

Children's Social Care Benchmarking Sector-Led Improvement

CSC Workforce Data (Public)

Year ending September 2019

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.

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

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







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Select your LA here to highlight throughout the report:

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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.

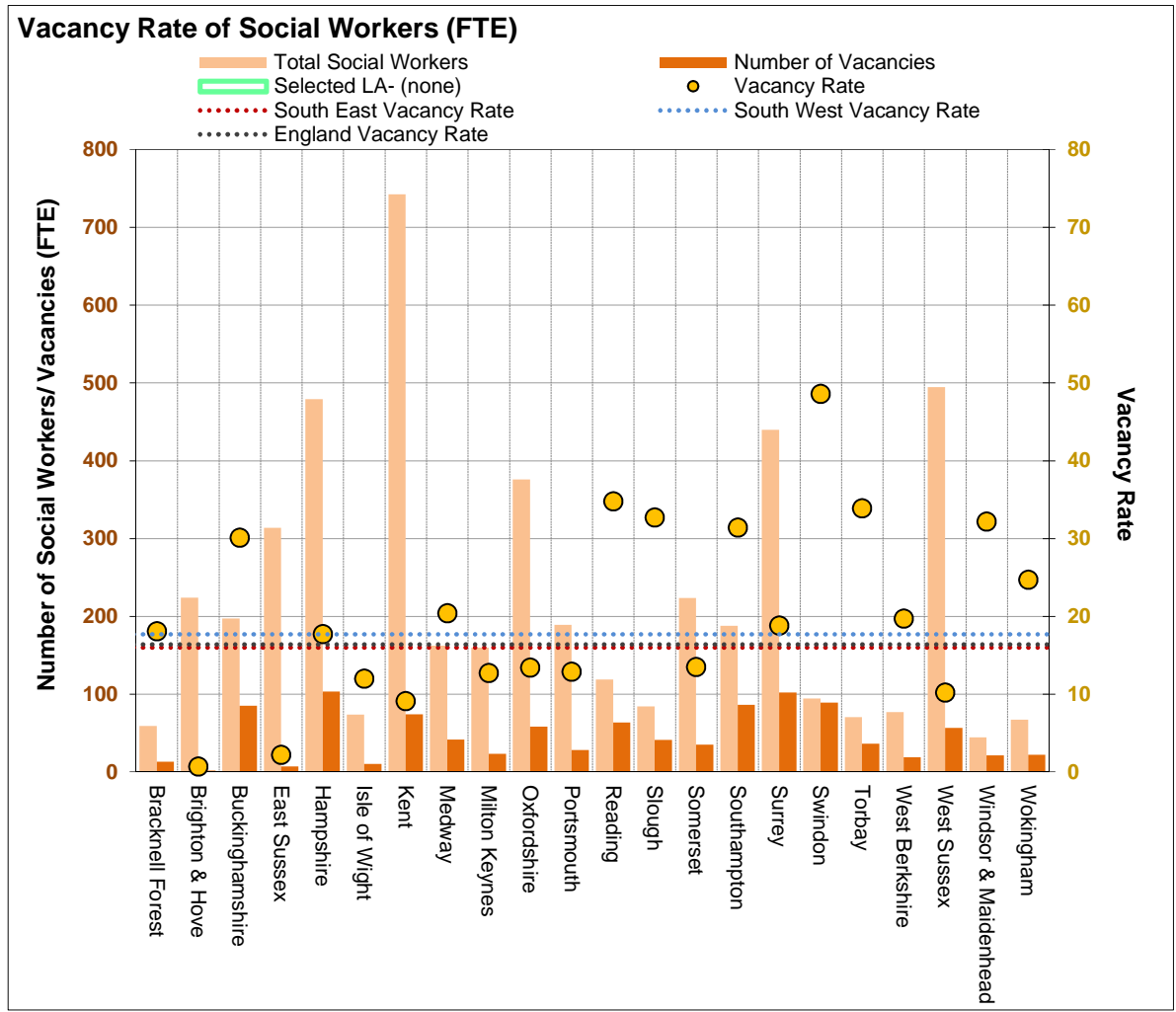
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Social Worker Vacancies

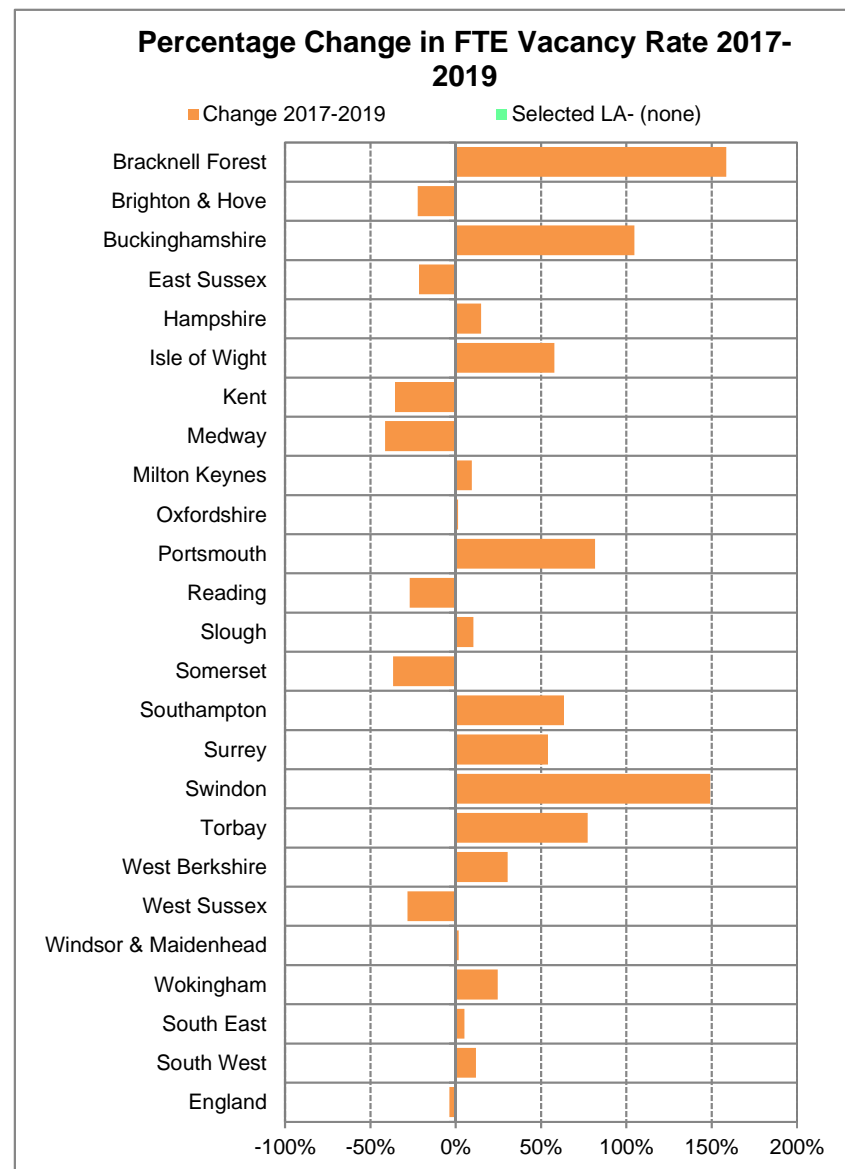
Vacancy Rate of Social Workers at 30th September 2019 (FTE)

