



Social Care Workforce Race Equality Standard

(SC-WRES) individual
local authority data
report

Sunderland City
Council

2025/26

Introduction

The SC-WRES Improvement Programme is built on a continuous improvement approach, ensuring that progress is ongoing, structured and responsive to feedback. It is designed to contribute and lead to transformational change.

We provide our data to the SC-WRES using nine indicators and this supports us to benchmark, reflect on and improve outcomes in race equity for our workforce. The SC-WRES has three main components which cannot be separated.

1. Data collection and a national annual report
2. Peer-to-peer support and monthly community of practice sessions
3. Individual data reports and action plans

The three components are designed to ensure that data findings are acted on within a continuous improvement framework.

This local authority data report shows a summary of the information submitted to SC-WRES in autumn 2025 from Sunderland City Council, covering the adult social care workforce. This report will form part of the data findings that will inform and support our SC-WRES action plan, due to be published in 2026.

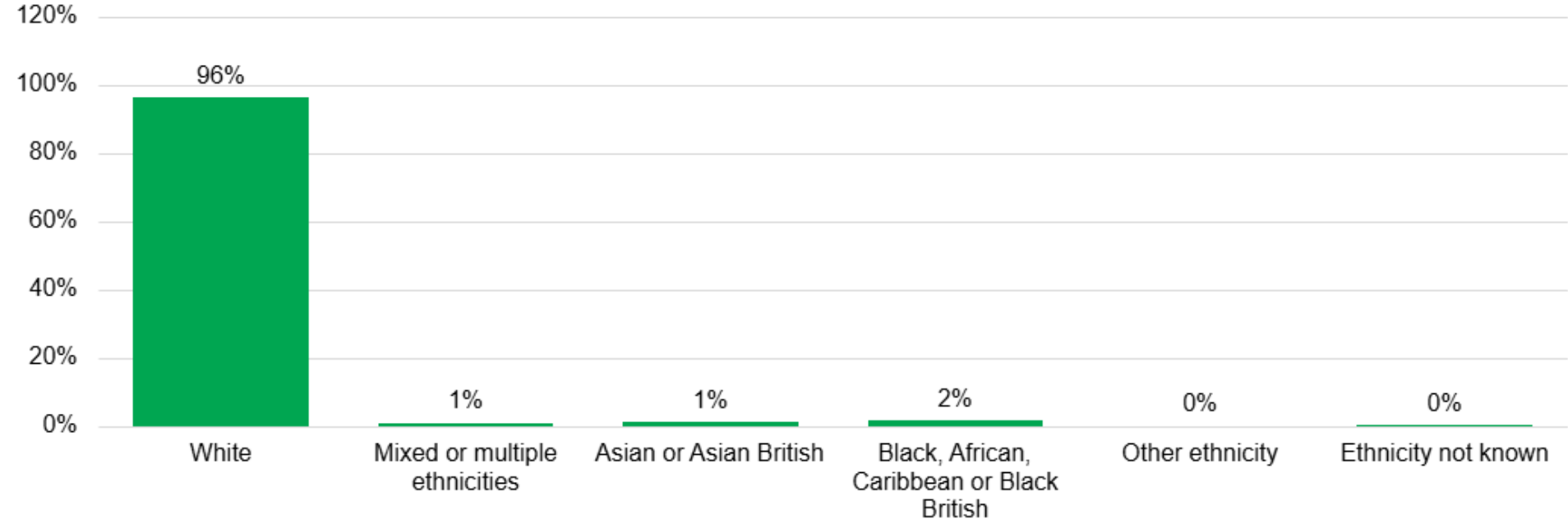
Overview

This staff overview shows the number of employees of each ethnicity group. These numbers include all staff employed by the Local Authority who work in or contribute to adult or children's social care. This includes both care-providing and non-care-providing staff, such as HR, commissioning, finance, and care staff.

All SC-WRES indicators collect staff numbers by a list of 19 ethnicities. The definitions of ethnicity we are using are based on the Office for National Statistics – Census 2021. The list also includes 'not known, not disclosed and not recorded). For this report, ethnicities have

been added up into five groups. For more information about individual ethnicities and the different experiences of people within these five ethnicity groups, please see the Excel data collection tool.

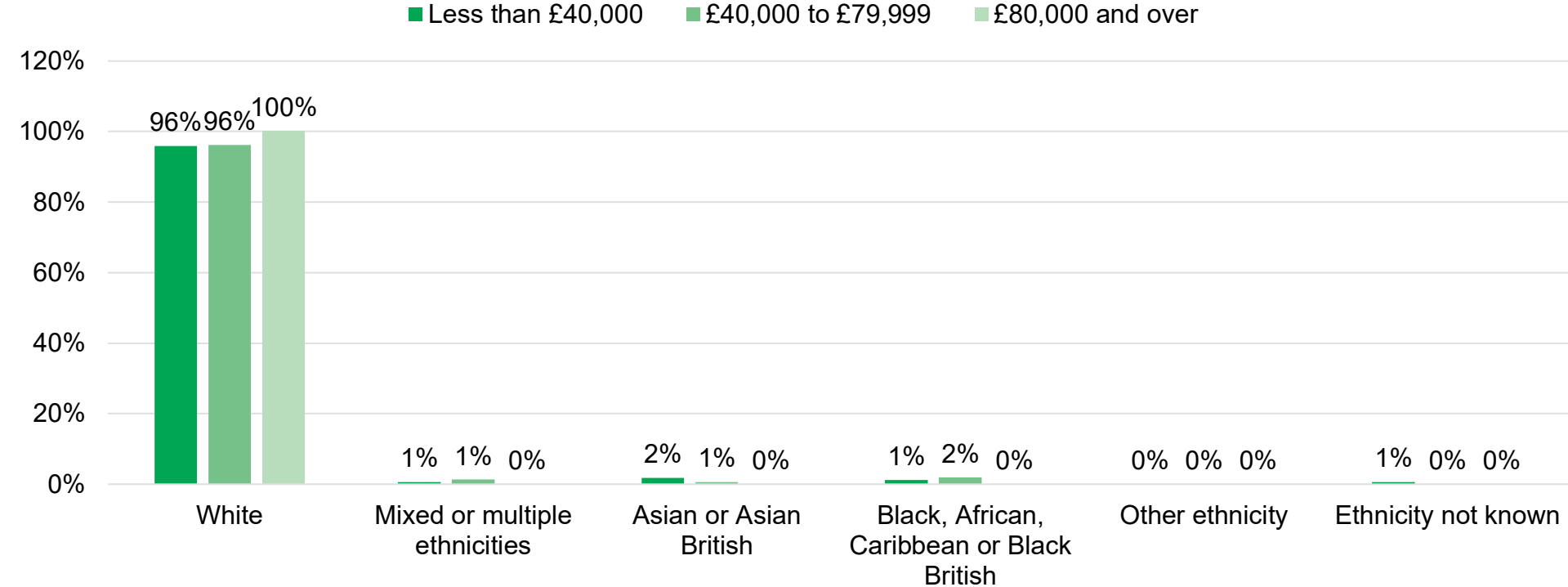
Chart 1 shows the total number of employees by five ethnicity groups and not known.



