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The Social Care Workforce Race Equality Standard, or the Social Care WRES as we call it, is a quality improvement programme for the adults and childrens social care workforce. Local authorities submit data every year against nine metrics, and that really gives us a very powerful sense of the disparities and the experience of Black, Asian and minoritised ethnic staff and, and white staff. The story that the data tells us is then used to support conversations about continuous improvement with staff, with managers and senior leaders on key topics, and also the formation of action plans in areas like senior representation, recruitment and progression, equal access to career development opportunities, fair treatment in the workplace, and experiences of bullying and harassment. The Social Care WRES is a framework that draws on clear improvement methodology, which has been well tested in the NHS, and adapted for social care to help set a direction to achieve really meaningful and sustainable organisational change towards race equality. In this second and the latest round of data collection, participating local authorities submitted their data against the nine metrics, and the data collected about minoritised ethnic employees was then compared to data about white employees. And the information was then used by local authorities to create action plans to address what emerged - short term, medium term long term, sustainable and measurable goals. We've learned an awful lot from the from the two rounds of data collection, and the results really show that we have a lot of work to do. For example staff with a Black, Asian and minoritised ethnic background, we're relatively half as likely to be appointed from a shortlist compared to white colleagues. Our latest report with all