	Total Social Workers	Number of Vacancies	Vacancy Rate
Bracknell Forest	59.0	13.0	18.1
Brighton & Hove	223.8	1.5	0.7
Buckinghamshire	197.1	85.0	30.1
East Sussex	313.5	7.0	2.2
Hampshire	478.9	103.1	17.7
Isle of Wight	73.5	10.0	12.0
Kent	742.3	73.9	9.1
Medway	162.1	41.5	20.4
Milton Keynes	159.7	23.3	12.7
Oxfordshire	376.0	58.0	13.4
Portsmouth	188.9	28.0	12.9
Reading	118.6	63.3	34.8
Slough	84.2	41.0	32.7
Somerset	223.5	35.0	13.5
Southampton	187.7	86.0	31.4
Surrey	439.7	101.9	18.8
Swindon	94.2	89.0	48.6
Torbay	70.3	36.0	33.9
West Berkshire	76.6	18.8	19.7
West Sussex	494.5	56.3	10.2
Windsor & Maidenhead	44.3	21.0	32.2
Wokingham	67.2	22.0	24.7
South East	4,488	855	16.0
South West	2,685	577	17.7
England	30,720	6,037	16.4



Change in Vacancy Rate of Social Workers at 30th September 2017-2019 (FTE)

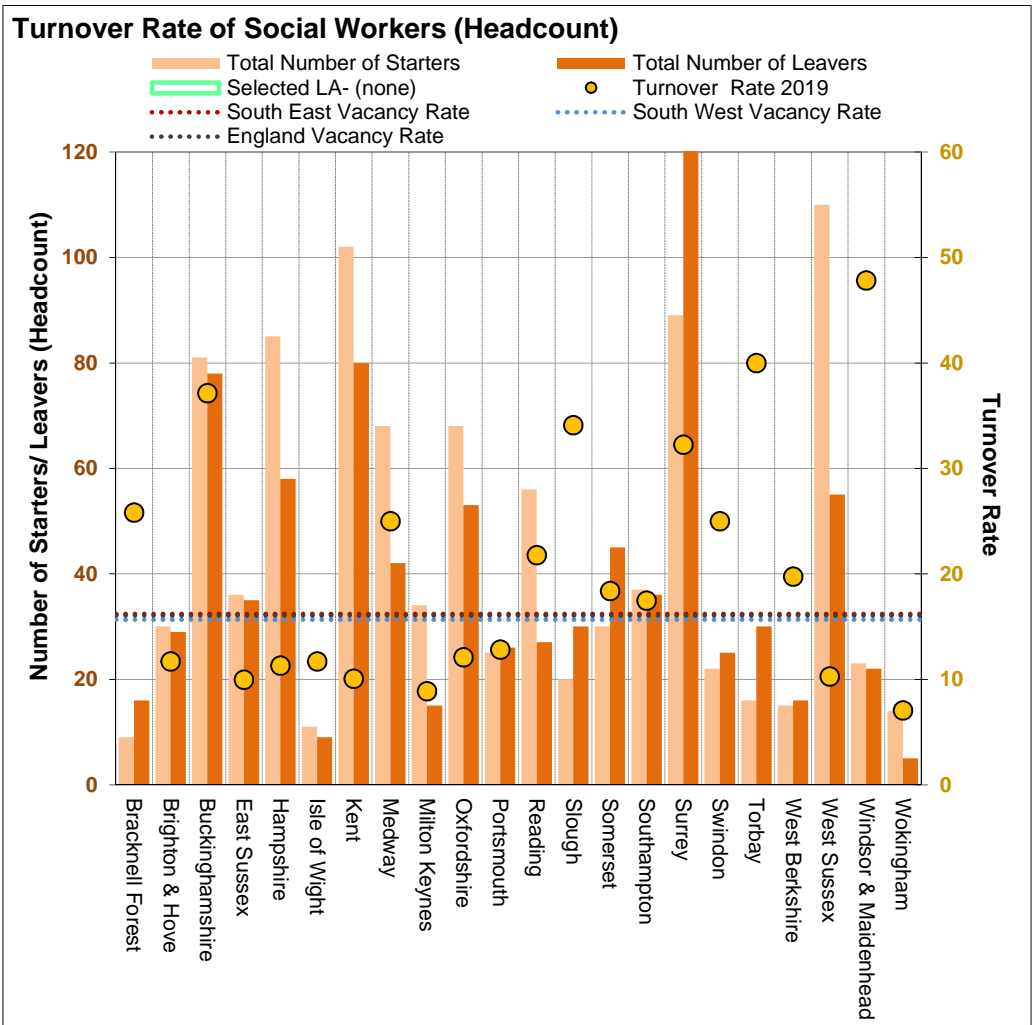
	Vacancy Rate (%) 2017	Vacancy Rate (%) 2018	Vacancy Rate (%) 2019	Trend	Change 2017-2019
Bracknell Forest	7.0	14.3	18.1		159%
Brighton & Hove	0.9	0.9	0.7		-22%
Buckinghamshire	14.7	22.1	30.1		105%
East Sussex	2.8	4.0	2.2		-21%
Hampshire	15.4	11.9	17.7		15%
Isle of Wight	7.6	6.6	12.0		58%
Kent	14.1	10.7	9.1		-35%
Medway	34.7	33.3	20.4		-41%
Milton Keynes	11.6	13.4	12.7		9%
Oxfordshire	13.2	11.2	13.4		2%
Portsmouth	7.1	11.8	12.9		82%
Reading	47.6	46.8	34.8		-27%
Slough	29.6	28.2	32.7		10%
Somerset	21.3	25.7	13.5		-37%
Southampton	19.2	17.0	31.4		64%
Surrey	12.2	21.9	18.8		54%
Swindon	19.5	53.8	48.6		149%
Torbay	19.1	27.1	33.9		77%
West Berkshire	15.1	20.3	19.7		30%
West Sussex	14.2	9.3	10.2		-28%
Windsor & Maidenhead	31.6	38.3	32.2		2%
Wokingham	19.8	25.1	24.7		25%
South East	15.2	15.6	16.0		5%
South West	15.8	18.8	17.7		12%
England	17.0	16.5	16.4		-4%



