

Children's Social Care Benchmarking Sector-Led Improvement

CSC Workforce Data (Public)

Year ending September 2022

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

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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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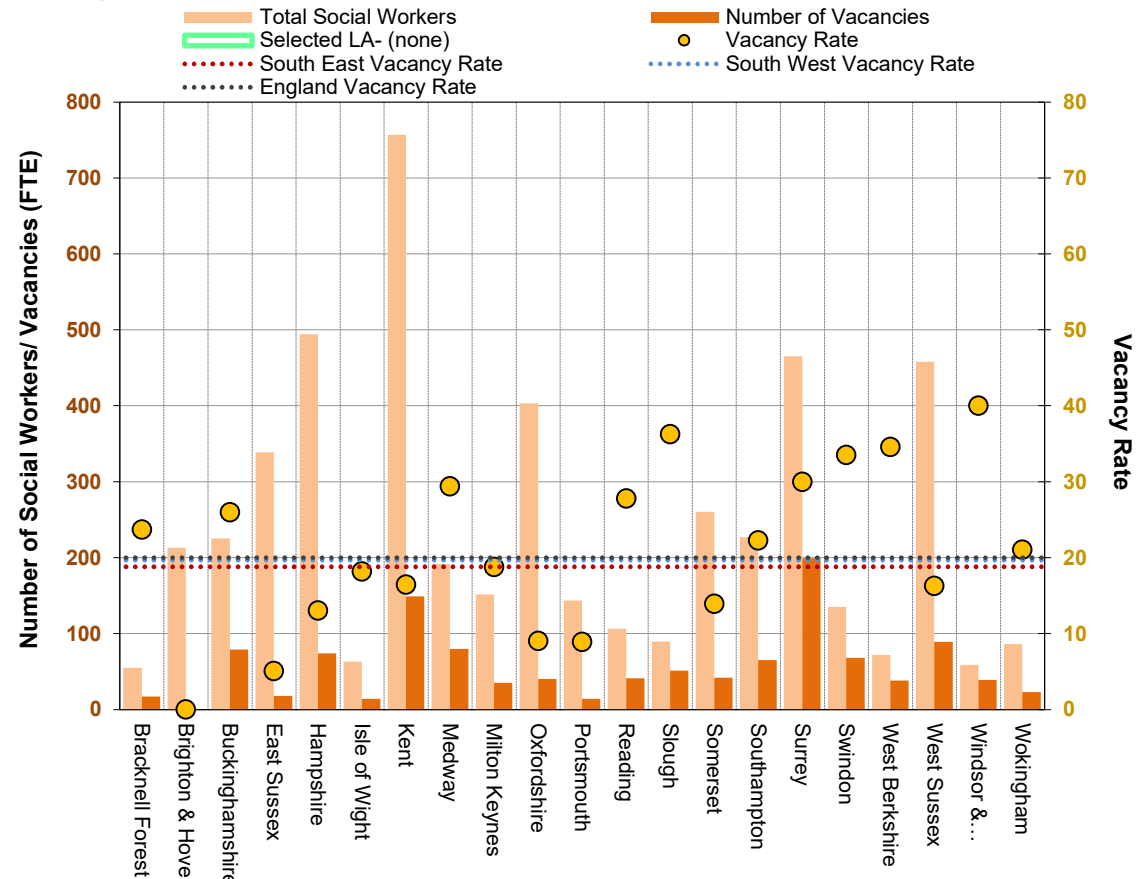
Social Worker Vacancies

Children's Social Care Benchmarking

Vacancy Rate of Social Workers at 30th September 2022 (FTE)

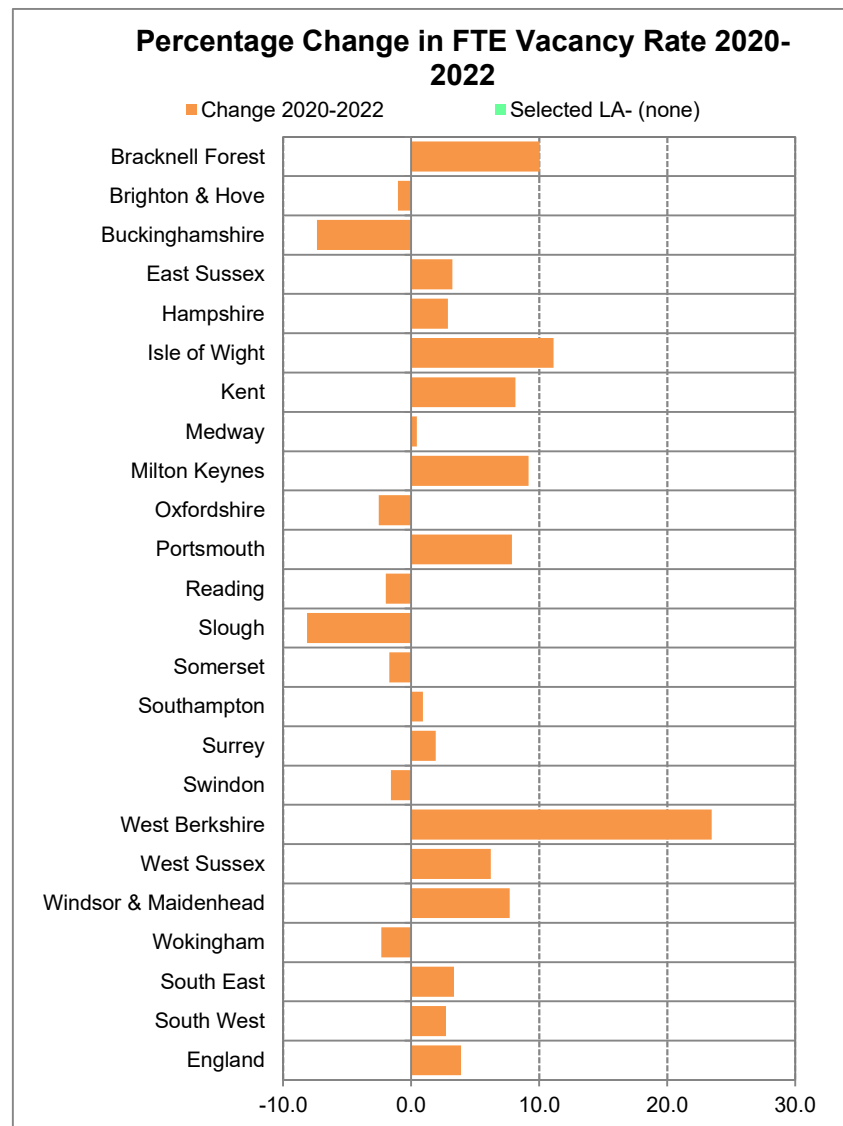
	Total Social Workers	Number of Vacancies	Vacancy Rate
Bracknell Forest	54.7	17.0	23.7
Brighton & Hove	212.9	0.0	0.0
Buckinghamshire	225.2	79.0	26.0
East Sussex	338.5	18.0	5.0
Hampshire	494.0	74.0	13.0
Isle of Wight	63.0	14.0	18.2
Kent	756.7	149.0	16.5
Medway	191.5	79.8	29.4
Milton Keynes	151.4	35.0	18.8
Oxfordshire	403.0	40.0	9.0
Portsmouth	143.4	14.0	8.9
Reading	106.5	41.0	27.8
Slough	89.6	51.0	36.3
Somerset	260.1	42.0	13.9
Southampton	226.9	65.0	22.3
Surrey	465.0	199.0	30.0
Swindon	134.9	68.0	33.5
West Berkshire	71.9	38.0	34.6
West Sussex	458.1	89.0	16.3
Windsor & Maidenhead	58.5	39.0	40.0
Wokingham	86.3	23.0	21.0
South East	4,597	1,065	18.8
South West	2,740	672	19.7
England	31,635	7,913	20.0

Vacancy Rate of Social Workers (FTE)



Change in Vacancy Rate of Social Workers at 30th September 2020-2022 (FTE)

