

# Children's Social Care Benchmarking Sector-Led Improvement

## CSC Workforce Data (Public)

Year ending September 2018

---

**WARNING - This spreadsheet uses macros please ensure you have enabled macros before attempting to use**

---

This report has been updated using data published by the DfE.


**This report can be shared with external colleagues and members of the public.**

If you have any queries regarding this report please contact Joe Cornford-Hutchings, Information Analyst, at [CSDataBenchmarking@eastsussex.gov.uk](mailto:CSDataBenchmarking@eastsussex.gov.uk) or on 01273 335931.

---

**Please click the icon below to go to the home page (Contents)**







Click the  icon on the home page to return to this page.

Select your LA here to highlight throughout the report:

(none)

Where heat mapping is used to colour the tables this is done for each LA's data (i.e. in rows) and higher values are represented by darker colour.

# Contents

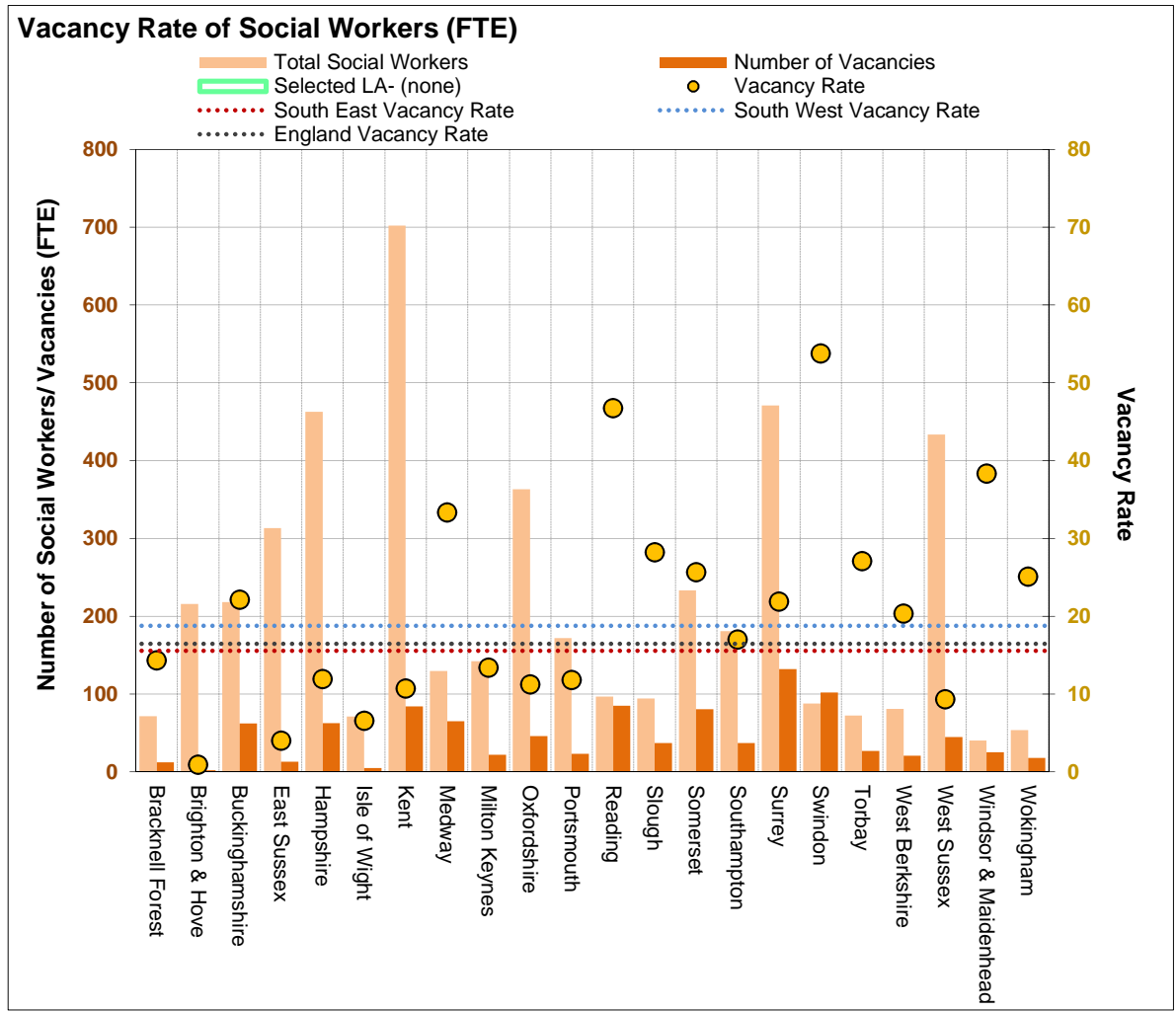
		Page
<b>Social Worker Vacancies</b>	Vacancy Rate of Social Workers at 30th September 2018 (FTE)	3
	Change in Vacancy Rate of Social Workers at 30th September 2016-2018 (FTE)	4 
<b>Social Worker Turnover</b>	Turnover Rate of Social Workers, Year ending 30th September 2018 (Headcount)	5
	Change in Turnover Rate of Social Workers at 30th September 2016-2018 (Headcount)	6
	Turnover Rate of Social Workers, Year ending 30th September 2018 (FTE)	7 
	Change in Turnover Rate of Social Workers at 30th September 2016-2018 (FTE)	8
<b>Agency Social Workers</b>	Agency Worker Rate at 30th September 2018 (Headcount)	9
	Change in Agency Worker Rate at 30th September 2016-2018 (Headcount)	10 
	Agency Worker Rate of Social Workers, Year ending 30th September 2018 (FTE)	11
	Change in Agency Worker Rate at 30th September 2016-2018 (FTE)	12
<b>Social Worker Absence</b>	Absence Rate of Social Workers, year ending 30th September 2018 (FTE)	13 