Social Worker Turnover (Headcount)

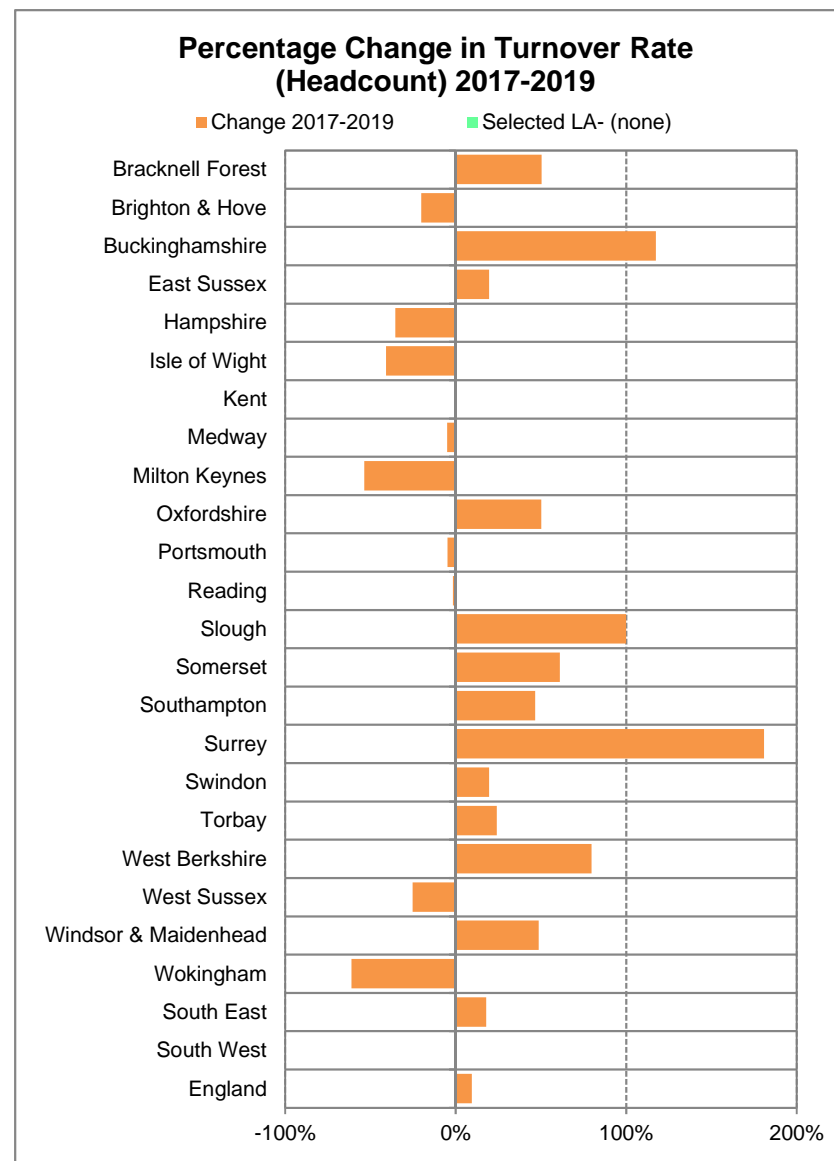
Turnover Rate of Social Workers, Year ending 30th September 2019 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2019
Bracknell Forest	62	9	16	25.8
Brighton & Hove	248	30	29	11.7
Buckinghamshire	210	81	78	37.1
East Sussex	351	36	35	10.0
Hampshire	514	85	58	11.3
Isle of Wight	77	11	9	11.7
Kent	796	102	80	10.1
Medway	168	68	42	25.0
Milton Keynes	169	34	15	8.9
Oxfordshire	438	68	53	12.1
Portsmouth	203	25	26	12.8
Reading	124	56	27	21.8
Slough	88	20	30	34.1
Somerset	245	30	45	18.4
Southampton	206	37	36	17.5
Surrey	490	89	158	32.2
Swindon	100	22	25	25.0
Torbay	75	16	30	40.0
West Berkshire	81	15	16	19.8
West Sussex	536	110	55	10.3
Windsor & Maidenhead	46	23	22	47.8
Wokingham	71	14	5	7.0
South East	4878	913	790	16.2
South West	2955	511	463	15.7
England	32,917	6,514	5,289	16.1



