



The SC-WRES is a process that organisations can use to address evidence of inequality and make progress towards race equality, fostering a more inclusive and fair work environment.

The SC-WRES helps social care organisations to:





An independent, mid-point evaluation\* was undertaken of the first phase of the SC-WRES which found three main reasons why individual local authorities joined:

1. The opportunity to use it as a positive disruptor to address racism, particularly through the development of action plans aimed at improving the situation of Black and minoritised ethnic social workers.
2. It fitted with other corporate activities focusing on tackling racism, bullying and harassment, and inequality and as such, seen as part of this journey.
3. It offers staff the opportunity to challenge and address undertones of racism from senior teams and also support staff who have experienced racism from people who draw on services or their families.

\* SC-WRES mid-point evaluation undertaken by BJSW Manthorpe and Samski, Kings College

The SC-WRES is a fundamental tool for change on our journey to establishing race equity. When we tested it in 2021 with 18 trailblazing local authorities, we learnt that:

Authentic engagement and understanding is essential, as is how important the Leadership Team role is.

Where possible, linking SC-WRES with organisations internal EDI policies can bring policies to life and help to strengthen existing policies.

Effective data collection, analysis and continued collection is essential to embed sustainable and impactful change and to uncover 'the story underneath'.

SCWRES encourages and nurtures participation and engagement at all levels that is needed to make real progress on race equity.

The development and implementation of action plans is a core part of SCWRES and is an essential component to change.

Lyn Romeo, Chief Social Worker