# Social Worker Vacancies

## Children's Social Care Benchmarking

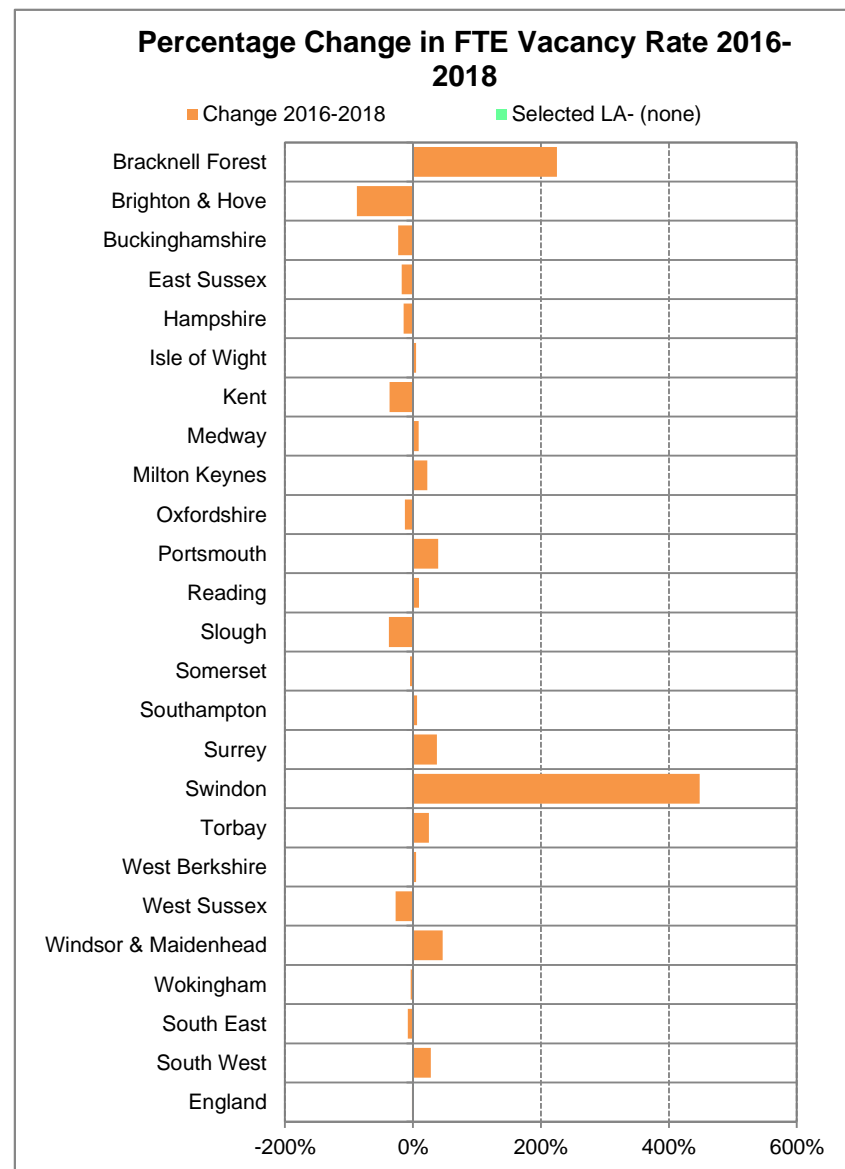
Vacancy Rate of Social Workers at 30th September 2018 (FTE)

	Total Social Workers	Number of Vacancies	Vacancy Rate
Bracknell Forest	71.7	12.0	14.3
Brighton & Hove	215.8	2.0	0.9
Buckinghamshire	218.2	62.0	22.1
East Sussex	313.4	13.0	4.0
Hampshire	462.7	62.6	11.9
Isle of Wight	71.2	5.0	6.6
Kent	702.0	84.1	10.7
Medway	129.8	64.9	33.3
Milton Keynes	142.1	22.0	13.4
Oxfordshire	363.4	46.0	11.2
Portsmouth	172.0	23.0	11.8
Reading	96.8	85.0	46.8
Slough	94.1	37.0	28.2
Somerset	233.2	80.5	25.7
Southampton	180.7	37.0	17.0
Surrey	470.8	132.0	21.9
Swindon	87.7	102.0	53.8
Torbay	72.5	26.9	27.1
West Berkshire	80.8	20.6	20.3
West Sussex	433.4	44.6	9.3
Windsor & Maidenhead	40.2	25.0	38.3
Wokingham	53.7	18.0	25.1
<b>South East</b>	<b>4,313</b>	<b>796</b>	<b>15.6</b>
<b>South West</b>	<b>2,592</b>	<b>599</b>	<b>18.8</b>
<b>England</b>	<b>29,475</b>	<b>5,812</b>	<b>16.5</b>