Change in Turnover Rate of Social Workers at 30th September 2017-2019 (Headcount)

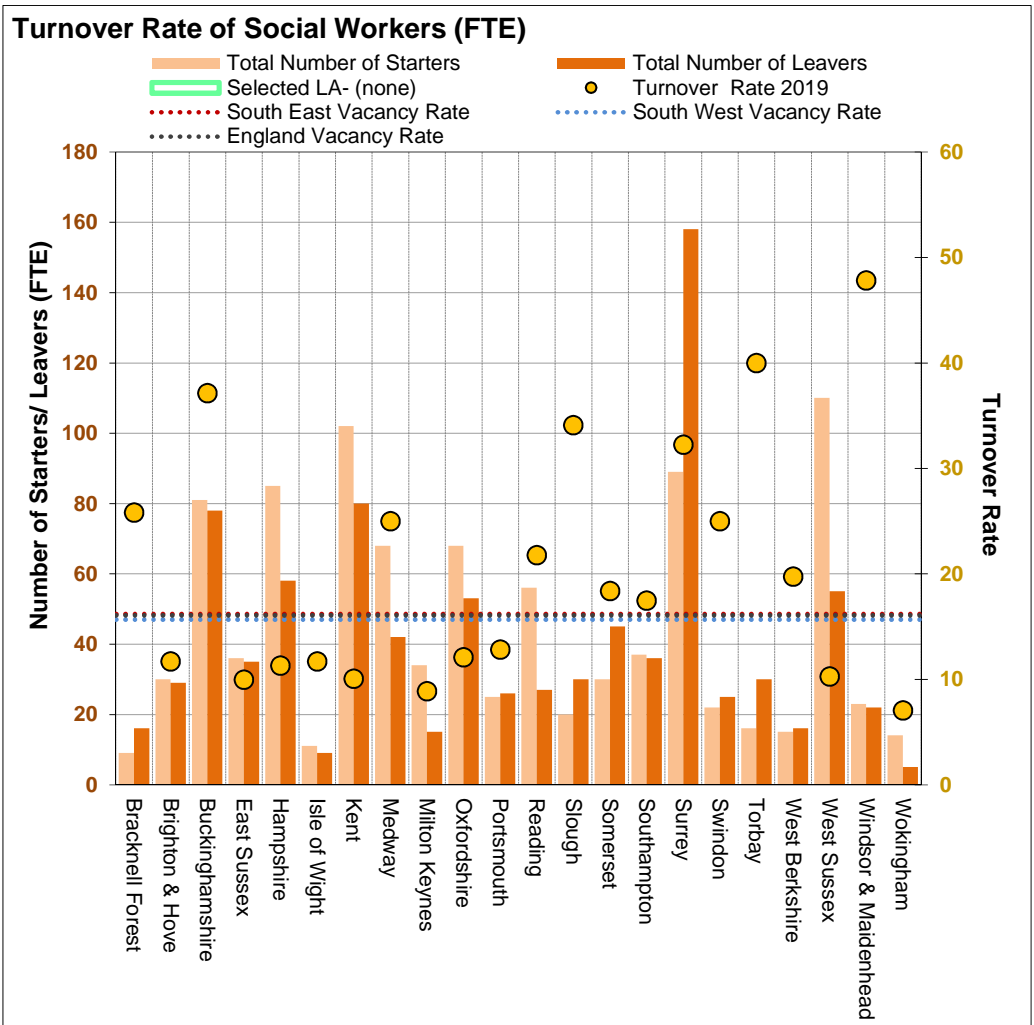
	Turnover Rate (%) 2017	Turnover Rate (%) 2018	Turnover Rate (%) 2019	Trend	Change 2017-2019
Bracknell Forest	17.1	19.7	25.8		51%
Brighton & Hove	14.6	15.2	11.7		-20%
Buckinghamshire	17.1	25.0	37.1		117%
East Sussex	8.3	9.5	10.0		20%
Hampshire	17.5	13.3	11.3		-35%
Isle of Wight	19.7	22.7	11.7		-41%
Kent	10.0	13.9	10.1		1%
Medway	26.3	19.1	25.0		-5%
Milton Keynes	19.1	18.7	8.9		-53%
Oxfordshire	8.1	10.8	12.1		50%
Portsmouth	13.5	7.5	12.8		-5%
Reading	22.1	24.8	21.8		-2%
Slough	17.0	23.2	34.1		100%
Somerset	11.4	29.2	18.4		61%
Southampton	11.9	11.6	17.5		47%
Surrey	11.5	20.8	32.2		181%
Swindon	20.9	30.5	25.0		20%
Torbay	32.2	20.3	40.0		24%
West Berkshire	11.0	23.5	19.8		80%
West Sussex	13.7	15.7	10.3		-25%
Windsor & Maidenhead	32.1	35.7	47.8		49%
Wokingham	18.0	33.3	7.0		-61%
South East	13.7	16.1	16.2		18%
South West	15.7	19.5	15.7		0%
England	14.7	16.2	16.1		10%



Social Worker Turnover (FTE)