Indicator 1: Pay bands

Indicator 1 shows information about the number of employees within 12 pay bands¹. The chart below shows pay bands grouped into three categories, 'less than £40,000, £40,000 to £79,999 and £80,000 and over'. The chart below shows staff by five ethnicity groups and not known.

Chart 2. Pay bands by ethnic group



¹ Pay bands collected were Under £25,000, £25,000 to £29,999, £30,000 to £34,999, £35,000 to £39,999, £40,000 to £44,999, £45,000 to £49,999, £50,000 to £59,999, £60,000 to £69,999, £70,000 to £79,999, £80,000 to £89,999, £90,000 to £99,999, £100,000 and over.

Indicator 2: Appointed from shortlist

This indicator shows the number of people shortlisted and appointed to directly employed roles in the last 12 months.

Chart 3 shows the percentage of applicants that were shortlisted **next to** the percentage of people who were appointed, by ethnicity. The chart below shows staff by five ethnicity groups and not known.

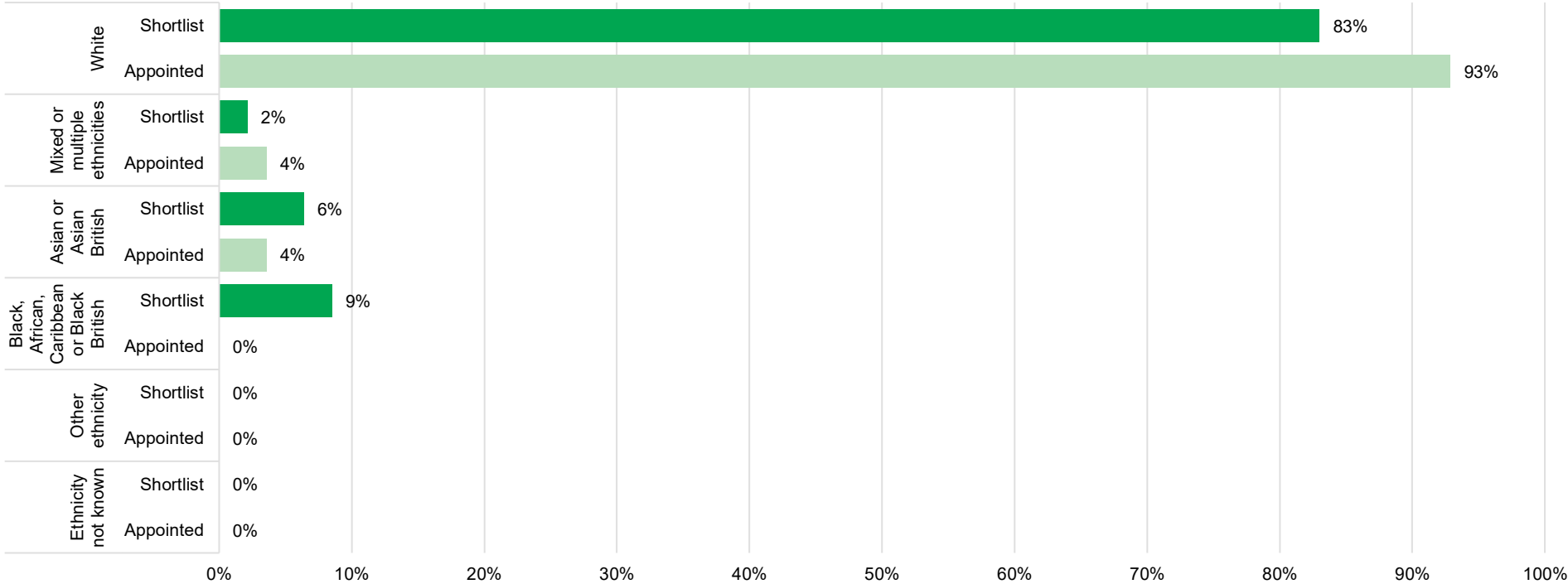
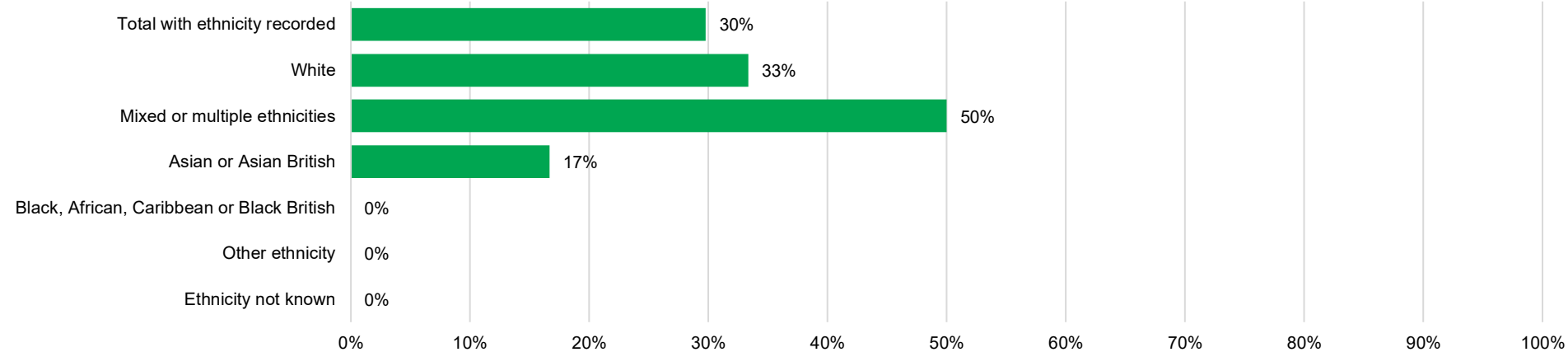


Chart 4 shows the percentage of staff appointed **from** shortlist by ethnicity. The chart shows one bar for each of the five ethnicity groups and one for not known.