## Change in Vacancy Rate of Social Workers at 30th September 2016-2018 (FTE)

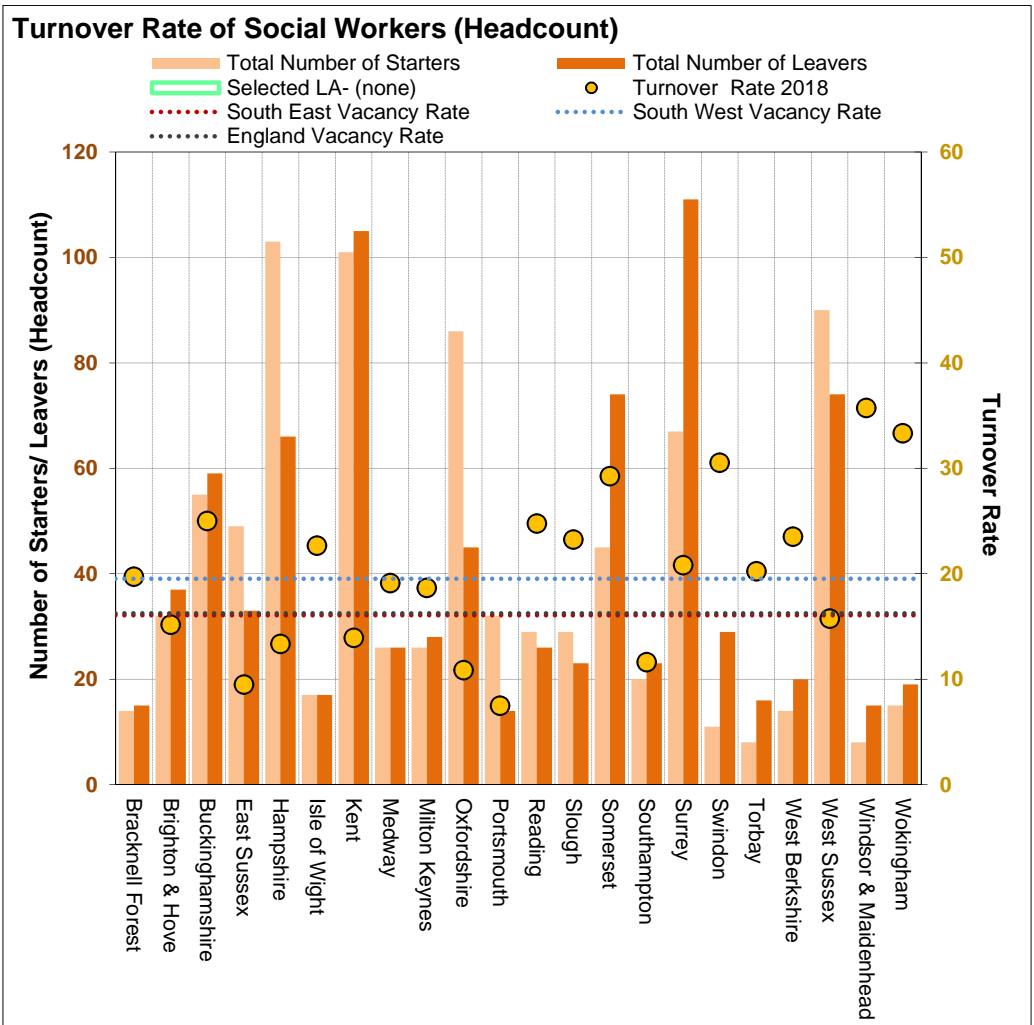
	Vacancy Rate (%) 2016	Vacancy Rate (%) 2017	Vacancy Rate (%) 2018	Trend	Change 2016-2018
Bracknell Forest	4.4	7.0	14.3		225%
Brighton & Hove	7.2	0.9	0.9		-87%
Buckinghamshire	28.6	14.7	22.1		-23%
East Sussex	4.8	2.8	4.0		-18%
Hampshire	13.9	15.4	11.9		-14%
Isle of Wight	6.2	7.6	6.6		5%
Kent	16.8	14.1	10.7		-36%
Medway	30.6	34.7	33.3		9%
Milton Keynes	10.9	11.6	13.4		23%
Oxfordshire	12.8	13.2	11.2		-12%
Portsmouth	8.4	7.1	11.8		40%
Reading	42.6	47.6	46.8		10%
Slough	45.2	29.6	28.2		-38%
Somerset	26.8	21.2	25.7		-4%
Southampton	16.0	19.2	17.0		6%
Surrey	15.9	12.2	21.9		38%
Swindon	9.8	19.5	53.8		448%
Torbay	21.6	19.1	27.1		25%
West Berkshire	19.4	15.2	20.3		5%
West Sussex	12.7	14.2	9.3		-27%
Windsor & Maidenhead	26.1	31.6	38.3		47%
Wokingham	26.0	19.8	25.1		-3%
South East	16.9	15.1	15.6		-8%
South West	14.6	15.8	18.8		28%
England	16.7	17.0	16.5		-1%



# Social Worker Turnover (Headcount)

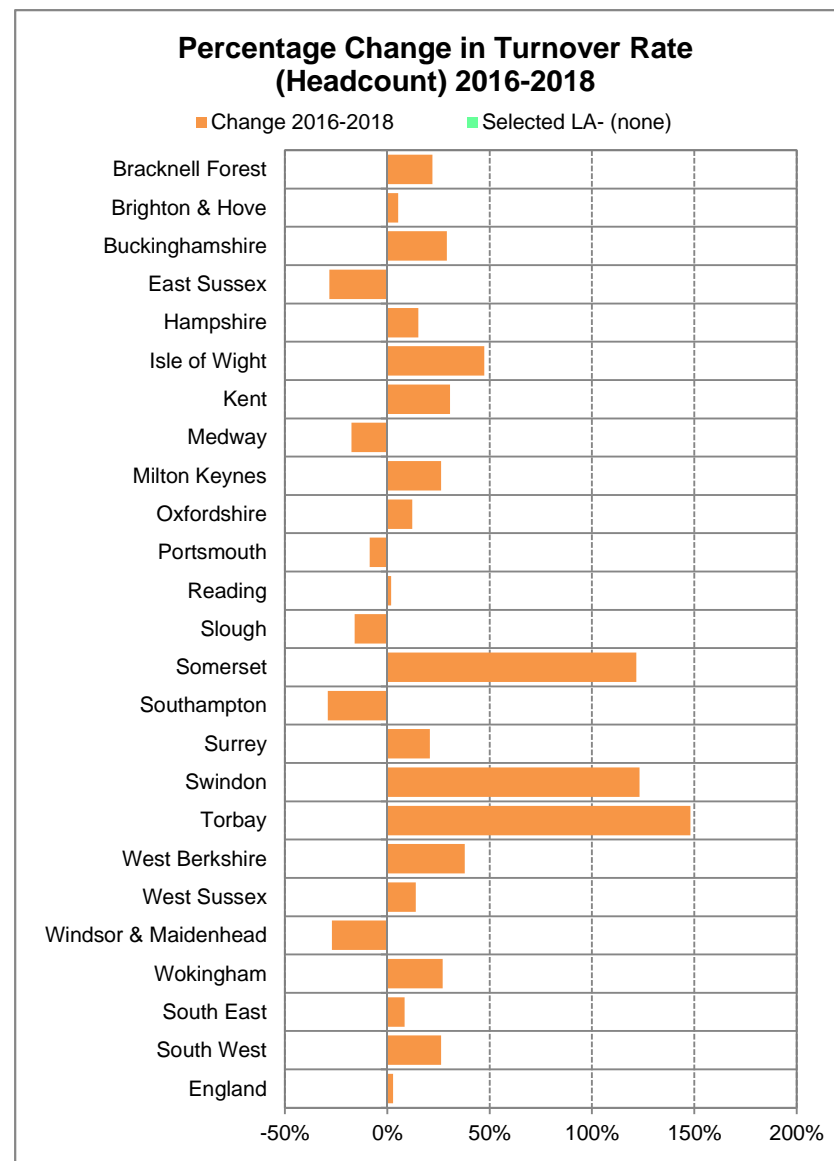
## Turnover Rate of Social Workers, Year ending 30th September 2018 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2018
Bracknell Forest	76	14	15	19.7
Brighton & Hove	244	32	37	15.2
Buckinghamshire	236	55	59	25.0
East Sussex	348	49	33	9.5
Hampshire	495	103	66	13.3
Isle of Wight	75	17	17	22.7
Kent	754	101	105	13.9
Medway	136	26	26	19.1
Milton Keynes	150	26	28	18.7
Oxfordshire	415	86	45	10.8
Portsmouth	187	32	14	7.5
Reading	105	29	26	24.8
Slough	99	29	23	23.2
Somerset	253	45	74	29.2
Southampton	198	20	23	11.6
Surrey	533	67	111	20.8
Swindon	95	11	29	30.5
Torbay	79	8	16	20.3
West Berkshire	85	14	20	23.5
West Sussex	470	90	74	15.7
Windsor & Maidenhead	42	8	15	35.7
Wokingham	57	15	19	33.3
South East	4705	813	756	16.1
South West	2853	527	557	19.5
England	31,722	5,753	5,153	16.2