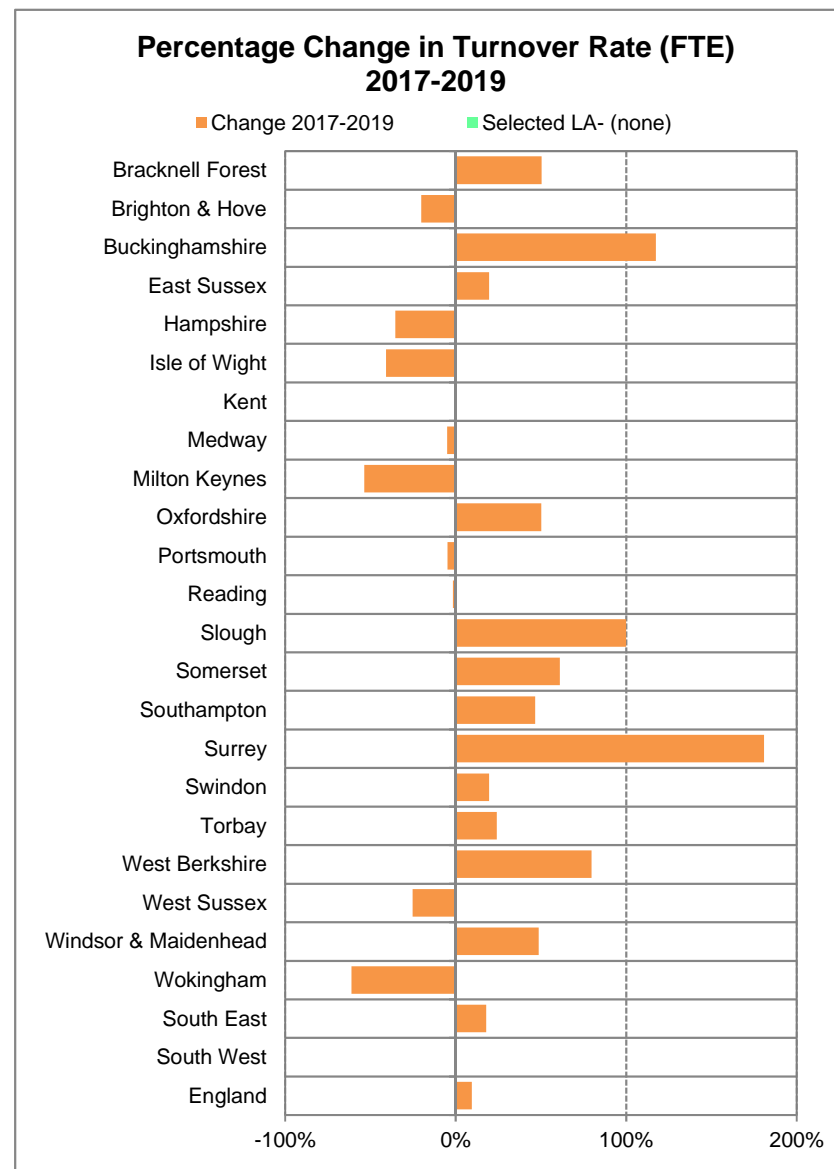
Turnover Rate of Social Workers, Year ending 30th September 2019 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2019
Bracknell Forest	59.0	8.0	15.6	26.4
Brighton & Hove	223.8	29.4	24.3	10.9
Buckinghamshire	197.1	71.1	69.2	35.1
East Sussex	313.5	30.9	30.5	9.7
Hampshire	478.9	78.5	51.5	10.8
Isle of Wight	73.5	9.6	7.1	9.7
Kent	742.3	98.7	71.6	9.6
Medway	162.1	63.4	36.5	22.5
Milton Keynes	159.7	32.3	13.2	8.3
Oxfordshire	376.0	61.2	47.4	12.6
Portsmouth	188.9	23.1	22.7	12.0
Reading	118.6	40.7	12.7	10.7
Slough	84.2	16.1	27.0	32.1
Somerset	223.5	28.4	42.0	18.8
Southampton	187.7	29.7	27.9	14.9
Surrey	439.7	71.4	129.3	29.4
Swindon	94.2	21.8	23.4	24.8
Torbay	70.3	12.5	24.4	34.7
West Berkshire	76.6	13.0	14.1	18.4
West Sussex	494.5	101.9	50.0	10.1
Windsor & Maidenhead	44.3	18.0	16.5	37.2
Wokingham	67.2	13.2	5.0	7.4
South East	4488	810	672	15.0
South West	2685	446	383	14.3
England	30,720	5,943	4,653	15.1



Change in Turnover Rate of Social Workers at 30th September 2017-2019 (FTE)