Chart 4. Percentage of staff appointed from shortlist by ethnicity

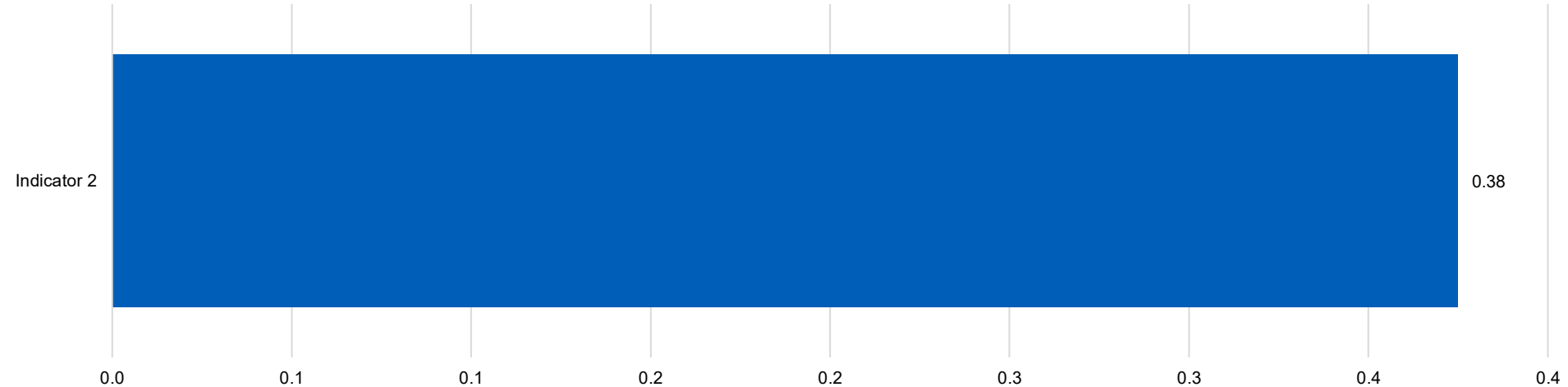


Relative likelihood definition

A relative likelihood is a number that indicates the extent to which two groups differ in their likelihood of experiencing an outcome. For SC-WRES, that is the likelihood of people of a Black, Asian or minority ethnicity experiencing the outcomes of each indicator compared to staff of a White ethnicity. The closer the number is to 1, the more similar the experiences are. Please note that if the number of people within each group being compared by the relative likelihood calculation is low then the number may be far from 1.

The 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 is 0.4%. Therefore, people of Black, Asian or minority ethnicity were relatively less likely to be appointed from shortlist than people of White ethnicity.

Chart 5. 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

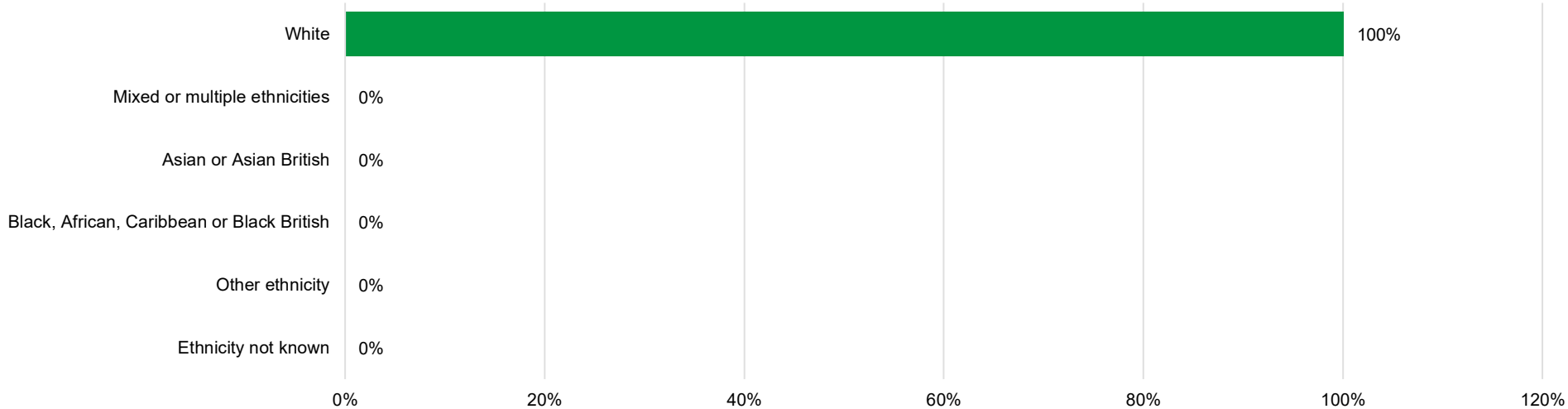


Indicator 3: Formal disciplinary process

Indicator 3 shows the number of times employees have entered the formal disciplinary process in the last 12 months. This count shows each time an employee has entered the formal disciplinary process.

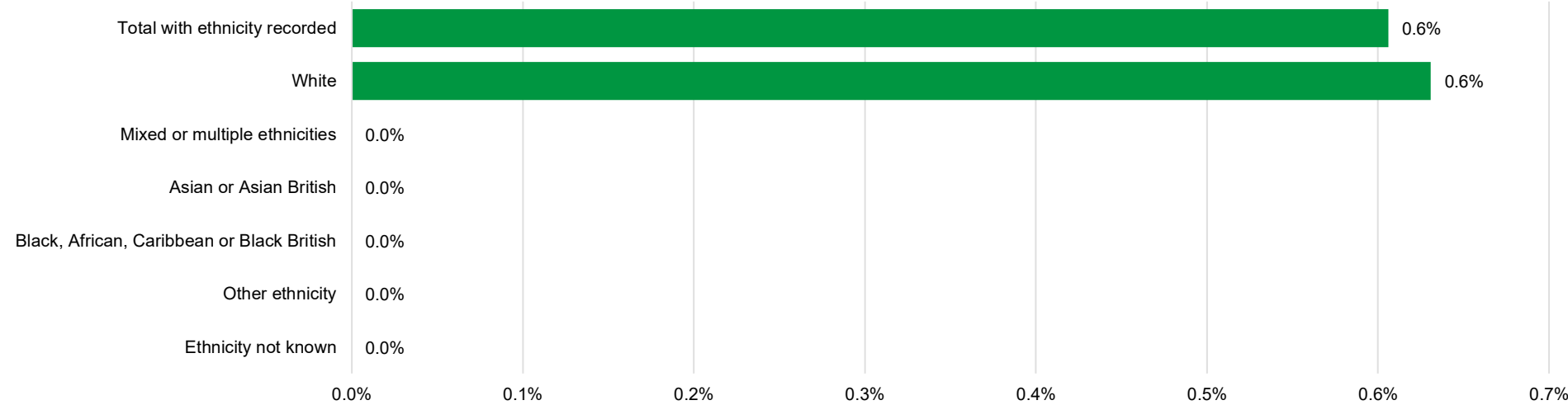
The chart below shows the percentage of times employees have entered the formal disciplinary process. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 6. Percentage of times employees have entered the formal disciplinary process, by ethnicity



