

# DbyD for Adult Social Care

Embedding fair values in the workforce to better support diverse communities

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# **Social justice and inclusive leadership ...our journey**

**Starting from the position that our staff, especially in senior roles, do not reflect the diversity of our communities**

**Pilot site for the Workforce Race Equality Standard 2020/21**

- Social Work recruitment and selection**
- Staff progression across Adults and Children's directorates**
- Staff retention**

**Review commissioned from an independent organisation**

- interviews and survey**
- group sessions with staff and senior leaders**
- looking at our workforce data**

**Report with a series of recommendations**

# Heightened awareness through the pandemic

- **Evidence of significant health disparities, exposed and amplified during the pandemic**
- **Council-wide Staff surveys during the pandemic**
- **Director-led listening circles with staff – valuing their knowledge and their experiences**
- **Development of the WRES Action Plan and a WRES Implementation Group**



***“We stand together against all forms of racism and inequality in our council and our city. This is a time for action and change.”***

**Joint statement from Leader of Council and Chief Executive – 2021**

- **Joint Corporate Leadership Team and Race Equality Staff Network Action Plan 2021-23**
- **Corporate Equality Board (and in each Directorate)**
- **Member Champions (Equality) overseeing Equality Improvement Priorities**
- **Active Staff Networks - line to CEO**
- **'Be Your Best' programme – for all managers - 2022/23**
- **Freedom to Speak Up Guardian appointed in 2022**



# Our communities - The Listening Project

- **Starting with examining our data on people coming to ASC and accessing services**
- **Project sponsored by and coproduced with the Better Lives Board**
- **Insight work into why people from certain diverse ethnic communities do not present to Adult Social Care**
- **Co-produced a training package for communities - "Understanding Adult Social Care"**
- **Conversation Cafes led by Leeds Involving People**
- **Focus on cultural competence in commissioned services**
- **Feedback on the learning... 'so what?'**

# Inclusive leadership

## Key elements:

- Know the data, and use it to inform practice and service development decisions
- Create the environment to talk about equalities
- Have a social justice/equalities strategy, driven by the organisation's leaders
- Have equality champions at member and officer levels
- Establish robust reporting and governance arrangements and track progress/impact
- Challenge and change traditional recruitment and selection practice and progression opportunities

*In Leeds, we continue our journey, recognising there's much more to do... Further development through the Diverse by Design for ASC workbook*