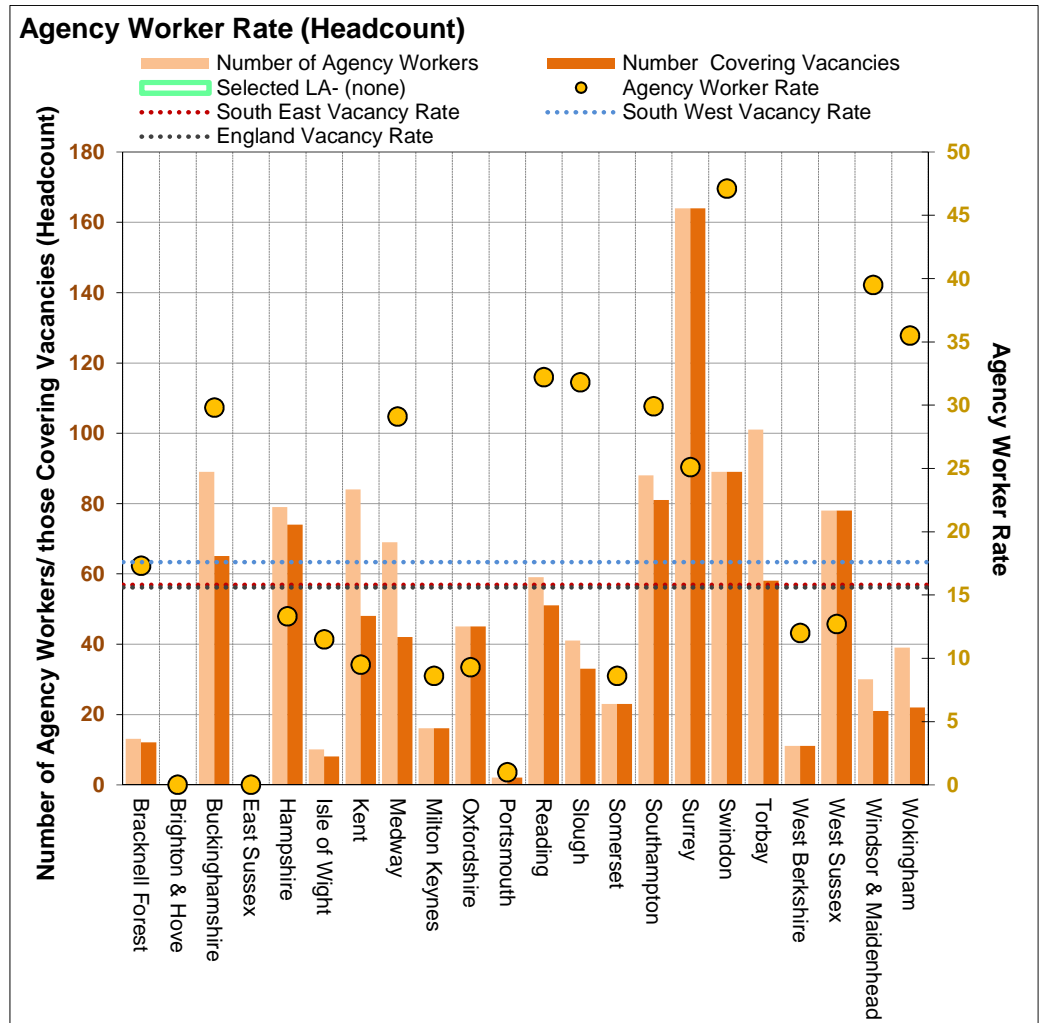
	Turnover Rate (%) 2017	Turnover Rate (%) 2018	Turnover Rate (%) 2019	Trend	Change 2017-2019
Bracknell Forest	15.6	19.5	26.4		70%
Brighton & Hove	14.8	15.5	10.9		-27%
Buckinghamshire	13.7	22.4	35.1		156%
East Sussex	0.0	9.5	9.7		
Hampshire	17.5	12.5	10.8		-39%
Isle of Wight	18.0	19.8	9.7		-46%
Kent	8.8	12.0	9.6		10%
Medway	26.2	19.7	22.5		-14%
Milton Keynes	18.9	17.9	8.3		-56%
Oxfordshire	7.4	10.7	12.6		70%
Portsmouth	12.6	7.4	12.0		-5%
Reading	19.3	22.0	10.7		-45%
Slough	15.6	20.2	32.1		105%
Somerset	10.8	27.5	18.8		74%
Southampton	11.0	8.9	14.9		35%
Surrey	10.7	19.2	29.4		174%
Swindon	20.4	33.1	24.8		22%
Torbay	29.4	19.7	34.7		18%
West Berkshire	11.5	21.8	18.4		60%
West Sussex	13.8	16.3	10.1		-27%
Windsor & Maidenhead	31.7	34.8	37.2		17%
Wokingham	18.3	31.7	7.4		-59%
South East	12.5	15.1	15.0		20%
South West	14.5	18.1	14.3		-1%
England	13.6	15.2	15.1		11%



Agency Worker Rate (Headcount)