## Change in Turnover Rate of Social Workers at 30th September 2016-2018 (Headcount)

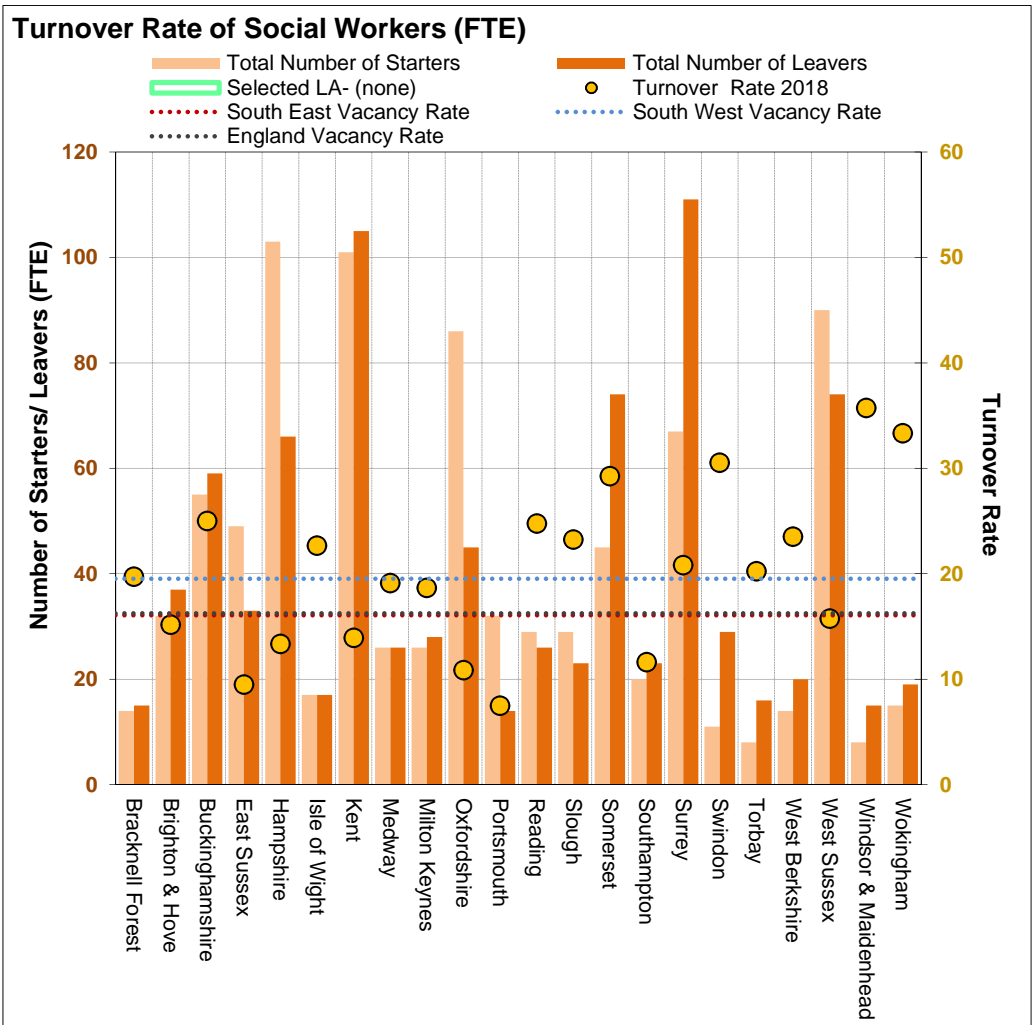
	Turnover Rate (%) 2016	Turnover Rate (%) 2017	Turnover Rate (%) 2018	Trend	Change 2016-2018
Bracknell Forest	16.2	17.1	19.7		22%
Brighton & Hove	14.4	14.6	15.2		5%
Buckinghamshire	19.4	17.1	25.0		29%
East Sussex	13.2	8.3	9.5		-28%
Hampshire	11.6	17.5	13.3		15%
Isle of Wight	15.4	19.7	22.7		47%
Kent	10.7	10.0	13.9		31%
Medway	23.2	26.3	19.1		-18%
Milton Keynes	14.8	19.1	18.7		26%
Oxfordshire	9.7	8.1	10.8		12%
Portsmouth	8.2	13.5	7.5		-9%
Reading	24.3	22.1	24.8		2%
Slough	27.6	17.0	23.2		-16%
Somerset	13.2	11.4	29.2		122%
Southampton	16.4	11.9	11.6		-29%
Surrey	17.2	11.5	20.8		21%
Swindon	13.7	20.9	30.5		123%
Torbay	8.2	32.2	20.3		148%
West Berkshire	17.1	11.0	23.5		38%
West Sussex	13.8	13.7	15.7		14%
Windsor & Maidenhead	49.0	32.1	35.7		-27%
Wokingham	26.2	18.0	33.3		27%
South East	14.8	13.7	16.1		9%
South West	15.5	15.8	19.5		26%
England	15.8	14.7	16.2		3%