	Vacancy Rate (%) 2020	Vacancy Rate (%) 2021	Vacancy Rate (%) 2022	Trend	Change 2020-2022
Bracknell Forest	13.7	19.0	23.7		10.0
Brighton & Hove	1.0	0.0	0.0		-1.0
Buckinghamshire	33.3	24.9	26.0		-7.3
East Sussex	1.8	4.6	5.0		3.2
Hampshire	10.1	12.2	13.0		2.9
Isle of Wight	7.1	12.6	18.2		11.1
Kent	8.3	10.0	16.5		8.1
Medway	29.0	21.5	29.4		0.5
Milton Keynes	9.6	12.7	18.8		9.2
Oxfordshire	11.6	12.0	9.0		-2.5
Portsmouth	1.0	7.0	8.9		7.9
Reading	29.8	31.9	27.8		-2.0
Slough	44.4	37.7	36.3		-8.1
Somerset	15.6	10.3	13.9		-1.7
Southampton	21.3	20.0	22.3		0.9
Surrey	28.0	28.8	30.0		1.9
Swindon	35.1	37.2	33.5		-1.6
West Berkshire	11.1	20.4	34.6		23.5
West Sussex	10.0	9.5	16.3		6.2
Windsor & Maidenhead	32.3	33.0	40.0		7.7
Wokingham	23.4	16.3	21.0		-2.3
South East	15.4	15.8	18.8		3.4
South West	17.0	16.4	19.7		2.7
England	16.1	16.7	20.0		3.9



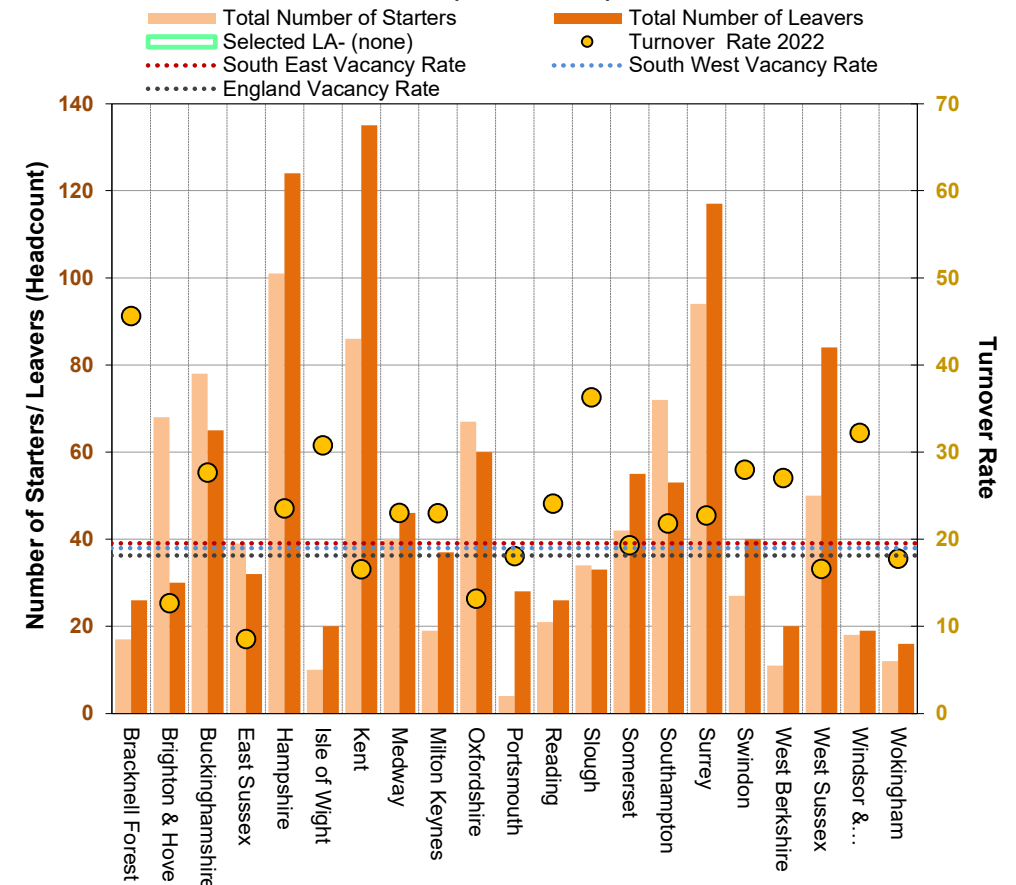
Social Worker Turnover (Headcount)

Children's Social Care Benchmarking

Turnover Rate of Social Workers, Year ending 30th September 2022 (Headcount)

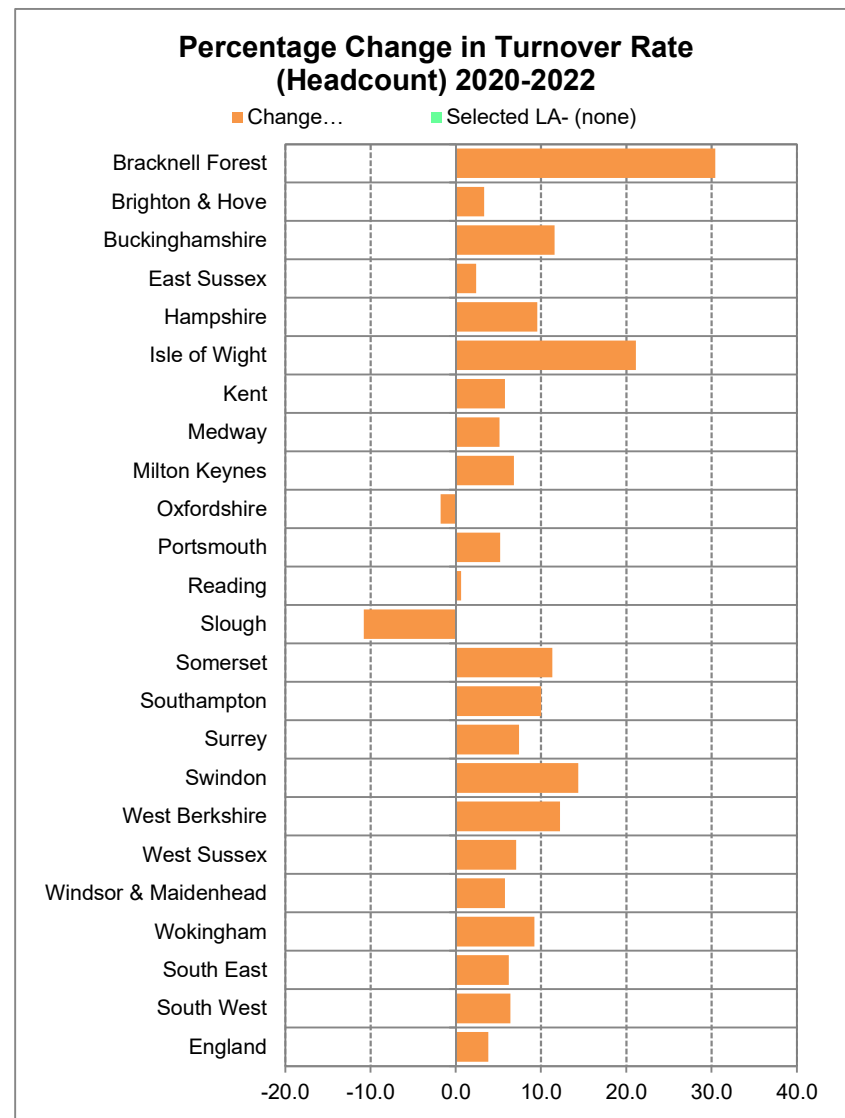
	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2022
Bracknell Forest	57	17	26	45.6
Brighton & Hove	237	68	30	12.7
Buckinghamshire	235	78	65	27.7
East Sussex	374	39	32	8.6
Hampshire	527	101	124	23.5
Isle of Wight	65	10	20	30.8
Kent	815	86	135	16.6
Medway	200	40	46	23.0
Milton Keynes	161	19	37	23.0
Oxfordshire	456	67	60	13.2
Portsmouth	155	4	28	18.1
Reading	108	21	26	24.1
Slough	91	34	33	36.3
Somerset	285	42	55	19.3
Southampton	243	72	53	21.8
Surrey	515	94	117	22.7
Swindon	143	27	40	28.0
West Berkshire	74	11	20	27.0
West Sussex	507	50	84	16.6
Windsor & Maidenhead	59	18	19	32.2
Wokingham	90	12	16	17.8
South East	4969	841	971	19.5
South West	2995	464	569	19.0
England	33,689	5,370	6,111	18.1

Turnover Rate of Social Workers (Headcount)



Change in Turnover Rate of Social Workers at 30th September 2020-2022 (Headcount)