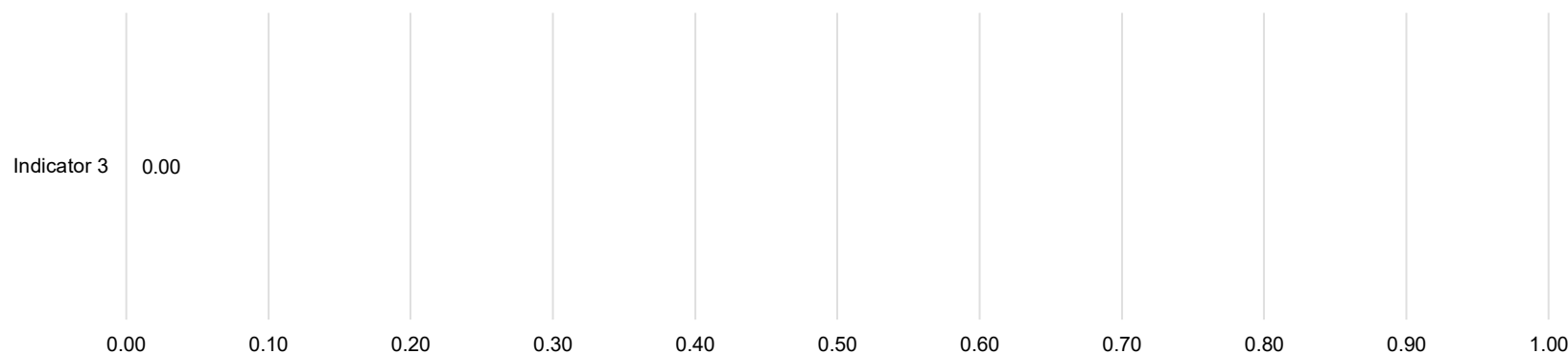
The chart below shows percentage of times employees have entered the formal disciplinary process, per employee. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 7. Percentage of times employees have entered the formal disciplinary process, per employee



The relative likelihood of employees of Black, Asian or minority ethnicity entering the formal disciplinary process in the last 12 months, compared to employees of White ethnicity was 0%. Therefore, employees of Black, Asian or minority ethnicity were relatively less likely to enter the formal disciplinary process compared to employees of White ethnicity.

Chart 8. Relative likelihood of employees of Black, Asian or minority ethnicity entering the formal disciplinary process in the last 12 months, compared to employees of White ethnicity



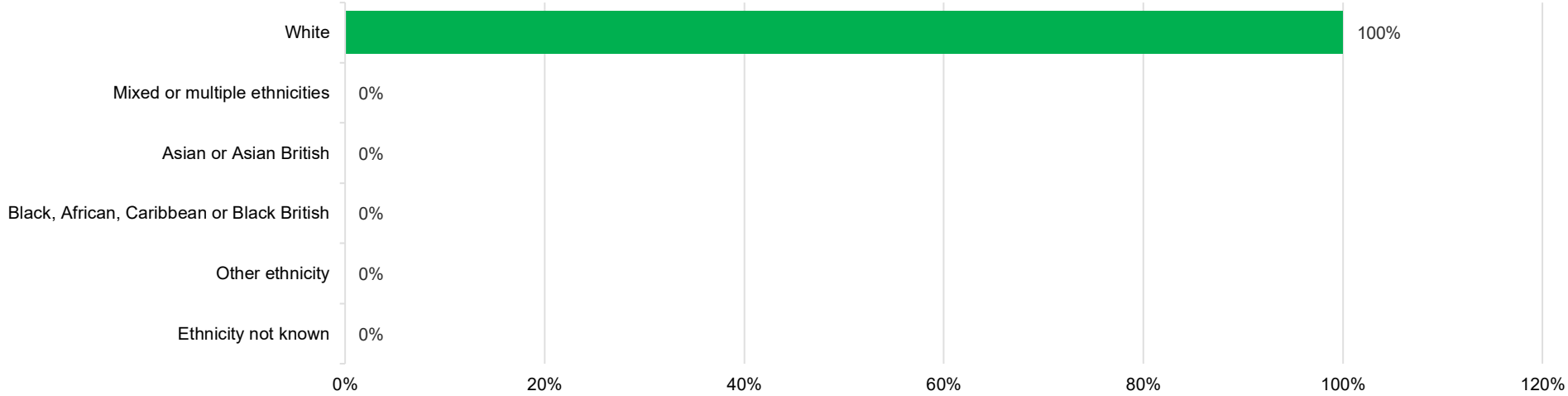
Indicator 4: Fitness to practise referrals

This indicator shows the number of regulated profession employees, and the number of employer-initiated fitness to practise referrals made to regulatory bodies in the past 12 months.

This includes employees that are professionally regulated and directly employed by social service departments, this usually would be registered nurses, occupational therapists, psychologists, and social workers. It also includes the total number of times each regulated professional employee was referred to the fitness to practise process by their employer in the last 12 months.