# Social Worker Turnover (FTE)

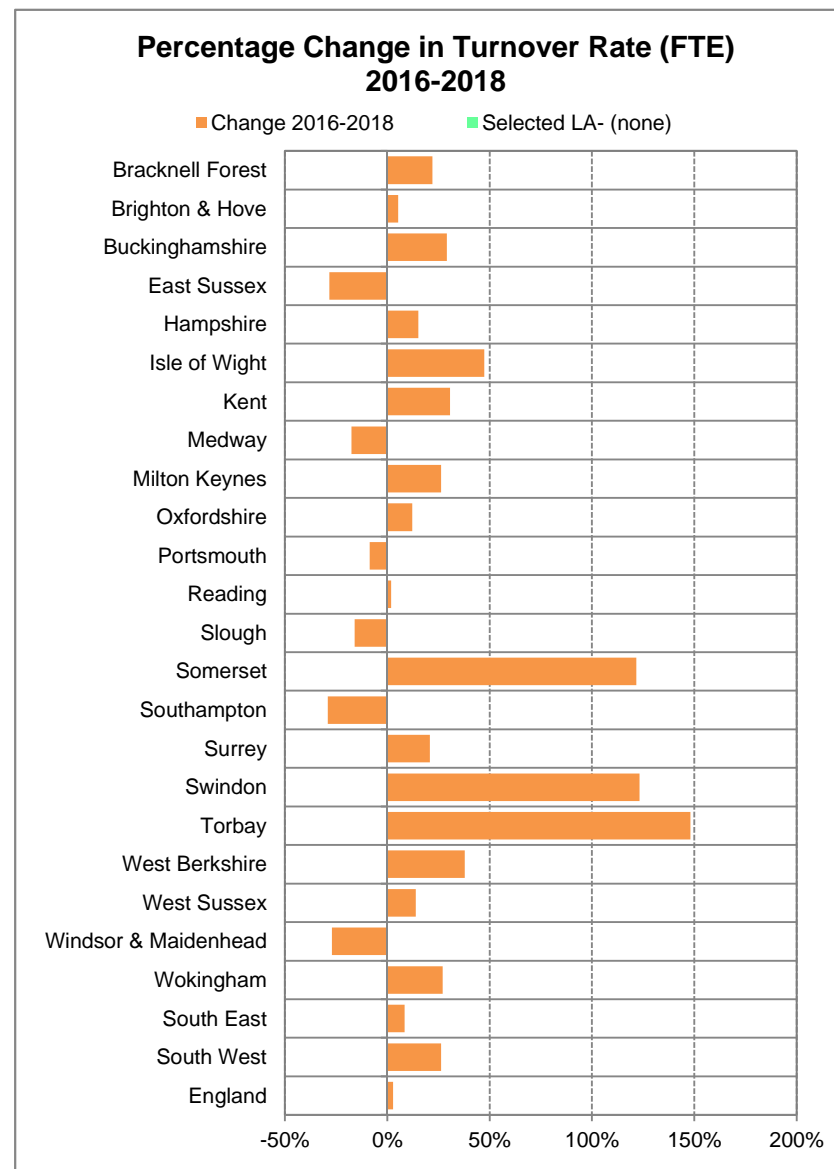
## Turnover Rate of Social Workers, Year ending 30th September 2018 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2018
Bracknell Forest	71.7	14.0	14.0	19.5
Brighton & Hove	215.8	29.6	33.5	15.5
Buckinghamshire	218.2	46.6	48.8	22.4
East Sussex	313.4	43.8	29.8	9.5
Hampshire	462.7	96.6	58.0	12.5
Isle of Wight	71.2	14.7	14.1	19.8
Kent	702.0	90.9	84.2	12.0
Medway	129.8	25.8	25.6	19.7
Milton Keynes	142.1	25.2	25.5	17.9
Oxfordshire	363.4	76.8	38.9	10.7
Portsmouth	172.0	29.1	12.8	7.4
Reading	96.8	24.3	21.3	22.0
Slough	94.1	24.2	19.0	20.2
Somerset	233.2	37.9	64.1	27.5
Southampton	180.7	16.7	16.0	8.9
Surrey	470.8	50.6	90.3	19.2
Swindon	87.7	11.0	29.0	33.1
Torbay	72.5	6.8	14.3	19.7
West Berkshire	80.8	13.0	17.6	21.8
West Sussex	433.4	86.2	70.8	16.3
Wokingham	53.7	13.0	17.0	31.7
South East	4313	729	651	15.1
South West	2592	465	469	18.1
England	29,475	5,243	4,492	15.2



## Change in Turnover Rate of Social Workers at 30th September 2016-2018 (FTE)

	Turnover Rate (%) 2016	Turnover Rate (%) 2017	Turnover Rate (%) 2018	Trend	Change 2016-2018
Bracknell Forest	16.9	15.6	19.5		15%
Brighton & Hove	14.7	14.8	15.5		5%
Buckinghamshire	19.3	13.7	22.4		16%
East Sussex	12.9		9.5		-27%
Hampshire	11.4	17.5	12.5		10%
Isle of Wight	15.3	18.0	19.8		29%
Kent	10.0	8.8	12.0		20%
Medway	23.1	26.2	19.7		-15%
Milton Keynes	14.4	18.9	17.9		25%
Oxfordshire	8.5	7.4	10.7		26%
Portsmouth	8.5	12.6	7.4		-13%
Reading	27.9	19.3	22.0		-21%
Slough	28.9	15.6	20.2		-30%
Somerset	12.3	10.8	27.5		123%
Southampton	17.2	11.0	8.9		-49%
Surrey	15.0	10.7	19.2		28%
Swindon	12.7	20.4	33.1		161%
Torbay	8.5	29.4	19.7		133%
West Berkshire	15.4	11.5	21.8		42%
West Sussex	13.9	13.8	16.3		17%
Windsor & Maidenhead	53.1	31.7	34.8		-34%
Wokingham	26.5	18.3	31.7		20%
South East	14.5	12.5	15.1		4%
South West	13.1	14.5	18.1		37%
England	15.1	13.6	15.2		1%