	Turnover Rate (%) 2020	Turnover Rate (%) 2021	Turnover Rate (%) 2022	Trend	Change 2020-2022
Bracknell Forest	15.2	36.8	45.6		30.5
Brighton & Hove	9.3	8.0	12.7		3.3
Buckinghamshire	16.1	24.9	27.7		11.6
East Sussex	6.1	10.8	8.6		2.4
Hampshire	13.9	16.2	23.5		9.6
Isle of Wight	9.6	11.3	30.8		21.1
Kent	10.8	15.9	16.6		5.8
Medway	17.9	18.2	23.0		5.1
Milton Keynes	16.1	13.1	23.0		6.8
Oxfordshire	14.9	15.8	13.2		-1.8
Portsmouth	12.9	6.2	18.1		5.2
Reading	23.4	19.0	24.1		0.7
Slough	47.1	45.1	36.3		-10.8
Somerset	8.0	10.5	19.3		11.3
Southampton	11.8	6.2	21.8		10.0
Surrey	15.3	15.1	22.7		7.4
Swindon	13.6	11.0	28.0		14.4
West Berkshire	14.8	10.8	27.0		12.3
West Sussex	9.5	15.2	16.6		7.1
Windsor & Maidenhead	26.4	34.5	32.2		5.8
Wokingham	8.5	16.0	17.8		9.2
South East	13.3	15.6	19.5		6.2
South West	12.6	16.6	19.0		6.4
England	14.3	16.5	18.1		3.8



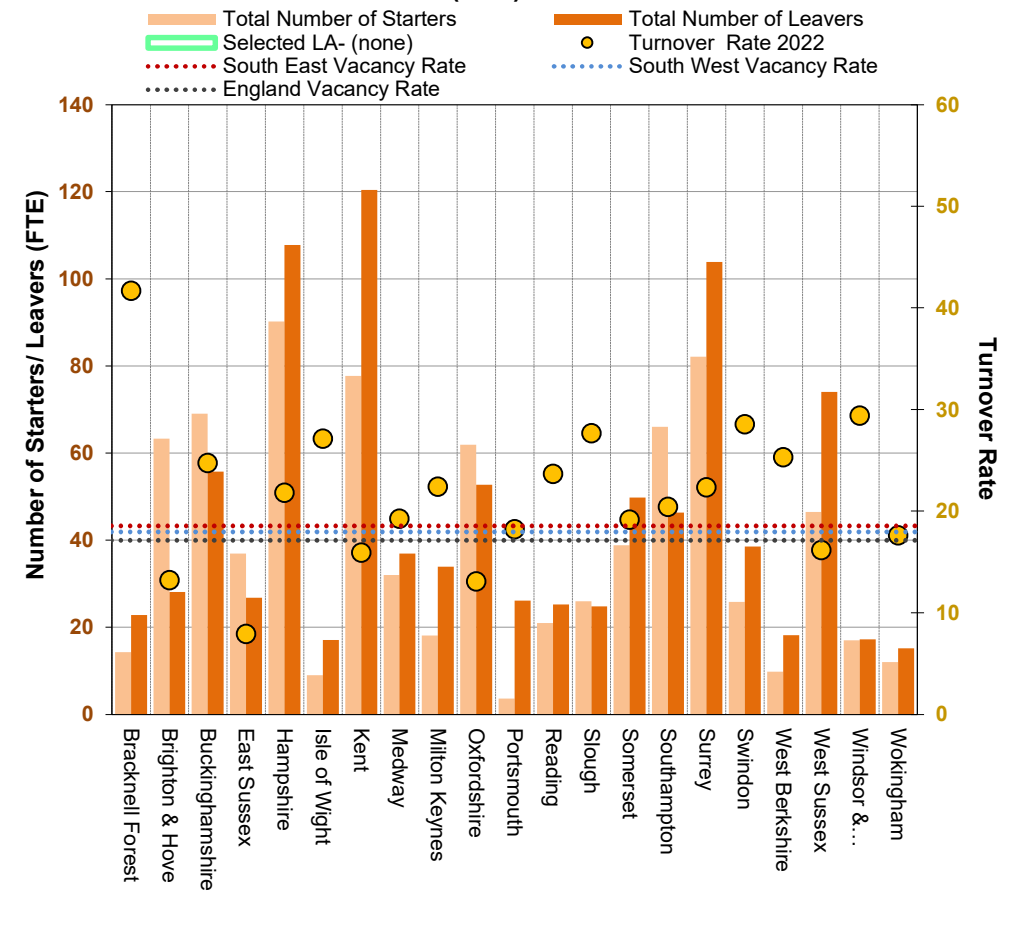
Social Worker Turnover (FTE)

Children's Social Care Benchmarking

Turnover Rate of Social Workers, Year ending 30th September 2022 (FTE)

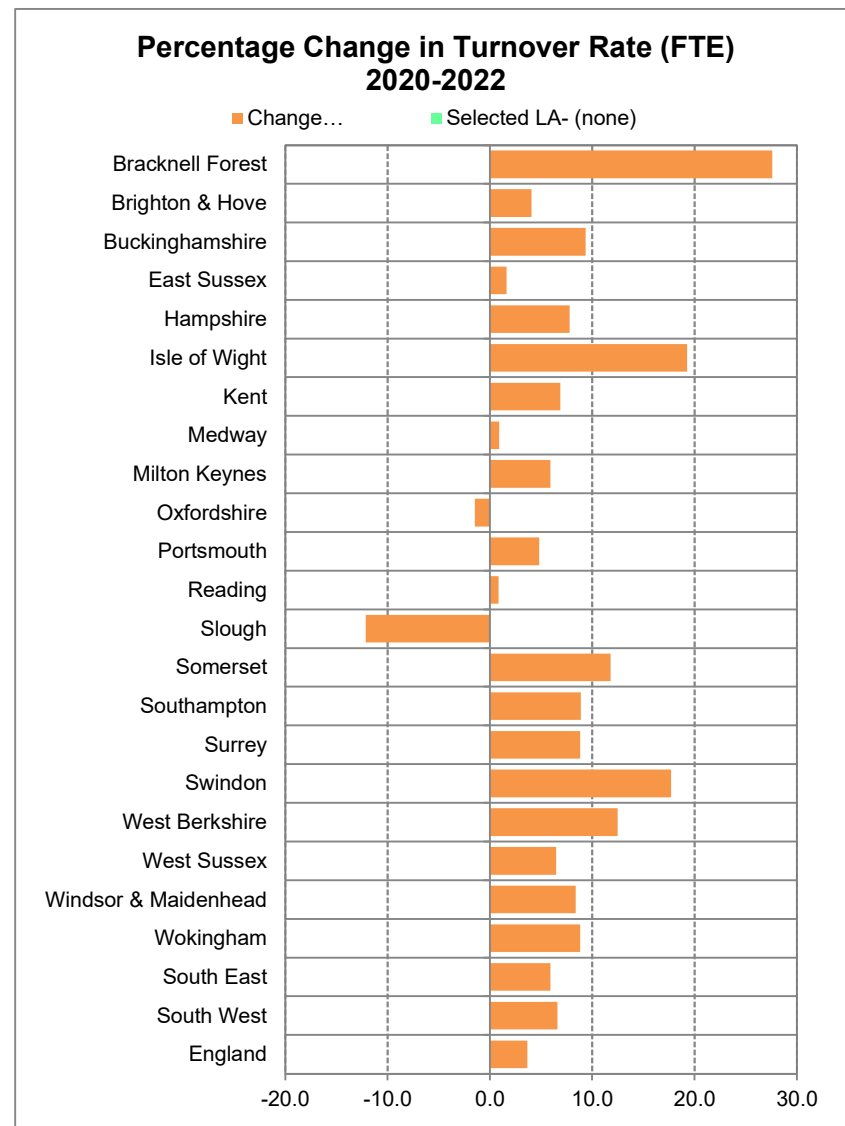
	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2022
Bracknell Forest	54.7	14.3	22.8	41.7
Brighton & Hove	212.9	63.3	28.1	13.2
Buckinghamshire	225.2	69.0	55.7	24.7
East Sussex	338.5	36.9	26.8	7.9
Hampshire	494.0	90.2	107.8	21.8
Isle of Wight	63.0	9.0	17.1	27.1
Kent	756.7	77.7	120.4	15.9
Medway	191.5	32.0	36.9	19.3
Milton Keynes	151.4	18.1	33.9	22.4
Oxfordshire	403.0	61.9	52.7	13.1
Portsmouth	143.4	3.6	26.1	18.2
Reading	106.5	21.0	25.2	23.7
Slough	89.6	26.0	24.8	27.7
Somerset	260.1	38.8	49.8	19.1
Southampton	226.9	66.0	46.3	20.4
Surrey	465.0	82.1	103.9	22.3
Swindon	134.9	25.8	38.5	28.5
West Berkshire	71.9	9.8	18.2	25.3
West Sussex	458.1	46.5	74.0	16.2
Windsor & Maidenhead	58.5	17.0	17.2	29.4
Wokingham	86.3	12.0	15.2	17.6
South East	4597	756	853	18.6
South West	2740	407	492	18.0
England	31,635	4,826	5,422	17.1

