



Department of Health & Social Care

15 September 2020

Dear Colleagues

Implementing a Workforce Race Equality Standard (WRES)

Events this year have further highlighted the existing inequalities in our health and social care sector. These events have rightly caused us to reflect on our role as employers and leaders in the social care sector.

As such, there has been a growing consensus across the social care sector that existing approaches to workforce race equality are not bringing about needed change at pace and that an action orientated, and solution focussed approach needs to be adopted.

We write to invite your participation in two key pieces of work:

1. WRES Pilot

In 2018, scoping of social care was undertaken to consider the development of social care WRES (Workforce Race Equality Standard) to establish more robust intelligence and accountability. This builds on the learning from the NHS WRES that was introduced in 2015, which used 9 indicators to highlight differences in the experience of workers from a Black, Asian, and Minority Ethnic (BAME) background and workers from a White background. Data from this exercise enabled NHS organisations to 'close the gap' through dialogue and action.

We will be working with Skills for Care to build on this work and develop a WRES for Social Care by establishing an initial pilot to start in April 2021. The pilot will have these aims:

1. Refine and test the metrics for a social care WRES with a number of self-selecting organisations and consider how data gathering and reporting is best undertaken
2. Establish the structures for leadership and organisational implementation. The WRES require senior leader commitment and organisational support for the activities and action planning required
3. Establish a community of practice and improve the curation and data sharing of good practice and the evidence base for what works
4. Consider how the workforce standard reporting is best integrated into existing performance reporting and used to bring about sustained improvement

Senior leadership endorsement and support is a vital aspect. Leadership at the very top must champion and ensure communication to promote a deep examination of its own processes and culture with a focus on action.

2. WRES engagement event

We will be hosting an engagement event 5 October 2020 for Local Authorities interested in becoming a WRES pilot site for statutory children and adult social care departments. This event will be a chance for you to hear more about the WRES and for you to ask any questions before submitting a formal expression of interest to become a pilot site. We hope to also learn more about some of the challenges and rewards from your areas.

Date: Monday, 5 October 2020 via Zoom

Time of event: 2pm to 4pm

Who should attend: Directors, Senior Leaders, Practice Leaders, Principal Social Workers, Senior HR colleagues, Data Analysts

Registration: To join the WRES engagement event, please register using this link.

<https://events.skillsforcare.org.uk/wresengagement>

Upon registering, you will receive the joining instructions.

Please note the event will be held on Zoom.

Kind regards,



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