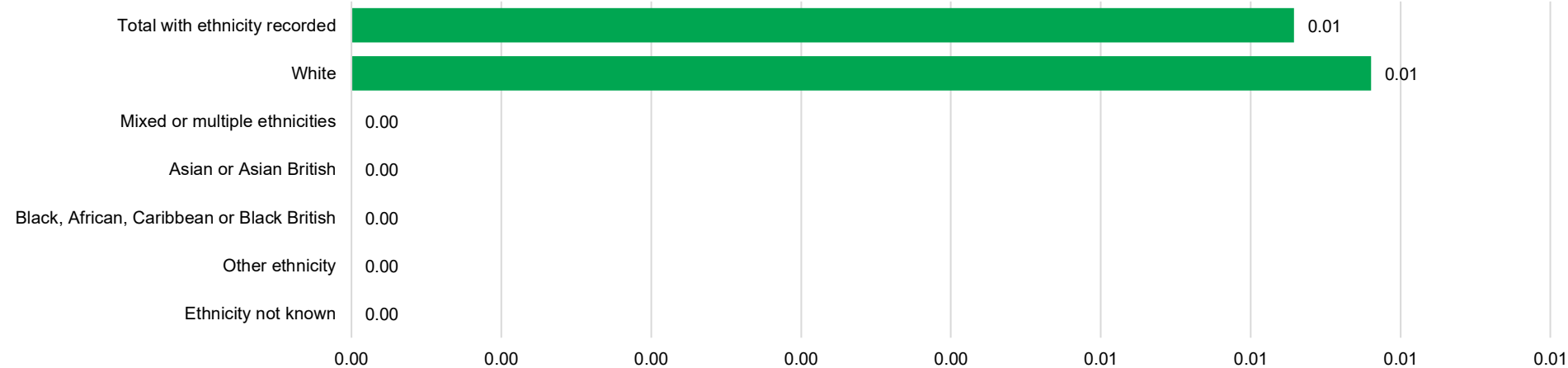
The chart below shows the percentage of employer-initiated fitness to practise referrals. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 9. Percentage of employer-initiated fitness to practise referrals, by ethnicity



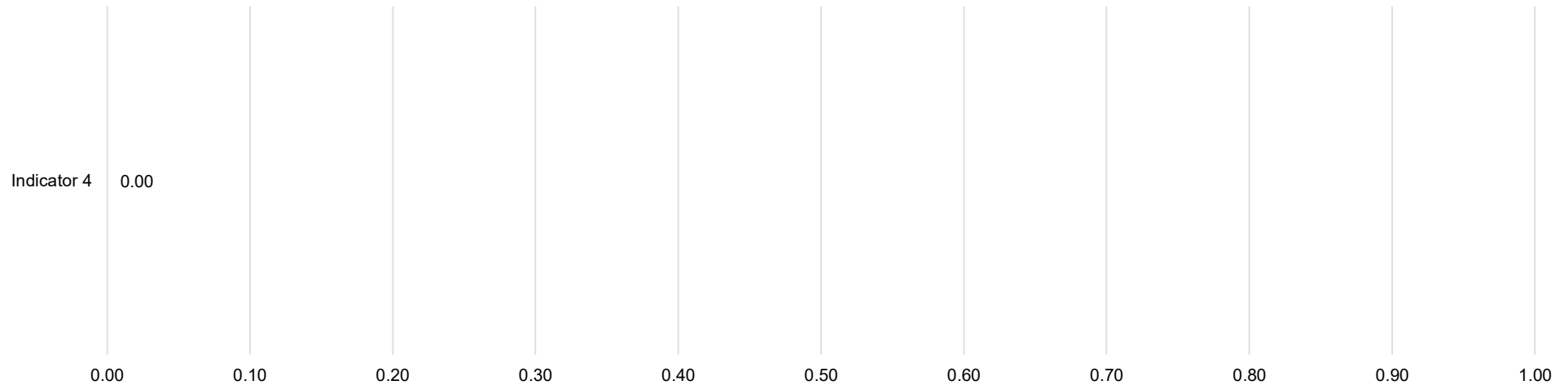
The chart below shows the percentage of employer-initiated fitness to practise referrals per employee. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 10. Percentage of employer-initiated fitness to practise referrals per employee



The relative likelihood of employees in regulated profession roles being referred to the fitness to practise process by their employer in the last 12 months was 0%. Therefore, people of Black, Asian or minority ethnicity in regulated profession roles were less likely to be referred to the fitness to practise process by their employer than employees of White ethnicity.

Chart 11. Relative likelihood of employees in regulated profession roles being referred to the fitness to practise process by their employer in the last 12 months, by ethnicity (employees of Black, Asian or minority ethnicity vs employees of White ethnicity)



Indicator 5: Funded non-mandatory continuous professional development

This indicator shows the number of employees accessing funded non-mandatory continuous professional development (CPD) in the last 12 months. Each employee is counted once (1 = yes, 0 = no), regardless of how many CPD activities they participated in.

This is an area for development over the course of the next year as the information is not currently collated in a reportable format. It is anticipated that this data will be available for the next return due 2026.

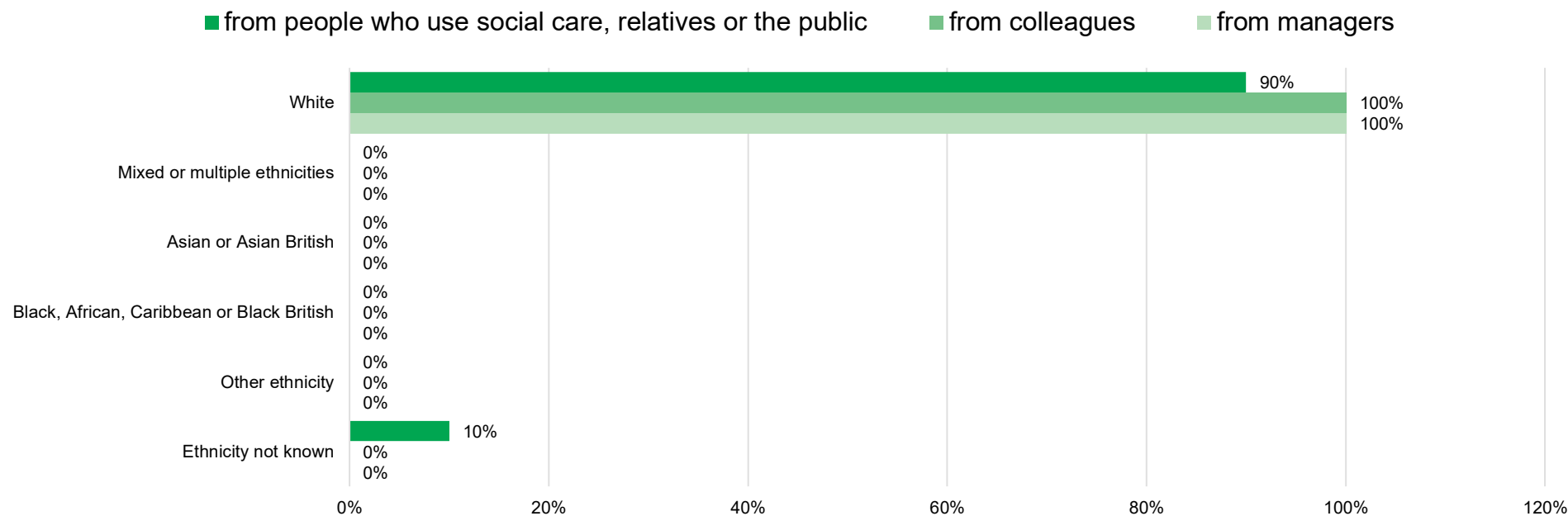
Indicator 6 and 7: Staff self-reporting harassment, bullying or abuse

These two indicators show the number of employees self-reporting harassment, bullying or abuse from 'people who use social care, relatives or the public', from colleagues and from managers in last 12 months.