Turnover Rate of Social Workers (FTE)



Change in Turnover Rate of Social Workers at 30th September 2019-2021 (FTE)

	Turnover Rate (%) 2020	Turnover Rate (%) 2021	Turnover Rate (%) 2022	Trend	Change 2020-2022
Bracknell Forest	14.1	31.3	41.7		27.6
Brighton & Hove	9.1	7.4	13.2		4.1
Buckinghamshire	15.4	22.3	24.7		9.4
East Sussex	6.3	11.2	7.9		1.6
Hampshire	14.0	16.1	21.8		7.8
Isle of Wight	7.8	11.6	27.1		19.3
Kent	9.0	14.6	15.9		6.9
Medway	18.3	18.1	19.3		0.9
Milton Keynes	16.5	12.7	22.4		5.9
Oxfordshire	14.5	15.3	13.1		-1.5
Portsmouth	13.4	0.0	18.2		4.8
Reading	22.8	14.0	23.7		0.8
Slough	39.8	34.7	27.7		-12.1
Somerset	7.3	9.1	19.1		11.8
Southampton	11.5	5.3	20.4		8.9
Surrey	13.5	15.0	22.3		8.8
Swindon	10.8	8.0	28.5		17.7
West Berkshire	12.8	10.5	25.3		12.5
West Sussex	9.7	14.6	16.2		6.5
Windsor & Maidenhead	21.0	31.0	29.4		8.4
Wokingham	8.8	16.8	17.6		8.8
South East	12.6	14.6	18.6		5.9
South West	11.3	15.2	18.0		6.6
England	13.5	15.4	17.1		3.7



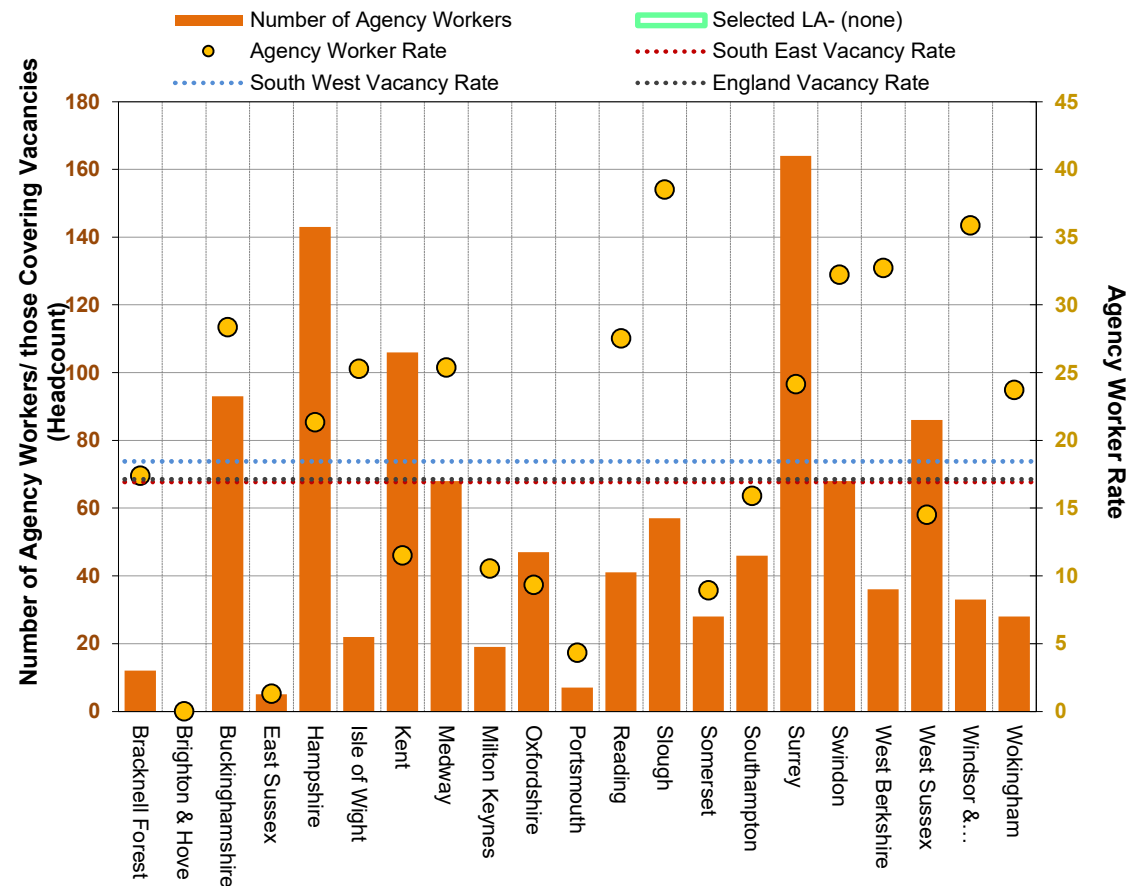
Agency Worker Rate (Headcount)

Children's Social Care Benchmarking

Agency Worker Rate at 30th September 2022 (Headcount)

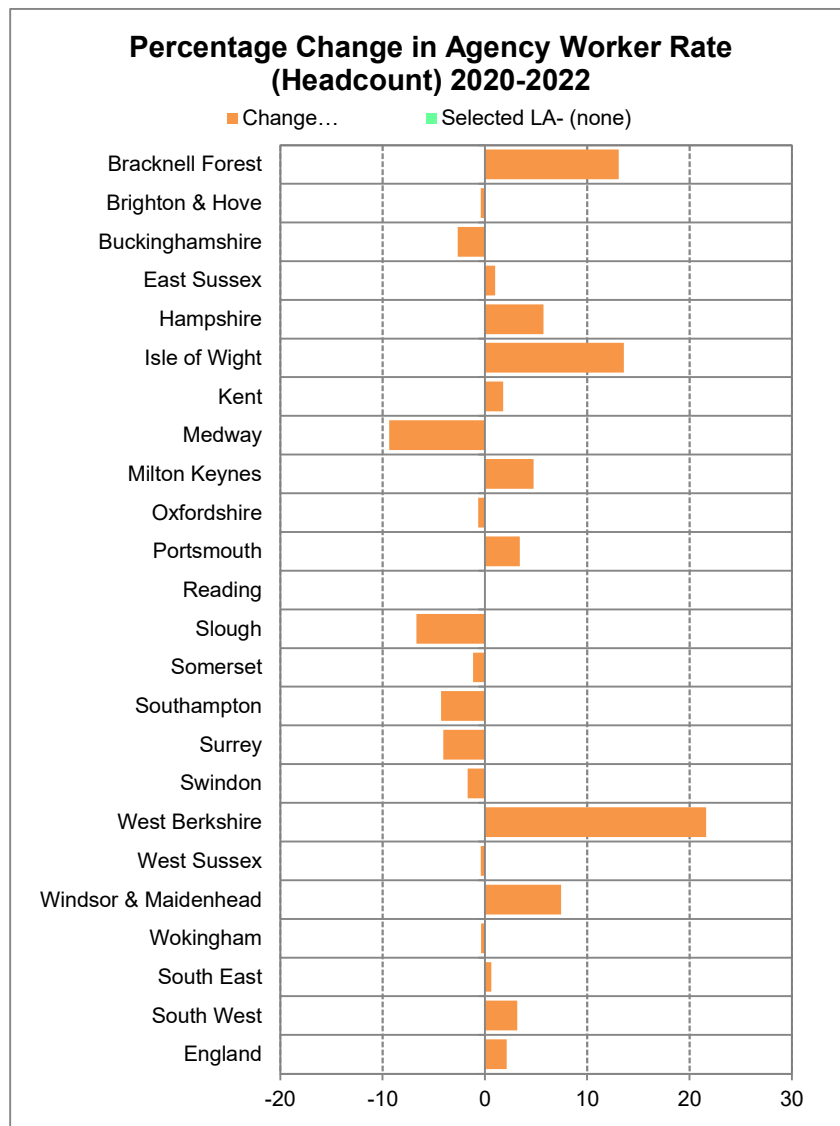
	Number of Social Workers	Number of Agency Workers	Agency Worker Rate
Bracknell Forest	57	12	17.4
Brighton & Hove	237	0	0.0
Buckinghamshire	235	93	28.4
East Sussex	374	5	1.3
Hampshire	527	143	21.3
Isle of Wight	65	22	25.3
Kent	815	106	11.5
Medway	200	68	25.4
Milton Keynes	161	19	10.6
Oxfordshire	456	47	9.3
Portsmouth	155	7	4.3
Reading	108	41	27.5
Slough	91	57	38.5
Somerset	285	28	8.9
Southampton	243	46	15.9
Surrey	515	164	24.2
Swindon	143	68	32.2
West Berkshire	74	36	32.7
West Sussex	507	86	14.5
Windsor & Maidenhead	59	33	35.9
Wokingham	90	28	23.7
South East	4969	1013	16.9
South West	2995	678	18.5
England	33,689	6,969	17.1

