethnicity	14.2%	16.3%	12.0%
Relative likelihood of employees of Black, Asian or minority ethnicity leaving the organisation in the last 12 months, compared to employees of White ethnicity	1.4	1.7	1.1

What does data tell us?

- The relative likelihood of employees from a Black, Asian and minority ethnic background leaving in the 12 months ending 24th October 2025 compared to White employees was 1.4 (1.4 in 2024, 1.5 in 2023). Therefore, staff with a Black, Asian and minority ethnic background were relatively more likely to leave.
- In Adults you were more likely to leave at 1.7 (1.0 in 2024, 1.3 in 2023) and in Children's slightly more likely to leave at 1.1 (improvement from 1.7 in 2024 and 2023)

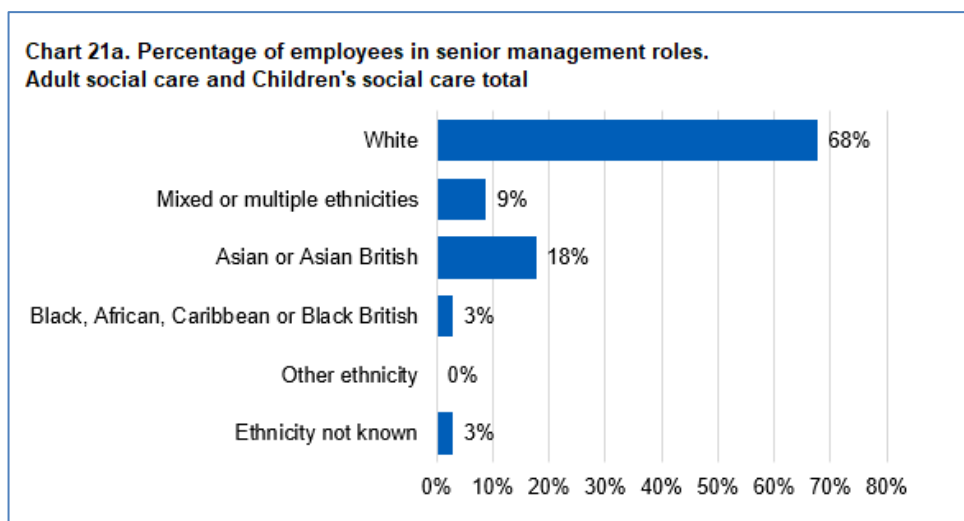
What we have achieved?

- A review of the Council's leavers process has taken 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 by continuing to undertake '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, with work to understand last year's changing position in Adults (25% of staff left Adult's services due to retirement in the Internally Provided Service) and reasons for improvements in Children's Service
- Review application and experience of induction processes in Children's and Adults.

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
- Children's senior management team is again more diverse than last year but we still need to increase ethnic diversity at senior manager levels

What we have achieved?

- Supporting ethnic minority career progression including Ignite & I Will Accelerate positive action programmes when advertised. Talent development resources such as Coaching Culture, the West Midlands Coaching and Mentoring Pool & the Learning Hub.
- Diversity based mentoring and sponsorship opportunities
- Inclusive Recruitment & Selection Policy
- Recruiting for Workforce Diversity training, Inclusive Recruitment & Selection toolkit, and inclusive interview panellist pool
- All colleagues Grade 10 and above have attended mandatory Owning and Driving Performance training to support the aspirations of the workforce and establish a supportive culture of continuous development

What we are working towards?

- We need to continue to support and monitor uptake from Adults and Children's colleagues of any available positive action programmes
- Ongoing actions to support ethnic minority career development and progression, making use of internal applications, secondment and acting up approaches for vacancies
- Create opportunities for staff to shadow and learn through exposure to more senior level conversations and meetings e.g. project teams and steering groups
- To proactively promote and encourage staff from a Black, Asian and minority ethnic background to apply for leadership programmes

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 action 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 have registered for the next 3 years of the SC-WRES and will submit a further data submission in Oct 2026.

We will review and publish an updated plan by April 2027.