This information was collected via a staff survey.

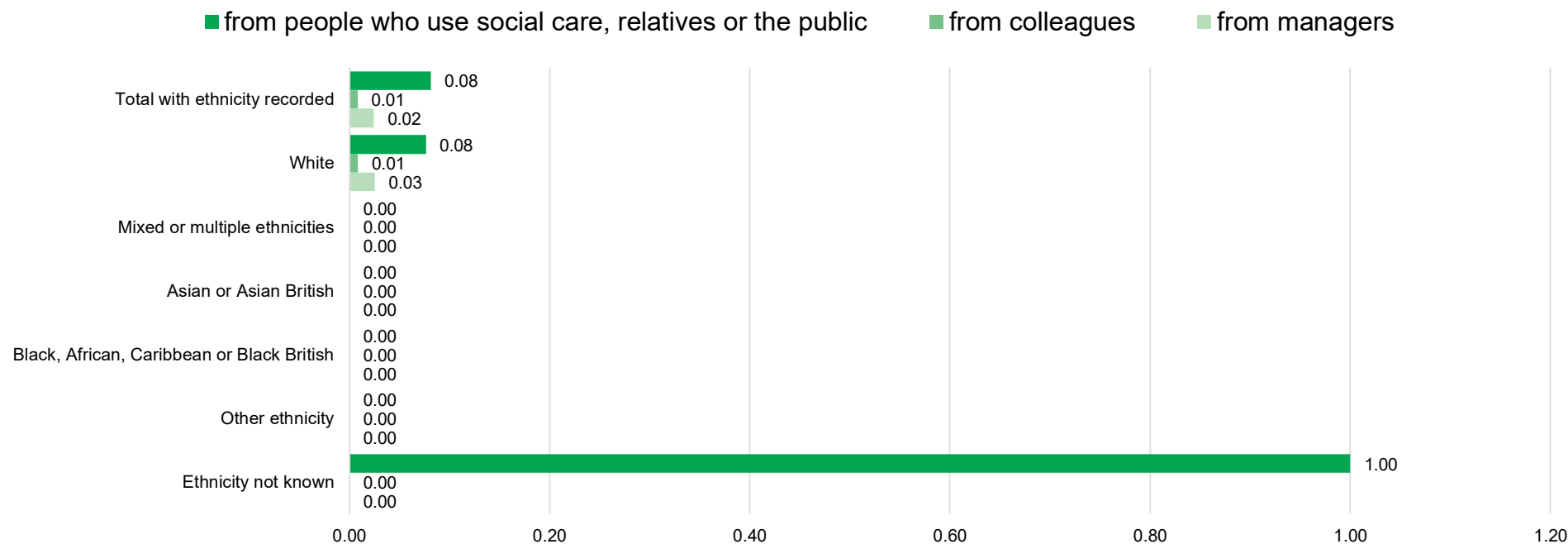
The chart below shows the percentage of all of employee-reported experiences of harassment, bullying or abuse. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known' and shows 'people who use social care, relatives or the public', colleagues and managers in different shades of blue.

Chart 12. Percentage of all of employee-reported experiences of harassment, bullying or abuse, by ethnicity



The chart below shows the percentage of employee-reported experiences of harassment, bullying or abuse experiences, per employee. E.g. if there were 100 employees of White ethnicity and 60 of them reported experiences of harassment, bullying or abuse then that bar would show 60%. This percentage can be more than 100% if employees reported experiencing harassment, bullying or abuse more than one time.

Chart 13. Percentage of employee-reported experiences of harassment, bullying or abuse experiences, per employee

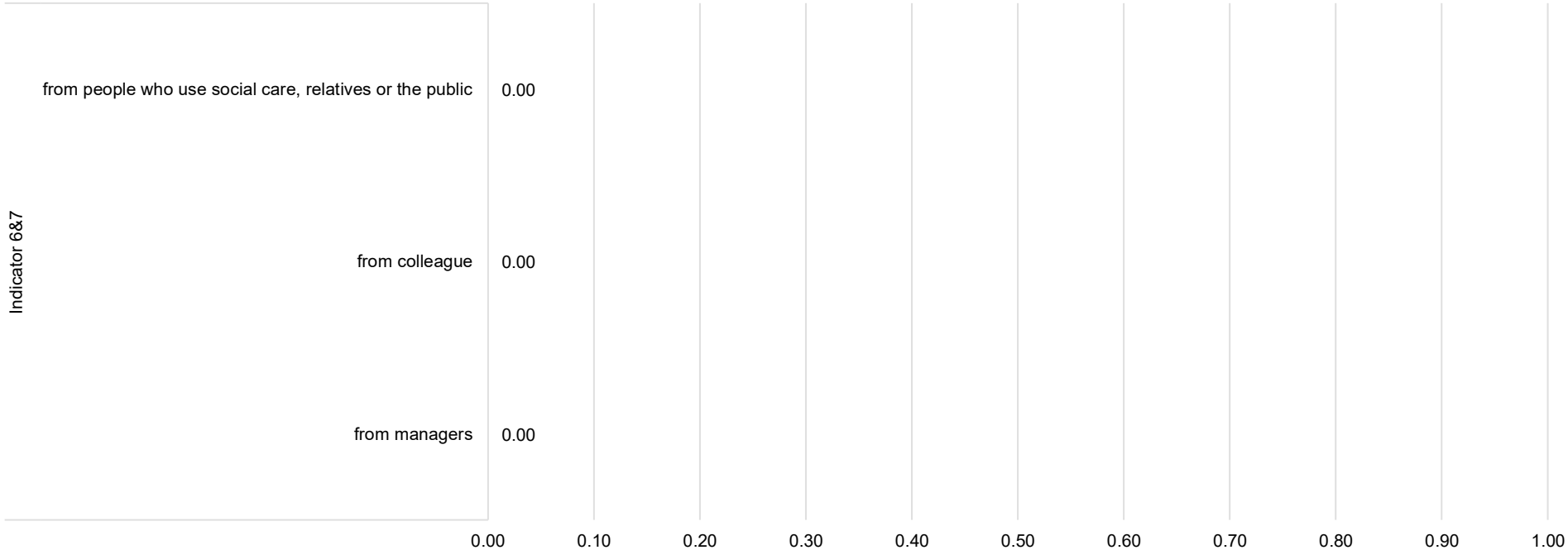


Employees of Black, Asian or minority ethnicity were neither more or less likely to report experiences of harassment, bullying or abuse from people who use social care, relatives or the public compared to employees of White ethnicity. With a relative likelihood of 0%