Agency Worker Rate (Headcount)



Change in Agency Worker Rate at 30th September 2020-2022 (Headcount)

	Agency Worker Rate 2020	Agency Worker Rate 2021	Agency Worker Rate 2022	Trend	Change 2020-2022
Bracknell Forest	4.3	8.1	17.4		13
Brighton & Hove	0.4	0.0	0.0		0
Buckinghamshire	31.0	32.2	28.4		-3
East Sussex	0.3	0.3	1.3		1
Hampshire	15.6	18.0	21.3		6
Isle of Wight	11.7	21.6	25.3		14
Kent	9.7	10.3	11.5		2
Medway	34.7	19.4	25.4		-9
Milton Keynes	5.8	9.3	10.6		5
Oxfordshire	10.0	12.3	9.3		-1
Portsmouth	0.9	4.6	4.3		3
Reading	27.5	23.4	27.5		0
Slough	45.2	40.5	38.5		-7
Somerset	10.1	8.1	8.9		-1
Southampton	20.2	17.3	15.9		-4
Surrey	28.2	22.1	24.2		-4
Swindon	33.9	36.1	32.2		-2
West Berkshire	11.1	17.0	32.7		22
West Sussex	14.9	12.0	14.5		0
Windsor & Maidenhead	28.4	26.7	35.9		7
Wokingham	24.1	13.8	23.7		0
South East	16.3	15.2	16.9		1
South West	15.3	16.9	18.5		3
England	15.0	15.1	17.1		2



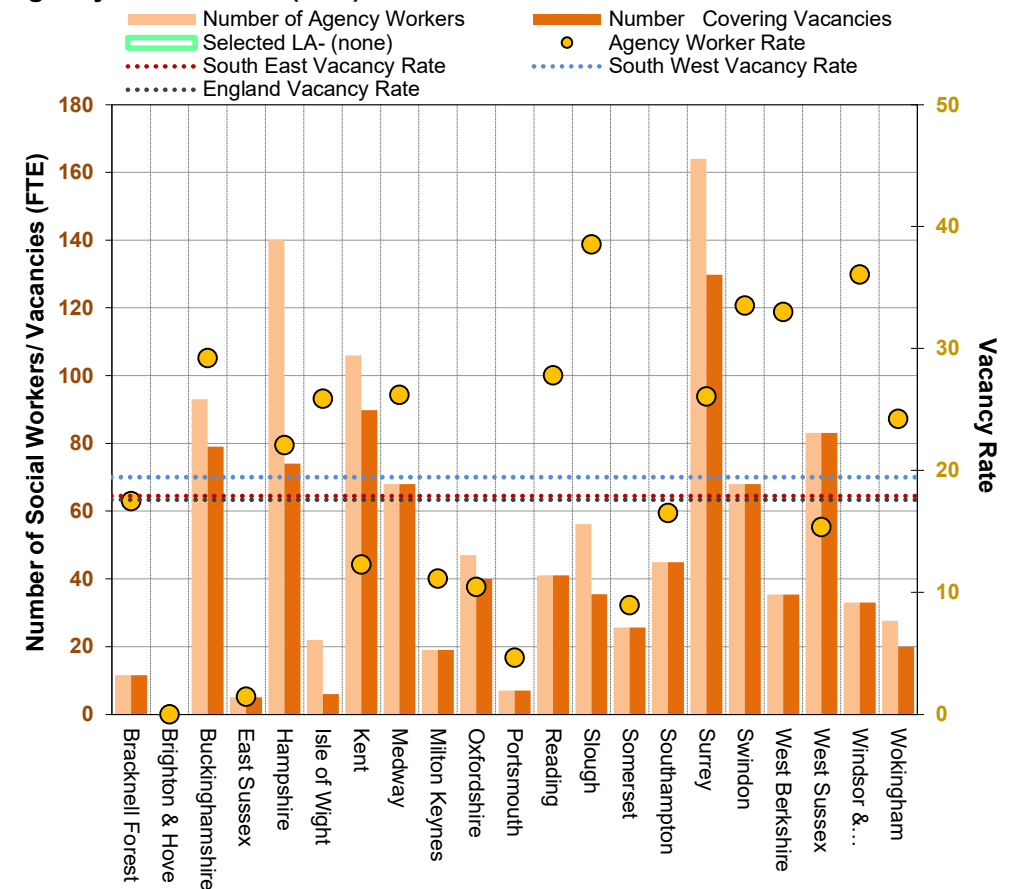
Agency Worker Rate (FTE)

Children's Social Care Benchmarking

Agency Worker Rate of Social Workers, Year ending 30th September 2022 (FTE)

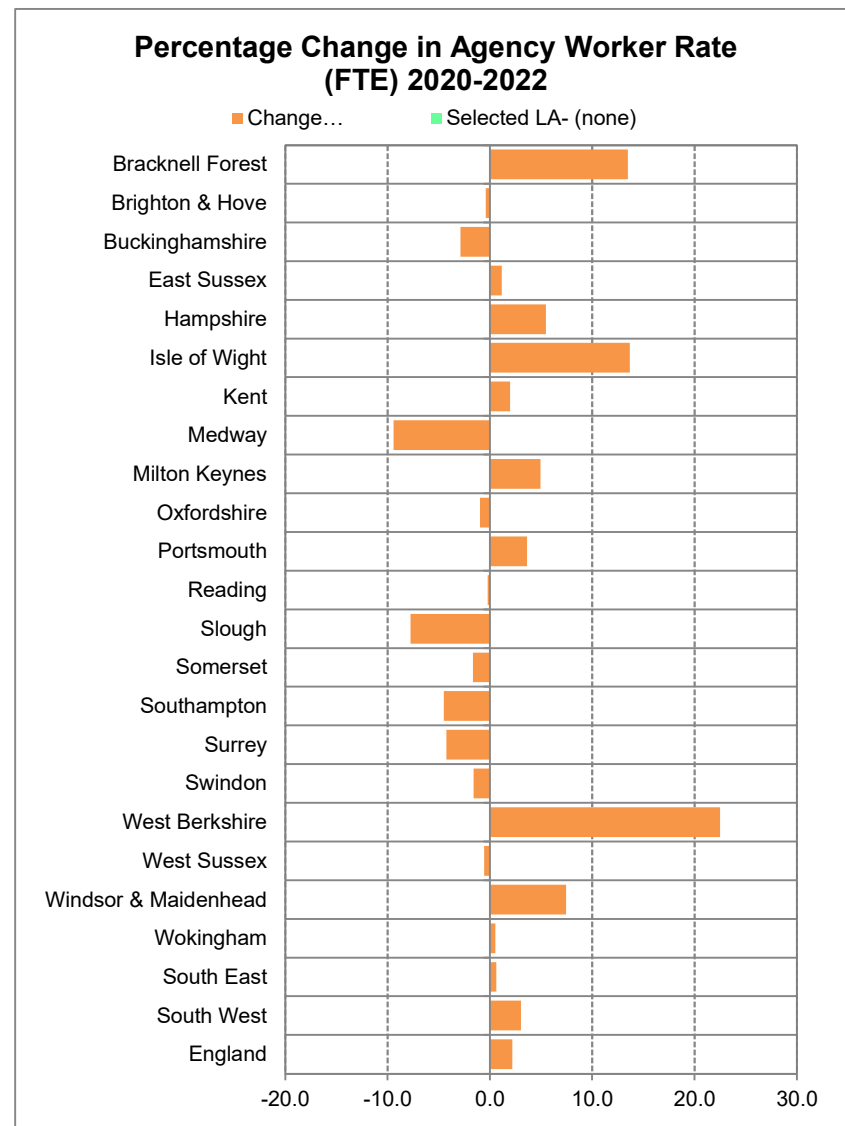
	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	54.7	11.6	11.6	17.5
Brighton & Hove	212.9	0.0	0.0	0.0
Buckinghamshire	225.2	93.0	79.0	29.2
East Sussex	338.5	5.0	5.0	1.5
Hampshire	494.0	140.1	74.0	22.1
Isle of Wight	63.0	22.0	6.0	25.9
Kent	756.7	106.0	89.8	12.3
Medway	191.5	68.0	68.0	26.2
Milton Keynes	151.4	19.0	19.0	11.2
Oxfordshire	403.0	47.0	40.0	10.4
Portsmouth	143.4	7.0	7.0	4.7
Reading	106.5	41.0	41.0	27.8
Slough	89.6	56.2	35.5	38.5
Somerset	260.1	25.6	25.6	9.0
Southampton	226.9	44.9	44.9	16.5
Surrey	465.0	164.0	129.8	26.1
Swindon	134.9	68.0	68.0	33.5
West Berkshire	71.9	35.4	35.4	33.0
West Sussex	458.1	83.1	83.1	15.4
Windsor & Maidenhead	58.5	33.0	33.0	36.1
Wokingham	86.3	27.6	20.0	24.2
South East	4597.1	1003.9	822.2	17.9
South West	2740.3	662.2	499.4	19.5
England	31635.1	6759.7	5440.5	17.6

