

## Using the lived experience of staff to bring about change Recruitment and career progression

ADSS Cymru has been commissioned by the Welsh Government as part of the Anti-racist Wales Action Plan. The aim of the work is to ensure people from ethnic minority backgrounds do not experience barriers to employment or a career in social care.

An online survey was used earlier this year to examine racism within the workforce. With the help of colleagues in local authorities and others in the sector, it attracted 500 responses, providing considerable feedback which will inform change. This factsheet announces the launch of a follow-up survey to explore the experience of staff with an ethnic minority background on job recruitment, career progression and related matters.

This survey also reflects a joint approach with Social Care Wales, which is working to improve leadership and support opportunities for staff with ethnic minority backgrounds. Instead of a separate survey at the same time, questions on leadership and support are included in this survey.

### Who can give their views?

We are particularly keen to hear from current and past members of the workforce who have an ethnic minority background, whether employed by a local authority, an independent provider or a third sector provider. The views of permanent, temporary, and agency staff at any level and in any role are important. The survey is an opportunity to share experience views completely anonymously.

The survey is also open to any other members of the social care workforce who wishes to comment from their perspective. This might include but which is not limited to, HR staff and other teams who play a part in managing and developing the workforce.

### How can you give your views anonymously and confidentially?

You can share your experience via a **completely anonymous online survey** using this link:  
<https://forms.office.com/e/wEPWmUyy0H>

You can also arrange a **confidential 1:1 conversation** with a member of our project team, some of whom have an ethnic minority background. The conversation can be arranged at a time and in a way which is convenient to you. Please email Humie Webbe: [Humie.webbe@adss.cymru](mailto:Humie.webbe@adss.cymru) Humie will be pleased to answer any questions you may have about having a confidential conversation.

### Please spread the word

Anything you can do to tell others about this opportunity to give their views will be much appreciated. This includes colleagues you currently work with and former colleagues in your own organisation, and anyone who work for providers in the independent and third sectors.

### Queries

Should you have any questions about the project or the online survey, please contact Nicki Harrison [nicki@practicesolutions-ltd.co.uk](mailto:nicki@practicesolutions-ltd.co.uk) or Ceri Breeze [ceri@practicesolutions-ltd.co.uk](mailto:ceri@practicesolutions-ltd.co.uk)