Employees of Black, Asian or minority ethnicity were neither more or less likely to report experiences of harassment, bullying or abuse from colleagues compared to employees of White ethnicity. With a relative likelihood of 0%

Employees of Black, Asian or minority ethnicity were neither more or less likely to report experiences of harassment, bullying or abuse from managers compared to employees of White ethnicity. With a relative likelihood of 0%

Chart 14. Relative likelihood of employees of Black, Asian or minority ethnicity reporting harassment, bullying or abuse compared to employees of White ethnicity

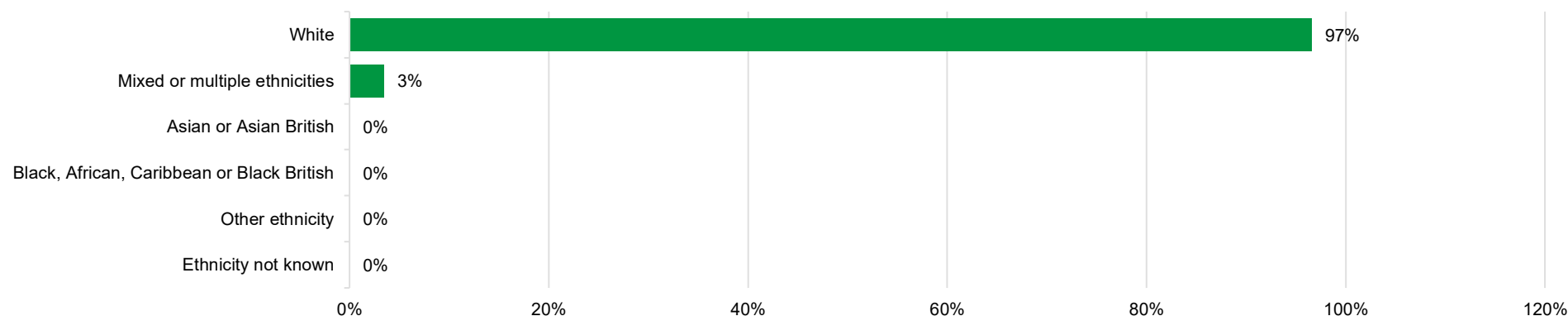


Indicator 8: Leavers in the last 12 months

This indicator shows the number of employees leaving the organisation in the last 12 months. A leaver is anyone who has left, whether voluntarily (e.g. resignation or retirement) or involuntarily (e.g. redundancy).

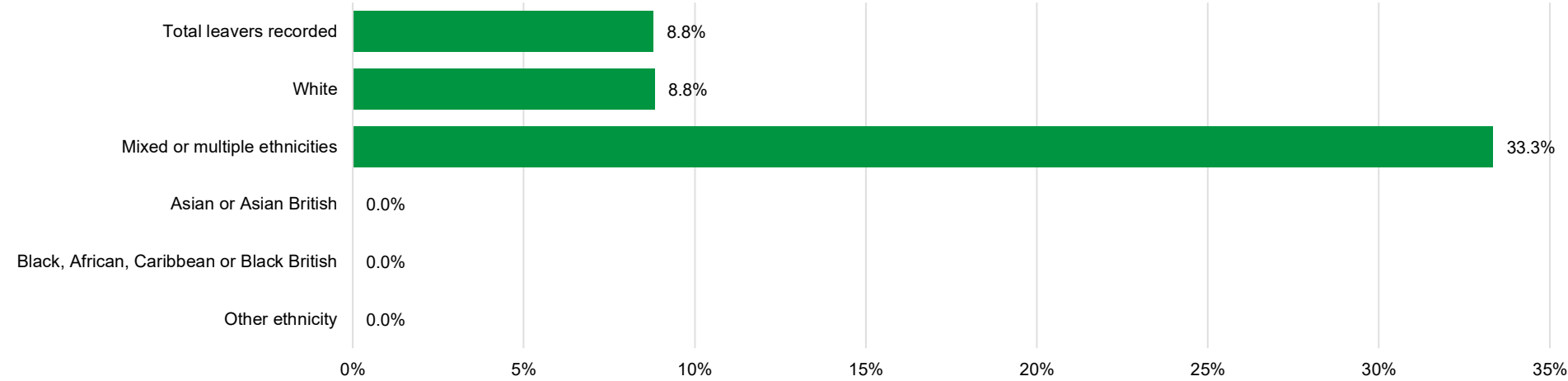
The chart below shows the proportion of leavers in the past 12 months, by ethnicity. E.g. this looks only at ethnicity of leavers and does not show a turnover rate. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 15. Proportion of leavers in the past 12 months, by ethnicity