Agency Worker Rate (FTE)



Change in Agency Worker Rate at 30th September 2020-2022 (FTE)

	Agency Worker Rate 2020	Agency Worker Rate 2021	Agency Worker Rate 2022	Trend	Change 2020-2022
Bracknell Forest	4.0	8.6	17.5		13.5
Brighton & Hove	0.4	0.0	0.0		-0.4
Buckinghamshire	32.1	33.4	29.2		-2.9
East Sussex	0.3	0.3	1.5		1.2
Hampshire	16.6	18.8	22.1		5.5
Isle of Wight	12.2	22.4	25.9		13.7
Kent	10.3	11.0	12.3		2.0
Medway	35.6	19.9	26.2		-9.4
Milton Keynes	6.2	9.8	11.2		5.0
Oxfordshire	11.4	13.8	10.4		-1.0
Portsmouth	1.0	5.0	4.7		3.7
Reading	28.0	23.8	27.8		-0.2
Slough	46.3	40.9	38.5		-7.8
Somerset	10.6	8.4	9.0		-1.6
Southampton	21.0	18.0	16.5		-4.5
Surrey	30.3	23.9	26.1		-4.2
Swindon	35.1	37.2	33.5		-1.6
West Berkshire	10.5	16.5	33.0		22.5
West Sussex	15.9	12.9	15.4		-0.5
Windsor & Maidenhead	28.6	26.9	36.1		7.5
Wokingham	23.7	14.7	24.2		0.5
South East	17.3	16.2	17.9		0.6
South West	16.4	17.8	19.5		3.1
England	15.4	15.5	17.6		2.2



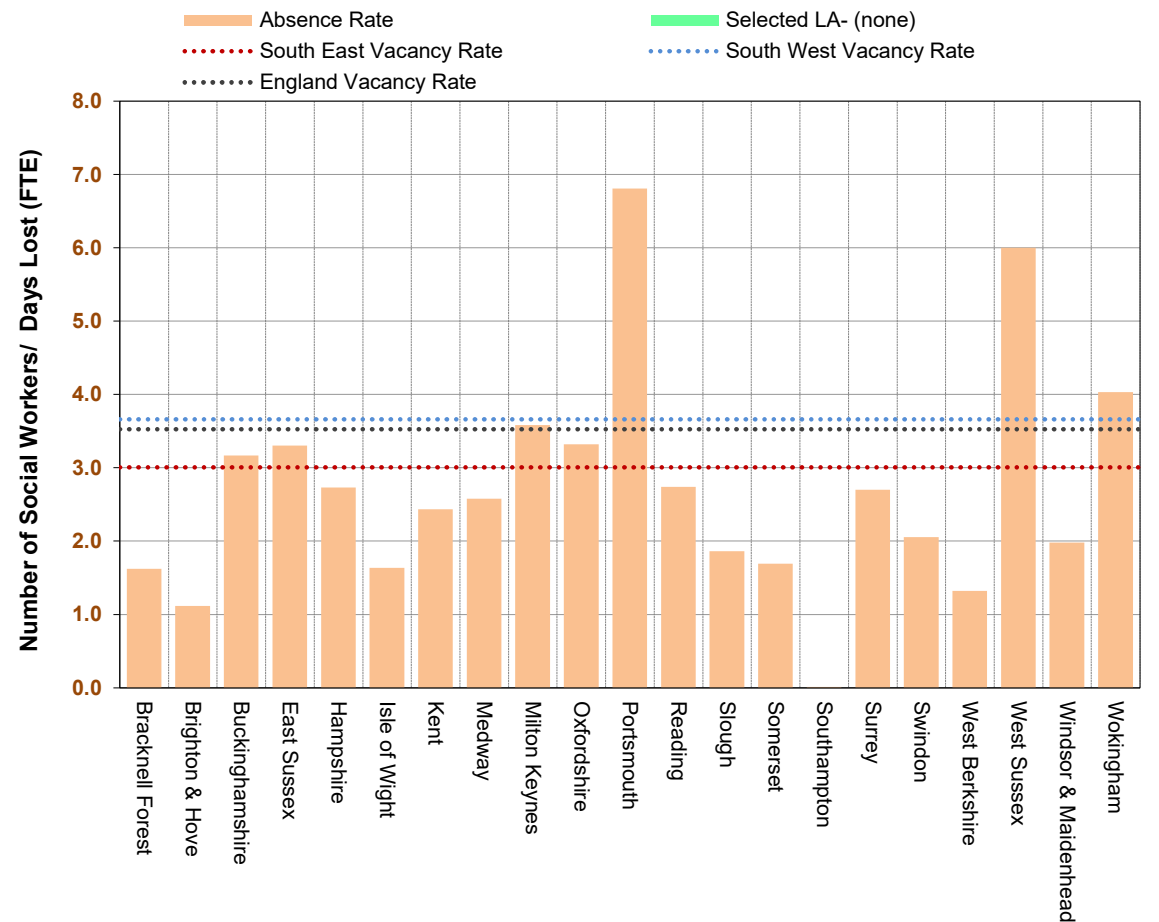
Social Worker Absence

Children's Social Care Benchmarking

Absence Rate of Social Workers during the year ending 30th September 2022 (FTE)

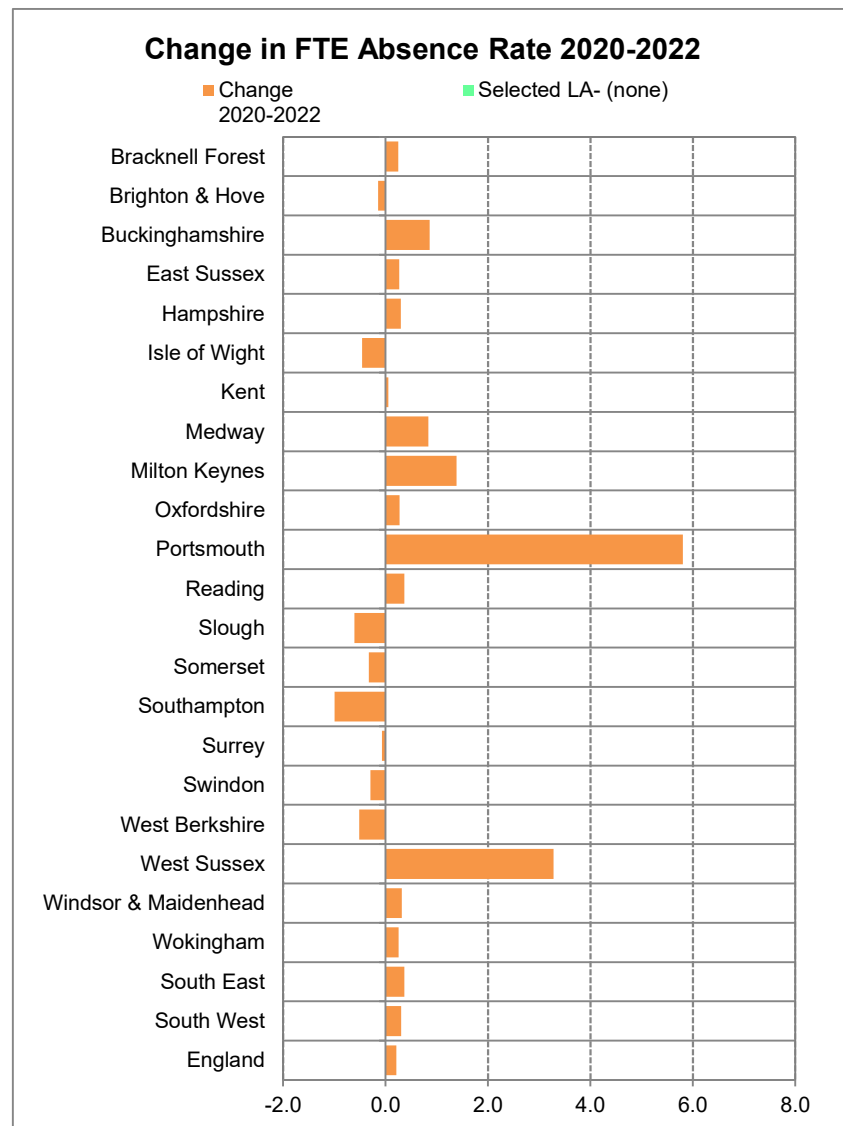
	Total Social Workers	Number of Working Days Lost	Absence Rate
Bracknell Forest	54.7	225.5	1.6
Brighton & Hove	212.9	602.8	1.1
Buckinghamshire	225.2	1,811.0	3.2
East Sussex	338.5	2,841.0	3.3
Hampshire	494.0	3,424.6	2.7
Isle of Wight	63.0	262.0	1.6
Kent	756.7	4,675.6	2.4
Medway	191.5	1,253.0	2.6
Milton Keynes	151.4	1,377.0	3.6
Oxfordshire	403.0	3,399.0	3.3
Portsmouth	143.4	2,479.8	6.8
Reading	106.5	741.0	2.7
Slough	89.6	423.6	1.9
Somerset	260.1	1,118.9	1.7
Southampton	226.9	7.0	0.0
Surrey	465.0	3,191.2	2.7
Swindon	134.9	704.0	2.1
West Berkshire	71.9	241.0	1.3
West Sussex	458.1	6,980.0	6.0
Windsor & Maidenhead	58.5	294.5	2.0
Wokingham	86.3	883.4	4.0
South East	4,597	35,113	3.0
South West	2,740	25,486	3.7
England	31,635	283,441	3.5

