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Equality, diversity and inclusion

Diversity drives innovation.We're committed to developing and improving to be a more inclusive organisation; through the way we work, and through what we do to support the adult social care sector.

- We're an inclusive workplace, where we're all able to achieve our full potential.
- We'll champion diversity in our organisation and in the adult social care sector.
- We'll grow and develop our support for the adult social care sector with equality, diversity and inclusion (EDI).

How we work

Race equality and disability equality working group.

This group was formed to exchange information, ideas and raise awareness about race equality and disability equality within the Skills for Care board, the organisation and in the adult social care sector, health sector and beyond.

The group will:

- internally at Skills for Care:
 - provide Board level leadership and support cultural change on race equality in social care
 - challenge ourselves to be at the cutting edge of race equality practice in social care and look beyond the sector for good practice
 - focus on Skills for Care as an employer, employers in the sector, and the experience of people using care.
- for the sector:
 - develop and/or facilitate a positive, purposeful, and practical narrative on race equality and disability equality with the sector
 - develop thought leadership in the sector to promote dialogue and raise the profile of this work in adult social care.

Belonging at Skills for Care

At Skills for Care our goal is to continually develop and enhance our inclusive and diverse environment, where we're all able to achieve our full potential, be who we want to be and feel that we belong so that together we can achieve our purpose.

Our Belonging strategy 'Diversity and Inclusion at Skills for Care - A Culture of belonging and active anti-discrimination' brings together the work we've been doing around EDI and outlines what we aim to achieve over the next five years, how we'll achieve it and what difference we hope we will see.

Our Belonging strategy includes three overarching objectives:

1. Cultivate a culture of 'belonging' and identify opportunities to enhance inclusion for all.
2. Enhance diversity within all teams so that there's more proportionate representation in our structure
3. Take positive steps to be actively anti-racist and to tackle any internal inequalities.

We have a number of internal networks for our colleagues, a safe space where challenges facing particular groups can be discussed and ideas to reduce inequality and foster inclusion can be shared with the organisation.

What we do

Top



vital role in the day-to-day care of people in our communities. We've undertaken a survey, a webinar series and peer coaching to learn more and help deliver the best possible support to this important part of the workforce. [Find out more.](#)

Learning and development support for the sector

What skills and knowledge do social care staff need? [Our resources](#) help to develop awareness of the standards on equality and diversity.

Workforce Race Equality Standard

We've been reaching out to equality seeking interest groups and individuals to ensure we're developing effective strategies and are connected to pressure for change, including work to test the Workforce Race Equality Standard in social work and social care.

We're working with the Chief Social Worker's Office and the Department for Education on a Workforce Race Equality Standard for social care. A pilot involving 18 initial Local Authority sites will work with us to refine and gather data on the nine metrics that make up the standard. These will form the basis for an action plan to address race equality within their social care departments, with the aspiration to roll out to all local authorities (and social care organisations that wish to adopt it) in 2022-23.

Adult Social Care Workforce Data Set (ASC-WDS) and workforce intelligence

We're the leading source of workforce data on adult social care in England. We use the data we collect to highlight the current state of the social care workforce and changes.

According to [The state of the adult social care sector and workforce in England](#) (October 2020), the ethnic profile of the adult social care workforce (21% Black, Asian and Minority Ethnic (BAME) was more diverse than the population of England (14% BAME) in 2019-20. Workers from Black/African/Caribbean/Black British backgrounds (12%) accounted for over half of the BAME adult social care workforce. This compares to 3% of the overall population of England.

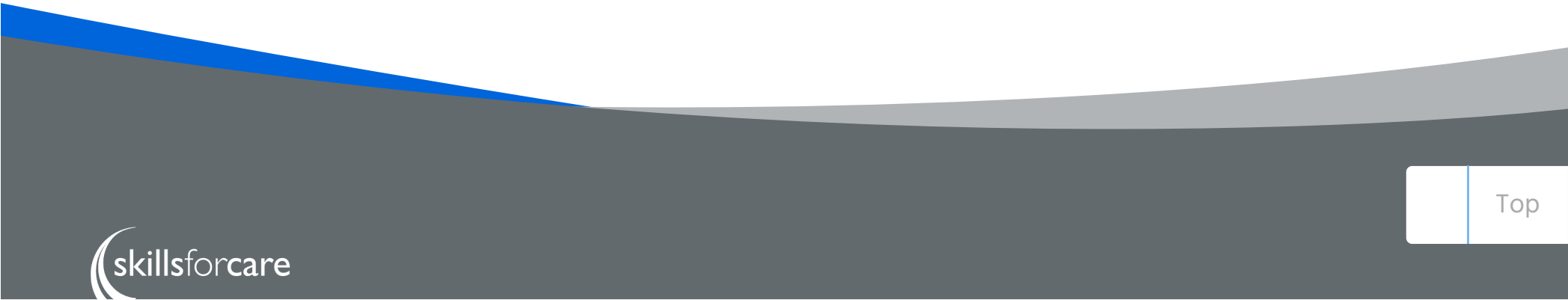
We continue to share the data we have to support key equality diversity and inclusion priorities in the social care workforce in England.

The strength of adult social care is in celebrating, valuing and recognising what makes people unique and supporting them to overcome challenges.

There's more work to be done and we'll do that with the support of our colleagues, partners, and the adult social care sector - people who work in it, are supported by it, and who want to keep pushing practice forward based on their experiences.

We'll learn quickly, improve constantly, and celebrate our achievements, and the adult social care sector's achievements.

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Group VAT no. 135 538313.

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