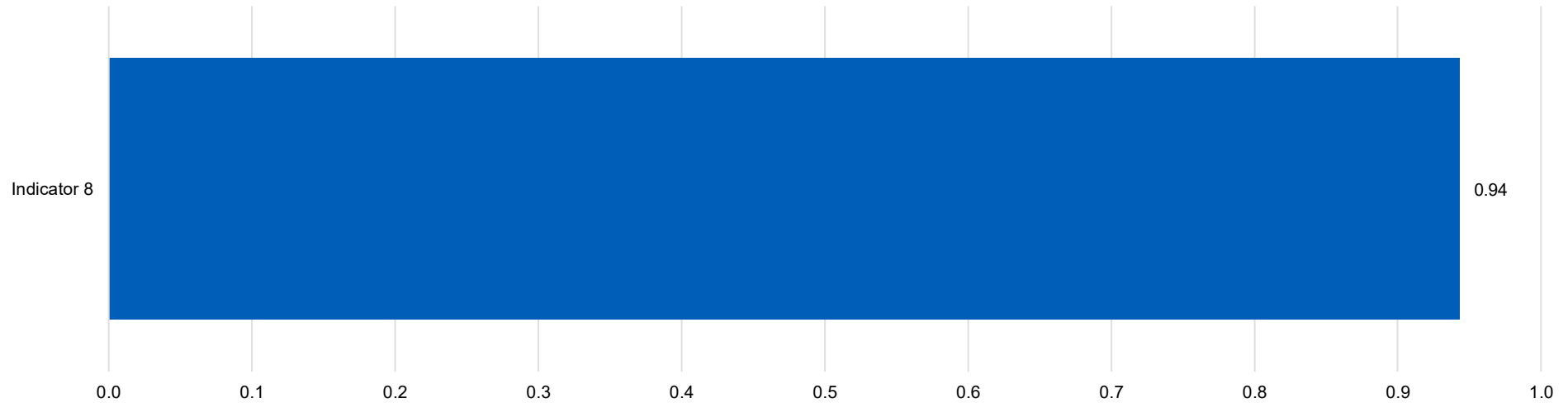
The following chart shows the turnover rate of staff by ethnicity. Total staff, where ethnicity is known, is taken from the 'Staff overview' tab. Turnover is calculated $(\text{leavers}/\text{staff}) \times 100$. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 16. Turnover rate by ethnicity



Employees of Black, Asian or minority ethnicity were relatively less likely to leave the organisation in the last 12 months, compared to employees of White ethnicity, with a relative likelihood of 0.94%

Chart 17. Relative likelihood of employees of Black, Asian or minority ethnicity leaving the organisation in the last 12 months, compared to employees of White ethnicity

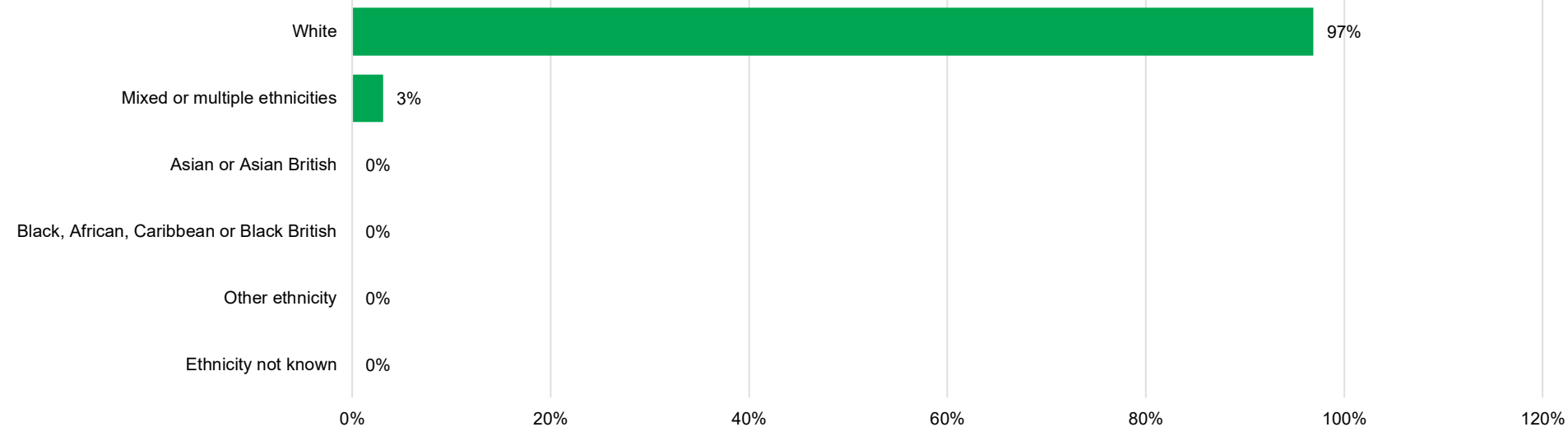


Indicator 9: Senior manager roles

This indicator shows the number of employees in senior management roles. Senior management roles include Directors of Adult Social Care, Directors of Children’s Services, Assistant Directors, and heads of services. This does include secondments, ‘acting up’ and interim.

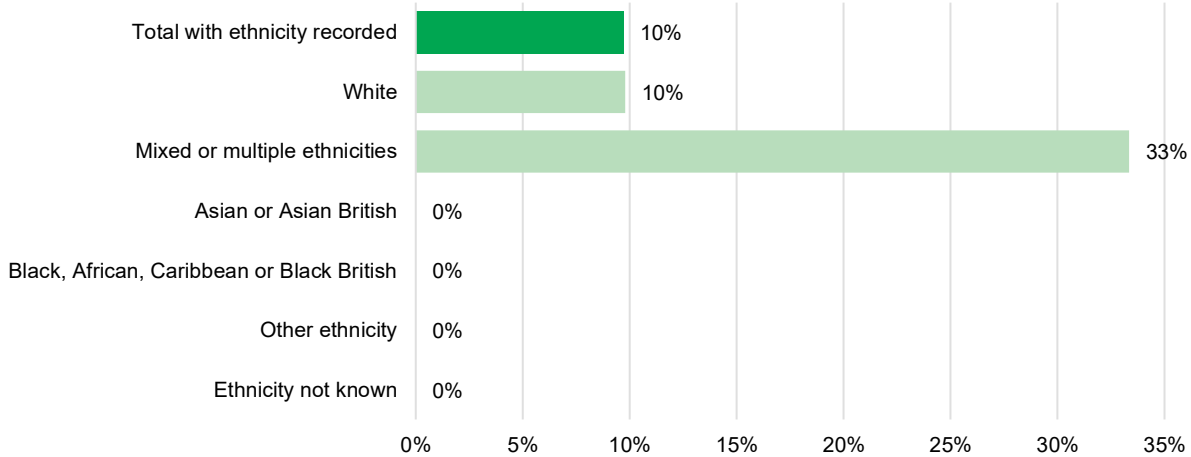
The chart below shows the percentage of employees in senior management roles by ethnicity. The chart shows one bar for each of the five ethnicity groups and one for ‘ethnicity not known’.

Chart 18. Percentage of employees in senior management roles



The chart below shows the percentage of the overall workforce that are in senior management roles. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known'.

Chart 19. Organisations' senior management roles and overall workforce



Employees of Black, Asian or minority ethnicity were relatively less likely to be employed in senior manager roles, compared to employees of White ethnicity, with a relative likelihood of 0.85%

Chart 20. Relative likelihood of employees of Black, Asian or minority ethnicity being in senior manager roles, compared to employees of White ethnicity