Absence Rate of Social Workers (FTE)



Change in Absence Rate of Social Workers during the year ending 30th September 2020-2022 (FTE)

	Agency Worker Rate 2020	Agency Worker Rate 2021	Agency Worker Rate 2022	Trend	Change 2020-2022
Bracknell Forest	1.3	1.2	1.6		0.2
Brighton & Hove	1.3	2.8	1.1		-0.1
Buckinghamshire	1.7	1.3	3.2		0.9
East Sussex	2.6	2.1	3.3		0.3
Hampshire	2.1	2.8	2.7		0.3
Isle of Wight	3.0	2.8	1.6		-0.5
Kent	2.3	1.9	2.4		0.1
Medway	1.4	2.2	2.6		0.8
Milton Keynes	1.5	3.4	3.6		1.4
Oxfordshire	2.6	3.1	3.3		0.3
Portsmouth	1.0	3.7	6.8		5.8
Reading	2.0	3.3	2.7		0.4
Slough	4.7	1.0	1.9		-0.6
Somerset	2.5	2.3	1.7		-0.3
Southampton	3.0	3.0	0.0		-1.0
Surrey	2.9	2.5	2.7		-0.1
Swindon	2.9	3.6	2.1		-0.3
West Berkshire	2.7	3.6	1.3		-0.5
West Sussex	1.4	3.7	6.0		3.3
Windsor & Maidenhead	1.5	1.4	2.0		0.3
Wokingham	3.2	3.3	4.0		0.3
South East	2.2	2.6	3.0		0.4
South West	2.8	3.4	3.7		0.3
England	2.9	3.1	3.5		0.2



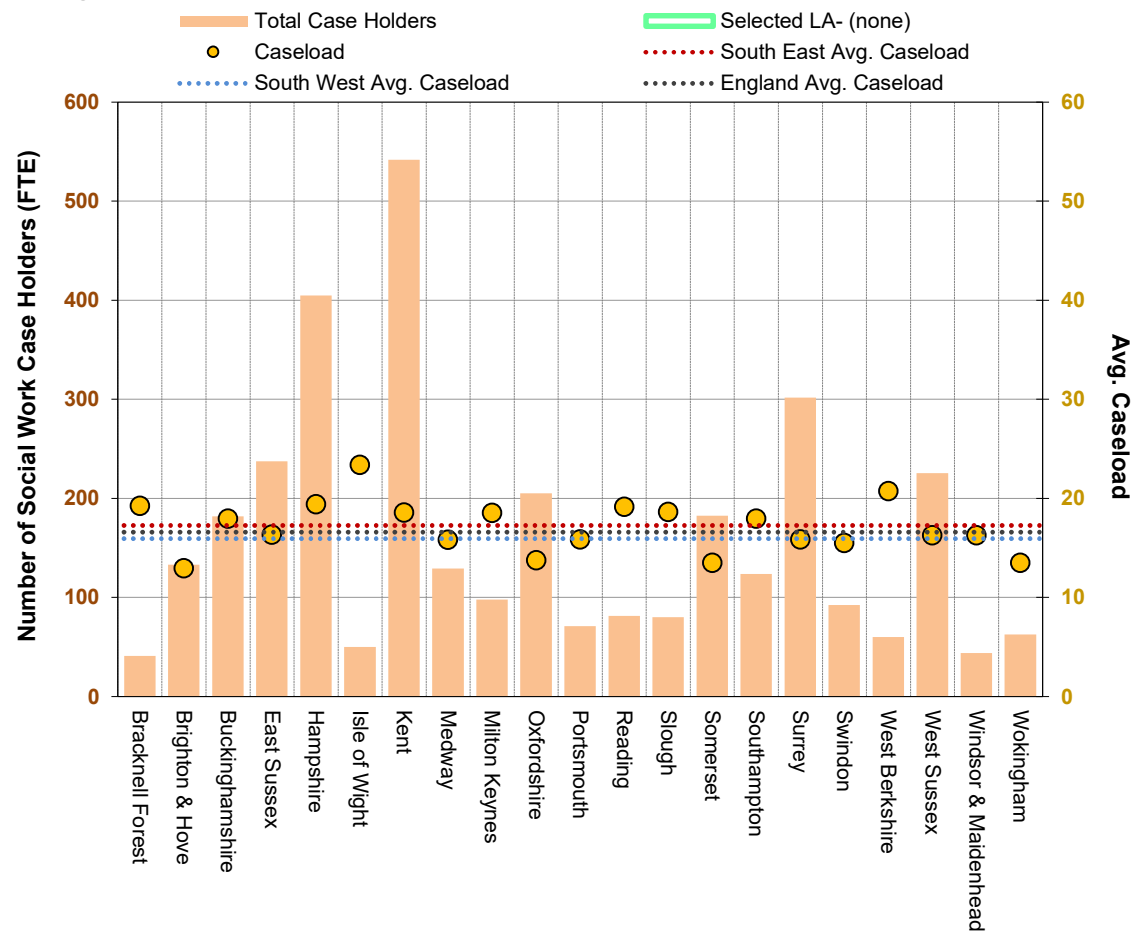
Social Worker Caseloads

Children's Social Care Benchmarking

Average Caseload at 30th September 2022 (FTE)