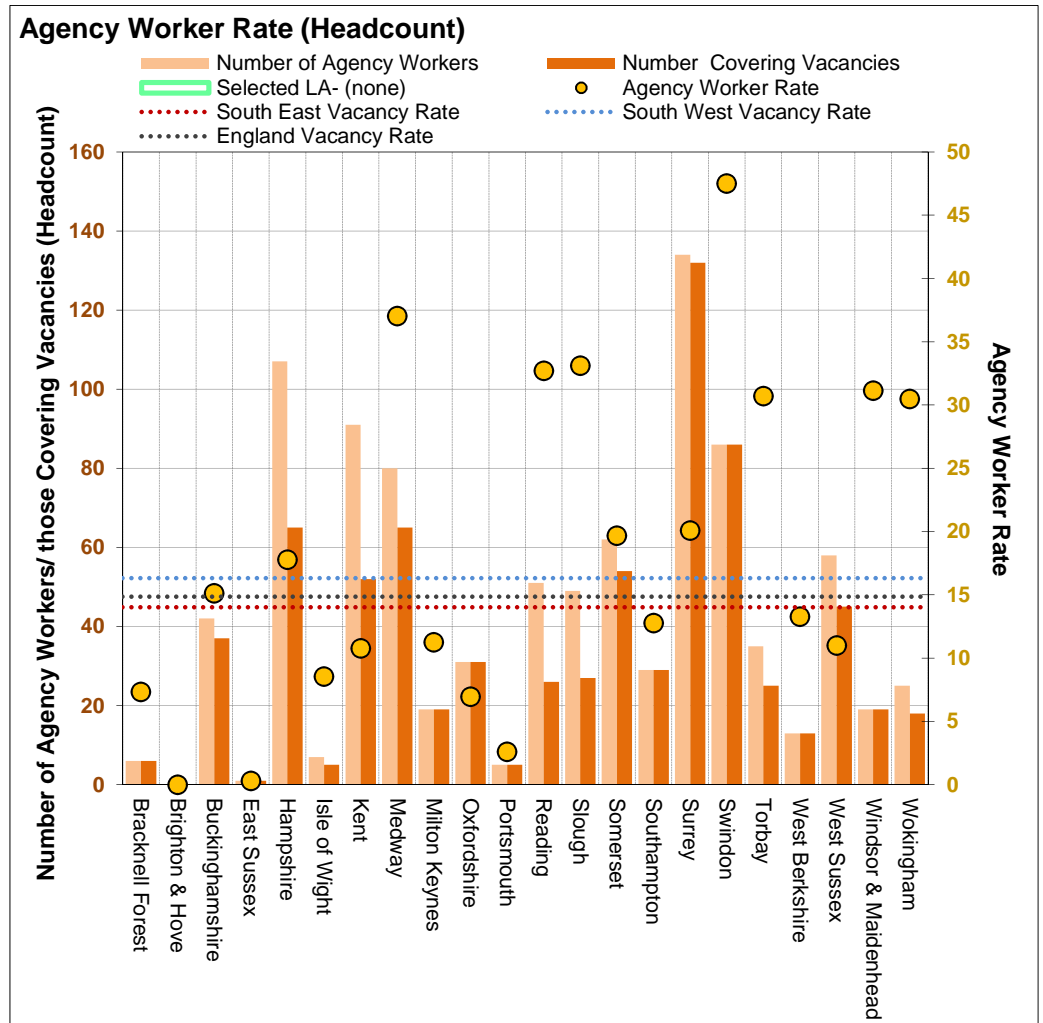




# Agency Worker Rate (Headcount)

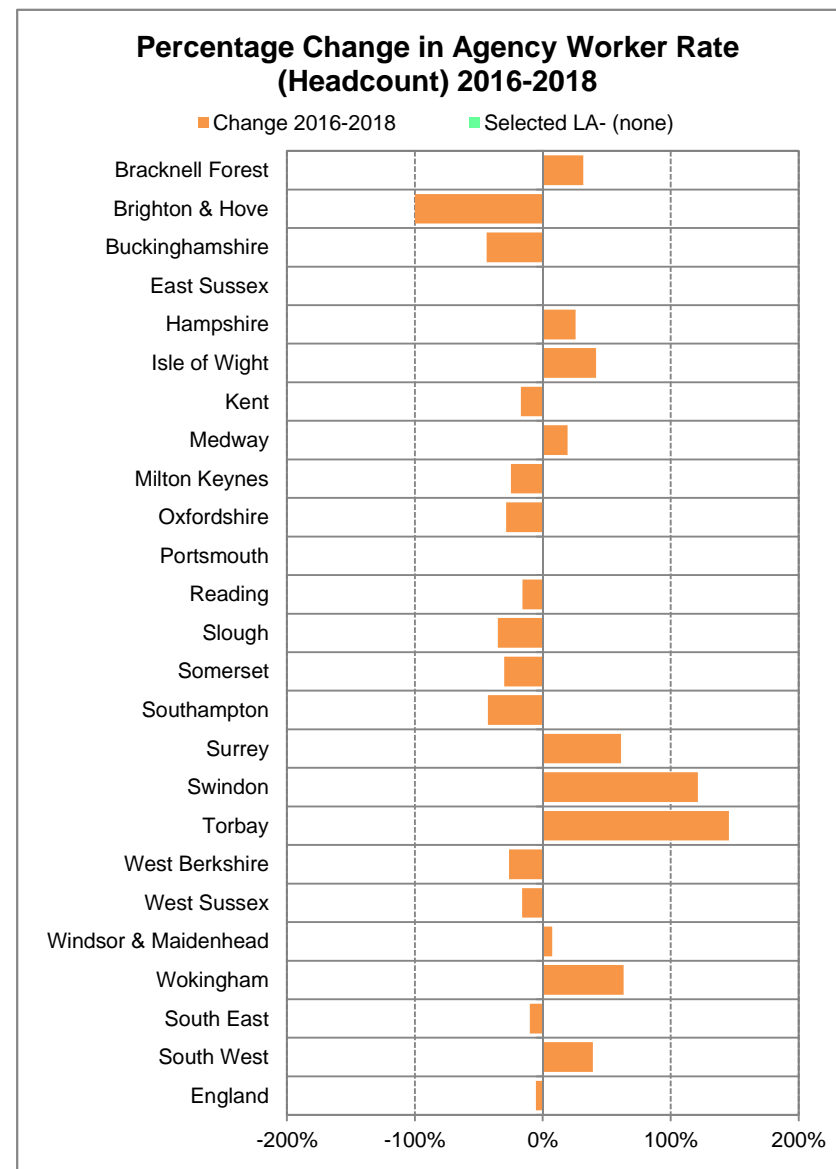
## Agency Worker Rate at 30th September 2018 (Headcount)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	76	6	6	7.3
Brighton & Hove	244	0	0	0.0
Buckinghamshire	236	42	37	15.1
East Sussex	348	1	1	0.3
Hampshire	495	107	65	17.8
Isle of Wight	75	7	5	8.5
Kent	754	91	52	10.8
Medway	136	80	65	37.0
Milton Keynes	150	19	19	11.2
Oxfordshire	415	31	31	7.0
Portsmouth	187	5	5	2.6
Reading	105	51	26	32.7
Slough	99	49	27	33.1
Somerset	253	62	54	19.7
Southampton	198	29	29	12.8
Surrey	533	134	132	20.1
Swindon	95	86	86	47.5
Torbay	79	35	25	30.7
West Berkshire	85	13	13	13.3
West Sussex	470	58	45	11.0
Windsor & Maidenhead	42	19	19	31.1
Wokingham	57	25	18	30.5
South East	4705	767	595	14.0
South West	2853	557	452	16.3
England	31,722	5,530	4,326	14.8