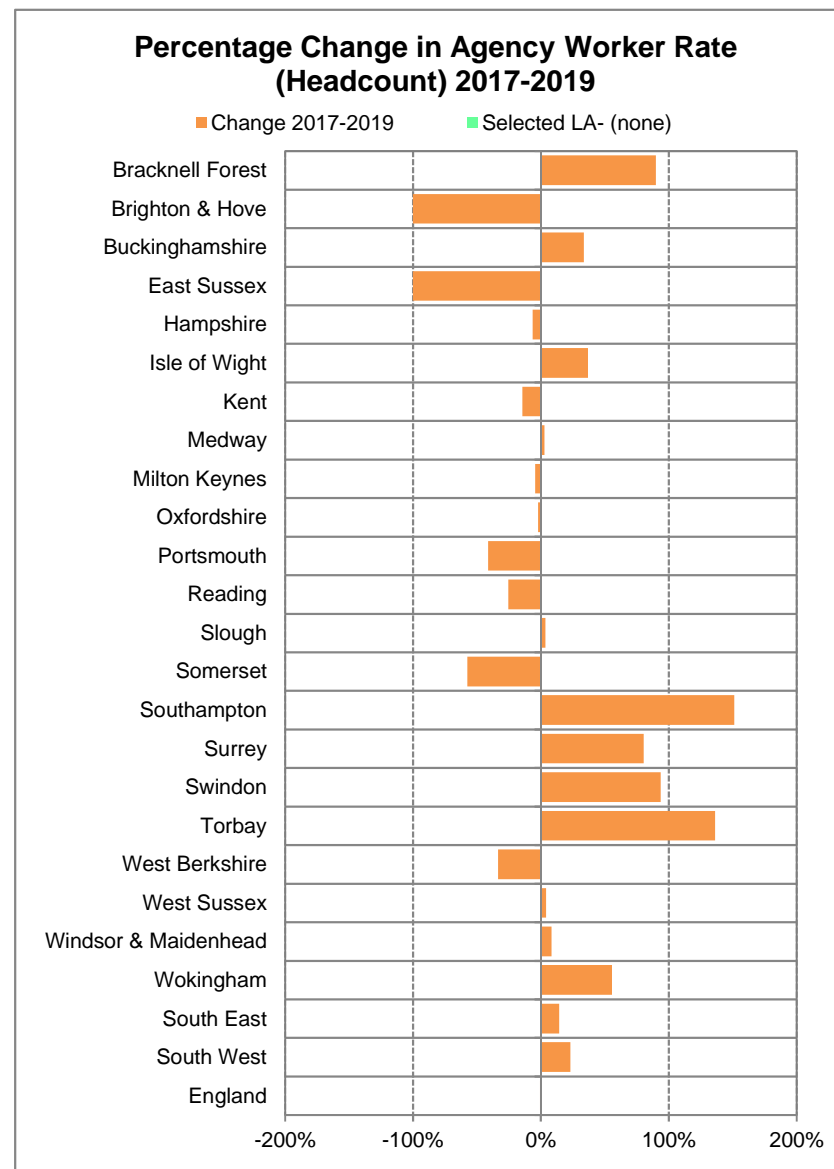
Agency Worker Rate at 30th September 2019 (Headcount)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	62	13	12	17.3
Brighton & Hove	248	0	0	0.0
Buckinghamshire	210	89	65	29.8
East Sussex	351	0	0	0.0
Hampshire	514	79	74	13.3
Isle of Wight	77	10	8	11.5
Kent	796	84	48	9.5
Medway	168	69	42	29.1
Milton Keynes	169	16	16	8.6
Oxfordshire	438	45	45	9.3
Portsmouth	203	2	2	1.0
Reading	124	59	51	32.2
Slough	88	41	33	31.8
Somerset	245	23	23	8.6
Southampton	206	88	81	29.9
Surrey	490	164	164	25.1
Swindon	100	89	89	47.1
Torbay	75	101	58	57.4
West Berkshire	81	11	11	12.0
West Sussex	536	78	78	12.7
Windsor & Maidenhead	46	30	21	39.5
Wokingham	71	39	22	35.5
South East	4878	917	773	15.8
South West	2955	632	525	17.6
England	32,917	6,090	4,686	15.6



Change in Agency Worker Rate at 30th September 2017-2019 (Headcount)

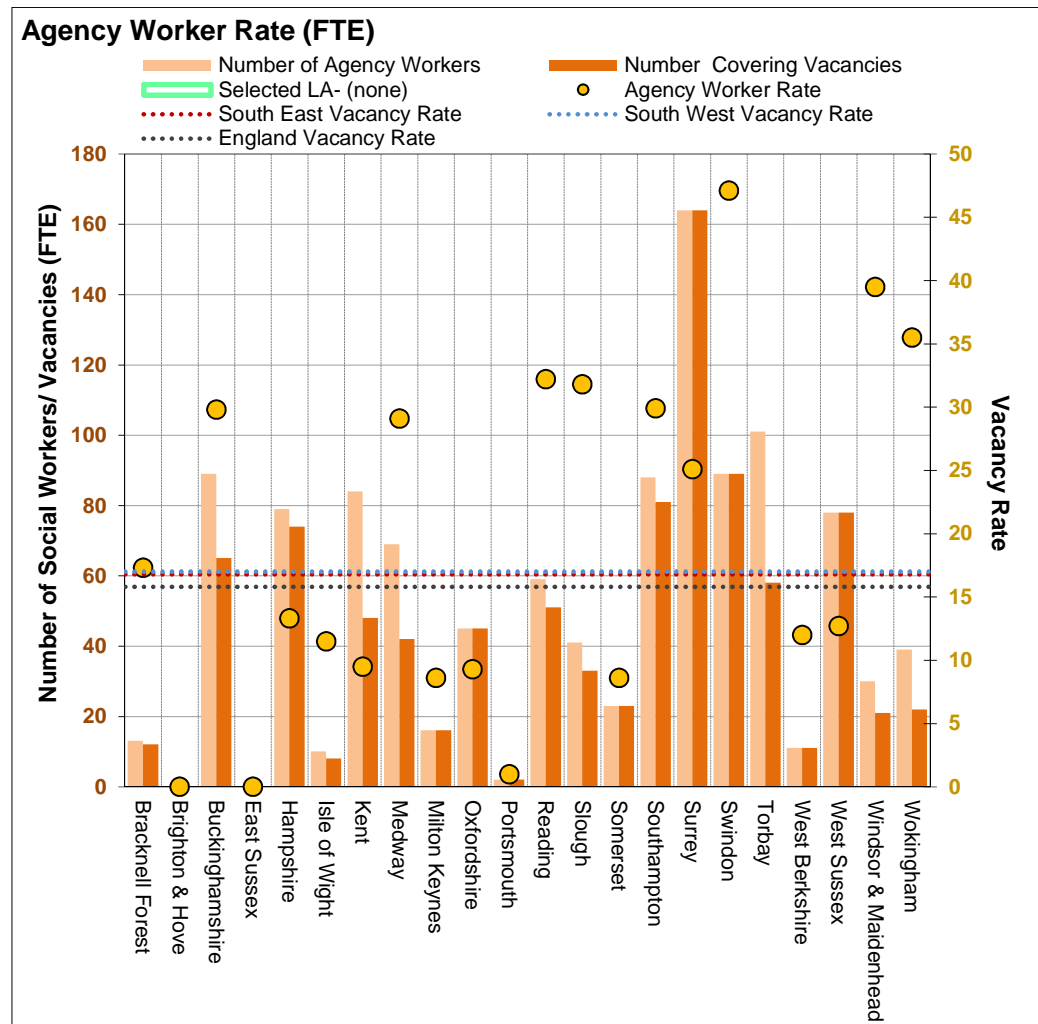
	Agency Worker Rate 2017	Agency Worker Rate 2018	Agency Worker Rate 2019	Trend	Change 2017-2019
Bracknell Forest	9.1	7.3	17.3		90%
Brighton & Hove	1.2	0.0	0.0		-100%
Buckinghamshire	22.3	15.1	29.8		34%
East Sussex	0.3	0.3	0.0		-100%
Hampshire	14.2	17.8	13.3		-6%
Isle of Wight	8.4	8.5	11.5		37%
Kent	11.1	10.8	9.5		-14%
Medway	28.3	37.0	29.1		3%
Milton Keynes	9.0	11.2	8.6		-4%
Oxfordshire	9.5	7.0	9.3		-2%
Portsmouth	1.7	2.6	1.0		-41%
Reading	43.2	32.7	32.2		-25%
Slough	30.7	33.1	31.8		4%
Somerset	20.2	19.7	8.6		-57%
Southampton	11.9	12.8	29.9		151%
Surrey	13.9	20.1	25.1		81%
Swindon	24.3	47.5	47.1		94%
Torbay	24.3	30.7	57.4		136%
West Berkshire	18.0	13.3	12.0		-33%
West Sussex	12.2	11.0	12.7		4%
Windsor & Maidenhead	36.4	31.1	39.5		9%
Wokingham	22.8	30.5	35.5		56%
South East	13.8	14.0	15.8		14%
South West	14.3	16.3	17.6		23%
England	15.7	14.8	15.6		-1%



