

PROMOTING EQUALITY AND
INCLUSION IN SOCIAL CARE SETTINGS



RACISM AND ANTI-RACISM IN THE WORKPLACE



UNDERSTANDING ANTI-RACISM

Systemic Racism in Social Care

Racism in social care is embedded in historical and institutional systems affecting staff and service delivery outcomes.

Impact on Workforce Experience

Ethically diverse staff face disparities in recruitment, disciplinary actions, career progression, and leadership representation.

Importance of Safe Spaces

The entire workforce must engage in continuous conversations and self-reflection to address unconscious biases and foster anti-racist attitudes.

Creating Inclusive Environments

Embedding anti-racism in decision-making cultivates safer, equitable spaces for staff and service users.



RACIAL INEQUALITIES IN SOCIAL CARE WORKFORCE

Inequalities in Recruitment

Nationally, ethnically diverse applicants are 48% less likely to be appointed from shortlisting compared to white counterparts.

Disciplinary Disparities

Staff from ethnically diverse backgrounds face 37% higher likelihood of formal disciplinary actions.

Leadership Representation Gaps

Only 22% of registered managers and 19% of senior leaders come from ethnically diverse backgrounds.

Data-Driven Anti-Racism

SC-WRES enables organisations such as ECC to analyse inequality data and create measurable action plans for change.



EQUALITY ACT 2010 AND PUBLIC SECTOR EQUALITY DUTY

Legal Framework Against Discrimination

The Equality Act 2010 consolidates laws protecting against racial discrimination in health and social care.

Public Sector Equality Duty

PSED requires publicly funded bodies to eliminate discrimination and foster good racial relations.

Evidence-Based Compliance

Employers / providers must use impact assessments and data to ensure policies do not exacerbate inequalities.

Embedding Equality in Practice

Equality must be integrated into recruitment, service design, and performance monitoring processes.



BUILDING ANTI-RACIST ORGANISATIONAL CULTURE

Strategic Anti-Racism Actions

Embedding anti-racist values requires strategic, ongoing actions within leadership, governance, and decision-making practices.

Inclusive Training and Competence

Mandatory training focused on cultural competence and inclusive thinking is essential, especially for managers and senior leaders.

Data-Driven Equity Approaches

Using data such as workforce audits helps identify and address disparities in recruitment and retention.

Safe Spaces and Accountability

Creating safe spaces for open dialogue and modeling accountability strengthens trust and supports cultural change.



PRACTICAL ANTI-RACISM ACTIONS FOR EMPLOYERS / PROVIDERS

Inclusive Recruitment Practices

Implement anonymised applications and diverse hiring panels to reduce bias and promote equity in recruitment.

Mandatory Anti-Bias Training

Provide regular training on unconscious bias and cultural competence for all care staff and leaders.

Data-Driven Equity Monitoring

Collect and analyse workforce and service data to identify disparities and guide targeted interventions.

Collaborative Policy Development

Engage staff, service users, and communities to co-produce solutions and review policies effectively.



CASE STUDY: WORKFORCE DISPARITIES

Disproportionate Disciplinary Patterns

Ethically diverse staff face 37% higher disciplinary actions, revealing workplace inequalities needing urgent attention.

Root Cause Analysis

Identifying causes like inconsistent policies, unconscious bias, and cultural misunderstandings is key for fair treatment.

Organisational Interventions

Revising policies, targeted training, and diverse review panels can help address and reduce workforce disparities.

Broader Implications

Unchecked disparities harm morale, trust, and service quality, emphasising leadership accountability and data transparency.



EMBEDDING LONG-TERM IMPROVEMENTS

Leadership Commitment

Managers / leaders must model anti-racist principles and embed accountability.

Data-Informed Action Planning

Action plans should be co-produced and based on reliable data to guide improvement strategies.

Training and Reflective Practice

Embedding anti-racism and cultural competence training supports continuous learning and safe discussions.

Sustainability and Accountability

External accreditation and transparent progress sharing ensure ongoing accountability and dynamic adaptation to new challenges.



KEY TAKEAWAYS

Address Structural Racism

Employers / Providers must challenge institutional racism alongside individual behaviors to reduce inequalities.

Legal and Framework Responsibilities

Legal duties like the Equality Act 2010 and frameworks such as SC-WRES guide organisations in addressing racial disparities.

Embedding Anti-Racism Practices

Embedding anti-racism in recruitment, leadership, training, and care planning ensures sustained organisational change.

Culture and Continuous Improvement

Managers / Leaders must model anti-racist values, foster psychological safety, and commit to ongoing reflection and learning.