## Change in Agency Worker Rate at 30th September 2016-2018 (Headcount)

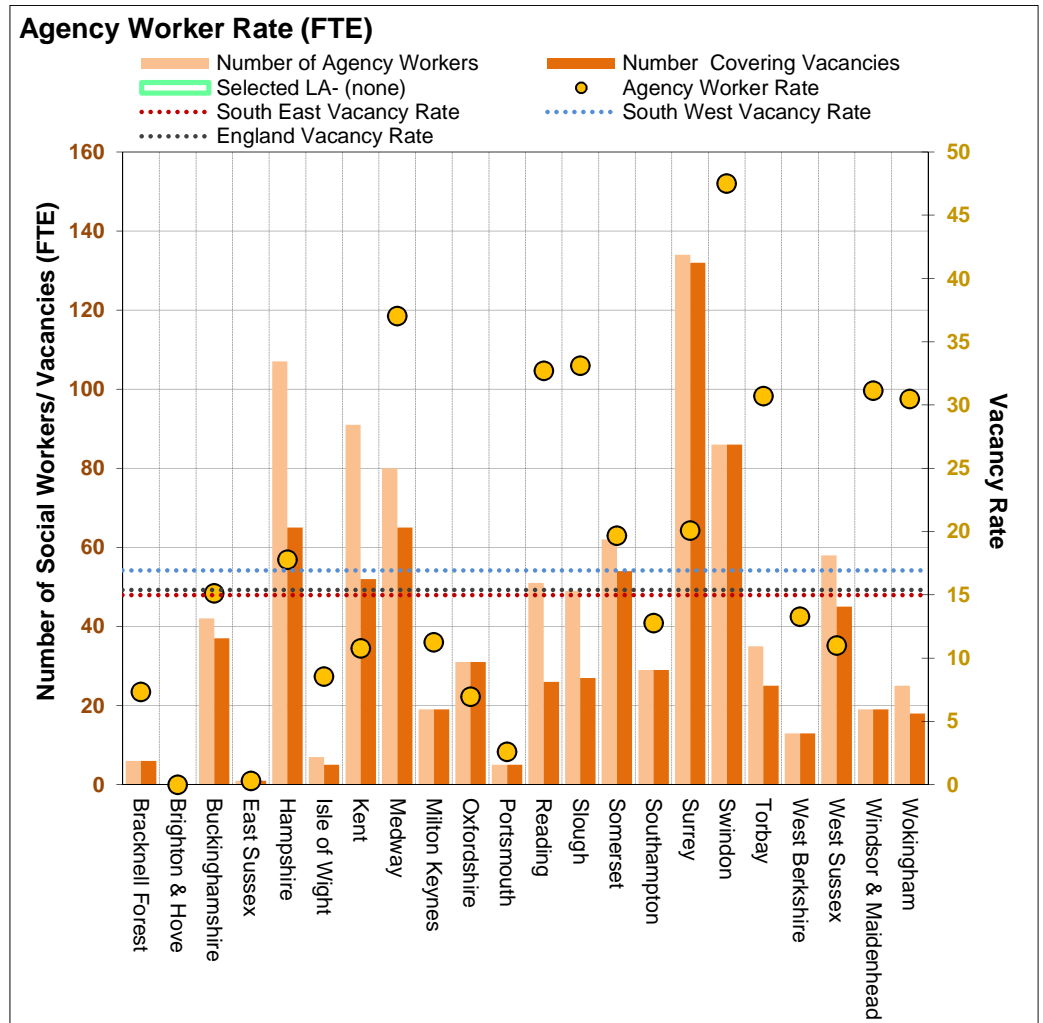
	Agency Worker Rate 2016	Agency Worker Rate 2017	Agency Worker Rate 2018	Trend	Change 2016-2018
Bracknell Forest	5.6	9.1	7.3		32%
Brighton & Hove	10.3	1.2	0.0		-100%
Buckinghamshire	27.0	22.3	15.1		-44%
East Sussex	0.0		0.3		
Hampshire	14.1	14.2	17.8		26%
Isle of Wight	6.0	8.4	8.5		42%
Kent	13.0	11.1	10.8		-17%
Medway	31.0	28.3	37.0		19%
Milton Keynes	15.0	9.0	11.2		-25%
Oxfordshire	9.7	9.5	7.0		-29%
Portsmouth	0.0	1.7	2.6		
Reading	38.9	43.2	32.7		-16%
Slough	51.0	30.7	33.1		-35%
Somerset	28.1	20.2	19.7		-30%
Southampton	22.4	11.9	12.8		-43%
Surrey	12.5	13.9	20.1		61%
Swindon	21.5	24.3	47.5		121%
Torbay	12.5	24.3	30.7		146%
West Berkshire	18.0	18.0	13.3		-26%
West Sussex	13.1	12.2	11.0		-16%
Windsor & Maidenhead	29.0	36.4	31.1		7%
Wokingham	18.7	22.8	30.5		63%
South East	15.6	13.9	14.0		-10%
South West	11.7	14.2	16.3		39%
England	15.7	15.6	14.8		-5%