Agency Worker Rate (FTE)

Agency Worker Rate of Social Workers, Year ending 30th September 2019 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	59.0	13.0	12.0	18.1
Brighton & Hove	223.8	0.0	0.0	0.0
Buckinghamshire	197.1	87.8	64.3	30.8
East Sussex	313.5	0.0	0.0	0.0
Hampshire	478.9	78.6	71.3	14.1
Isle of Wight	73.5	10.0	8.0	12.0
Kent	742.3	84.0	47.0	10.2
Medway	162.1	68.4	41.5	29.7
Milton Keynes	159.7	16.0	16.0	9.1
Oxfordshire	376.0	45.0	45.0	10.7
Portsmouth	188.9	2.0	2.0	1.0
Reading	118.6	58.0	49.0	32.8
Slough	84.2	40.9	33.0	32.7
Somerset	223.5	22.0	22.0	9.0
Southampton	187.7	87.2	80.2	31.7
Surrey	439.7	164.0	101.9	27.2
Swindon	94.2	89.0	89.0	48.6
Torbay	70.3	52.5	36.0	42.8
West Berkshire	76.6	11.0	11.0	12.6
West Sussex	494.5	75.9	75.9	13.3
Windsor & Maidenhead	44.3	30.0	21.0	40.4
Wokingham	67.2	35.8	22.0	34.8
South East	4487.6	907.6	701.1	16.8
South West	2684.8	548.0	446.9	17.0
England	30720.1	5753.5	4414.0	15.8



Change in Agency Worker Rate at 30th September 2017-2019 (FTE)

	Agency Worker Rate 2017	Agency Worker Rate 2018	Agency Worker Rate 2019	Trend	Change 2017-2019
Bracknell Forest	9.5	7.7	18.1		91%
Brighton & Hove	1.4	0.0	0.0		-100%
Buckinghamshire	23.0	15.9	30.8		34%
East Sussex	0.3	0.3	0.0		-100%
Hampshire	14.7	18.6	14.1		-4%
Isle of Wight	8.8	9.0	12.0		36%
Kent	11.9	11.4	10.2		-14%
Medway	29.3	38.1	29.7		1%
Milton Keynes	9.0	11.6	9.1		1%
Oxfordshire	10.7	7.9	10.7		0%
Portsmouth	1.9	2.8	1.0		-47%
Reading	45.2	34.1	32.8		-27%
Slough	31.9	33.6	32.7		3%
Somerset	20.0	16.9	9.0		-55%
Southampton	12.2	13.8	31.7		160%
Surrey	15.5	22.2	27.2		75%
Swindon	25.2	49.5	48.6		93%
Torbay	25.8	31.7	42.8		66%
West Berkshire	19.0	13.7	12.6		-34%
West Sussex	13.1	11.7	13.3		2%
Windsor & Maidenhead	38.1	32.1	40.4		6%
Wokingham	22.0	31.5	34.8		58%
South East	14.8	15.0	16.8		14%
South West	13.3	16.9	17.0		28%
England	15.8	15.4	15.8		0%



Social Worker Absence

Absence Rate of Social Workers during the year ending 30th September 2019 (FTE)

	Total Social Workers	Number of Working Days Lost	Absence Rate
Bracknell Forest	59.0	291.5	2.0
Brighton & Hove	223.8	2,026.0	3.6
Buckinghamshire	197.1	1,878.1	3.8
East Sussex	313.5	1,727.0	2.2
Hampshire	478.9	3,666.4	3.0
Isle of Wight	73.5	461.4	2.5
Kent	742.3	1,989.0	1.1
Medway	162.1	1,712.0	4.2
Milton Keynes	159.7	732.3	1.8
Oxfordshire	376.0	2,889.7	3.0
Portsmouth	188.9	273.0	0.6
Reading	118.6	960.0	3.2
Slough	84.2	845.0	4.0
Somerset	223.5	1,460.0	2.6
Southampton	187.7	2,883.8	6.1
Surrey	439.7	3,459.3	3.1
Swindon	94.2	384.0	1.6
Torbay	70.3	992.0	5.6
West Berkshire	76.6	594.5	3.1
West Sussex	494.5	3,005.0	2.4
Windsor & Maidenhead	44.3	204.5	1.8
Wokingham	67.2	753.8	4.4
South East	4,488	30,352	2.7
South West	2,685	20,067	3.0
England	30,720	242,754	3.1