# Agency Worker Rate (FTE)

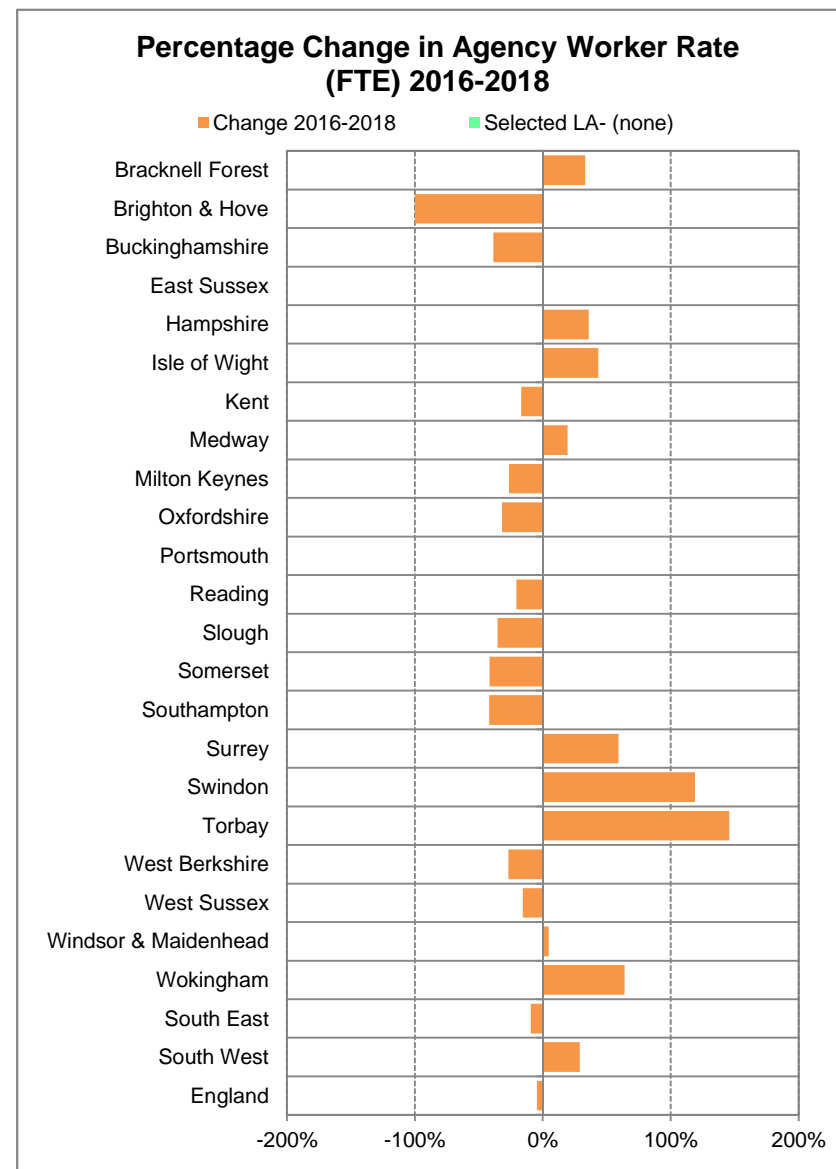
## Agency Worker Rate of Social Workers, Year ending 30th September 2018 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	71.7	6.0	6.0	7.7
Brighton & Hove	215.8	0.0	0.0	0.0
Buckinghamshire	218.2	41.1	37.0	15.9
East Sussex	313.4	1.0	1.0	0.3
Hampshire	462.7	106.0	62.6	18.6
Isle of Wight	71.2	7.0	5.0	9.0
Kent	702.0	90.0	52.0	11.4
Medway	129.8	80.0	63.4	38.1
Milton Keynes	142.1	18.6	18.6	11.6
Oxfordshire	363.4	31.0	31.0	7.9
Portsmouth	172.0	5.0	5.0	2.8
Reading	96.8	50.0	26.0	34.1
Slough	94.1	47.6	27.0	33.6
Somerset	233.2	47.3	36.2	16.9
Southampton	180.7	29.0	29.0	13.8
Surrey	470.8	134.0	132.0	22.2
Swindon	87.7	86.0	85.6	49.5
Torbay	72.5	33.7	25.0	31.7
West Berkshire	80.8	12.8	12.8	13.7
West Sussex	433.4	57.6	44.6	11.7
Windsor & Maidenhead	40.2	19.0	19.0	32.1
Wokingham	53.7	24.7	18.0	31.5
South East	4312.6	760.5	590.0	15.0
South West	2592.3	528.6	423.8	16.9
England	29474.7	5356.3	4166.4	15.4



## Change in Agency Worker Rate at 30th September 2016-2018 (FTE)

	Agency Worker Rate 2016	Agency Worker Rate 2017	Agency Worker Rate 2018	Trend	Change 2016-2018
Bracknell Forest	5.8	9.5	7.7		33%
Brighton & Hove	11.4	1.4	0.0		-100%
Buckinghamshire	25.8	23.0	15.9		-39%
East Sussex	0.0		0.3		
Hampshire	13.7	14.7	18.6		36%
Isle of Wight	6.2	8.8	9.0		43%
Kent	13.7	11.9	11.4		-17%
Medway	31.9	29.3	38.1		19%
Milton Keynes	15.7	9.0	11.6		-26%
Oxfordshire	11.5	10.7	7.9		-32%
Portsmouth	0.0	1.9	2.8		
Reading	42.9	45.2	34.1		-21%
Slough	52.1	31.9	33.6		-35%
Somerset	28.9	20.0	16.9		-42%
Southampton	23.8	12.2	13.8		-42%
Surrey	13.9	15.5	22.2		59%
Swindon	22.6	25.2	49.5		119%
Torbay	12.9	25.8	31.7		146%
West Berkshire	18.7	19.0	13.7		-27%
West Sussex	13.9	13.1	11.7		-16%
Windsor & Maidenhead	30.7	38.1	32.1		5%
Wokingham	19.2	22.0	31.5		64%
South East	16.5	14.8	15.0		-9%
South West	13.1	13.2	16.9		29%
England	16.1	15.8	15.4		-5%



# Social Worker Absence

Absence Rate of Social Workers during the year ending 30th September 2018 (FTE)

	Total Social Workers	Number of Working Days Lost	Absence Rate
Bracknell Forest	71.7	264.5	1.5
Brighton & Hove	215.8	1,582.1	2.9
Buckinghamshire	218.2	1,884.4	3.4
East Sussex	313.4	1,883.0	2.4
Hampshire	462.7	3,088.1	2.6
Isle of Wight	71.2	311.4	1.7
Kent	702.0	3,872.6	2.2
Medway	129.8	1,391.0	4.2
Milton Keynes	142.1	504.2	1.4
Oxfordshire	363.4	2,110.2	2.3
Portsmouth	172.0	935.0	2.1
Reading	96.8	386.0	1.6
Slough	94.1	667.4	2.8
Somerset	233.2	1,084.6	1.8
Southampton	180.7	1,277.1	2.8
Surrey	470.8	3,413.0	2.9
Swindon	87.7	431.5	1.9
Torbay	72.5	..	
West Berkshire	80.8	679.5	3.3
West Sussex	433.4	2,761.0	2.5
Windsor & Maidenhead	40.2	314.5	3.1
Wokingham	53.7	448.3	3.3
South East	4,313	27,773	2.5
South West	2,592	19,118	2.9
England	29,475	235,665	3.2