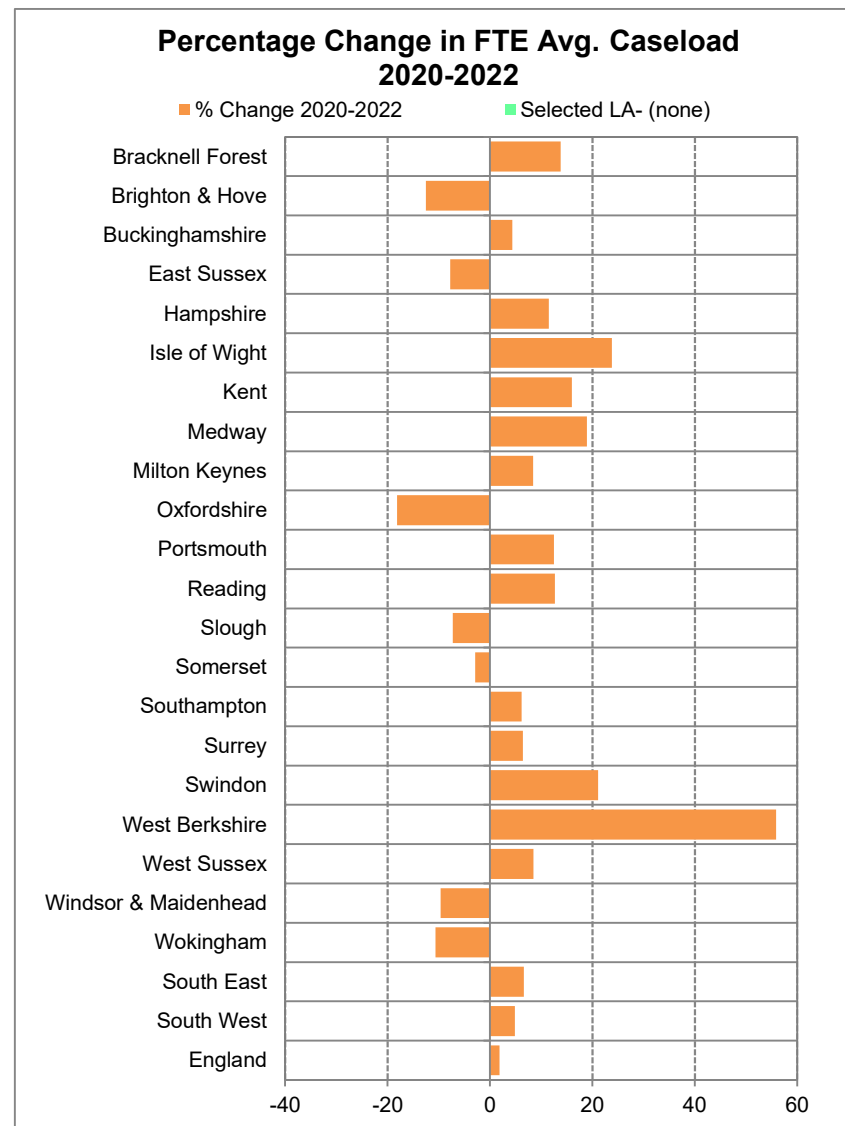
	Total Case Holders	Number of Cases	Caseload
Bracknell Forest	40.9	787	19.2
Brighton & Hove	133.0	1723	13.0
Buckinghamshire	181.9	3266	18.0
East Sussex	237.4	3878	16.3
Hampshire	404.6	7851	19.4
Isle of Wight	50.0	1170	23.4
Kent	541.8	10056	18.6
Medway	129.1	2043	15.8
Milton Keynes	97.7	1812	18.5
Oxfordshire	205.0	2821	13.8
Portsmouth	71.1	1128	15.9
Reading	81.4	1560	19.2
Slough	80.0	1492	18.7
Somerset	182.6	2466	13.5
Southampton	123.8	2222	17.9
Surrey	301.6	4784	15.9
Swindon	92.4	1433	15.5
West Berkshire	59.9	1242	20.7
West Sussex	225.5	3671	16.3
Windsor & Maidenhead	44.0	716	16.3
Wokingham	62.6	845	13.5
South East	3,071	53067	17.3
South West	1,863	29712	15.9
England	20,206	335563	16.6

Average Caseload of Social Work Case Holders (FTE)



Change in Vacancy Rate of Social Workers at 30th September 2020-2022 (FTE)

	Avg. Caseload 2020	Avg. Caseload 2021	Avg. Caseload 2022	Trend	% Change 2020-2022
Bracknell Forest	16.9	17.3	19.2		13.9
Brighton & Hove	14.8	14.6	13.0		-12.5
Buckinghamshire	17.2	19.3	18.0		4.4
East Sussex	17.7	16.4	16.3		-7.7
Hampshire	17.4	17.7	19.4		11.5
Isle of Wight	18.9	18.8	23.4		23.8
Kent	16.0	16.4	18.6		16.0
Medway	13.3	12.3	15.8		19.0
Milton Keynes	17.1	16.7	18.5		8.5
Oxfordshire	16.8	14.5	13.8		-18.1
Portsmouth	14.1	15.7	15.9		12.5
Reading	17.0	17.5	19.2		12.7
Slough	20.1	18.1	18.7		-7.2
Somerset	13.9	11.8	13.5		-2.8
Southampton	16.9	26.1	17.9		6.2
Surrey	14.9	15.9	15.9		6.5
Swindon	12.8	18.0	15.5		21.2
West Berkshire	13.3	13.5	20.7		55.9
West Sussex	15.0	16.2	16.3		8.5
Windsor & Maidenhead	18.0	17.3	16.3		-9.6
Wokingham	15.1	14.7	13.5		-10.6
South East	16.2	16.7	17.3		6.7
South West	15.2	15.5	15.9		4.9
England	16.3	16.3	16.6		1.9



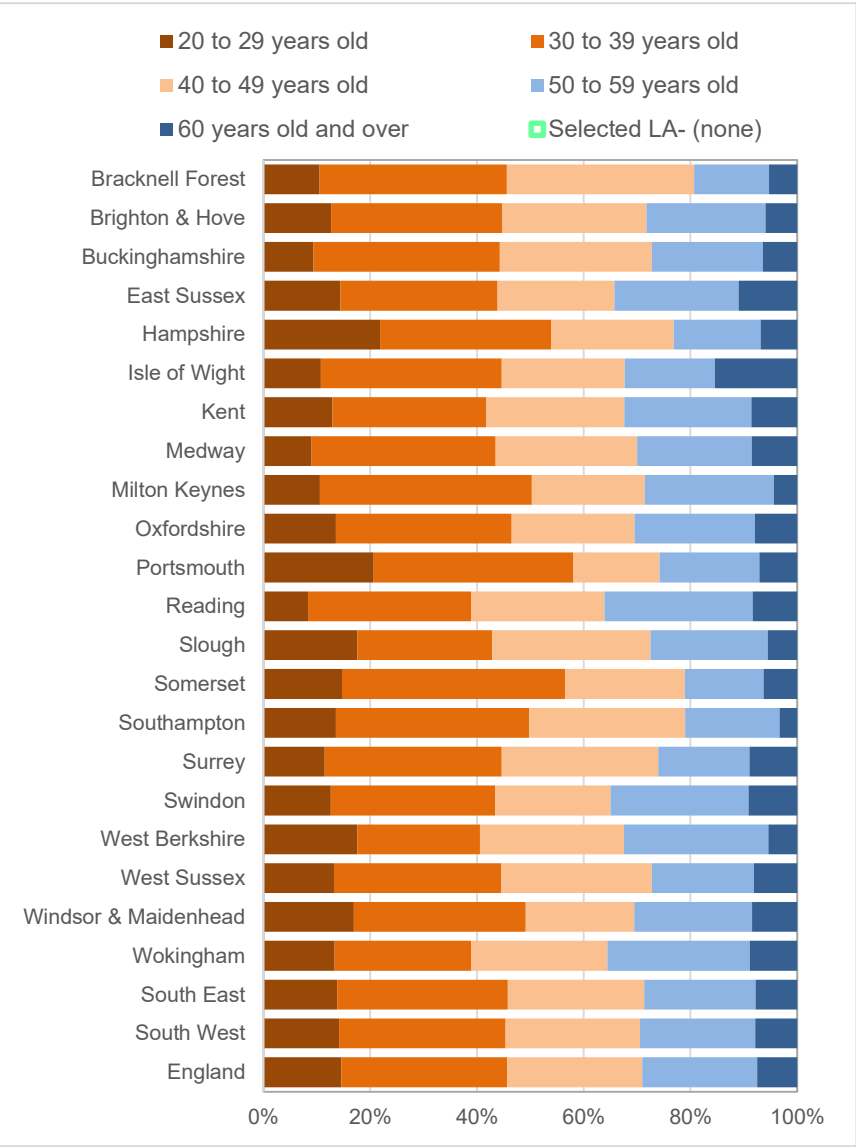
Age (Headcount)

Children's Social Care Benchmarking

Age breakdown of Social Care Workforce at 30th September 2022 (Headcount)

	Number of Social Workers	Number					Percentage				
		20 to 29 years old	30 to 39 years old	40 to 49 years old	50 to 59 years old	60 years old and over	20 to 29 years old	30 to 39 years old	40 to 49 years old	50 to 59 years old	60 years old and over
Bracknell Forest	57	6	20	20	8	3	10.5%	35.1%	35.1%	14.0%	5.3%
Brighton & Hove	237	30	76	64	53	14	12.7%	32.1%	27.0%	22.4%	5.9%
Buckinghamshire	235	22	82	67	49	15	9.4%	34.9%	28.5%	20.9%	6.4%
East Sussex	374	54	110	82	87	41	14.4%	29.4%	21.9%	23.3%	11.0%
Hampshire	527	115	169	121	86	36	21.8%	32.1%	23.0%	16.3%	6.8%
Isle of Wight	65	7	22	15	11	10	10.8%	33.8%	23.1%	16.9%	15.4%
Kent	815	105	235	211	194	70	12.9%	28.8%	25.9%	23.8%	8.6%
Medway	200	18	69	53	43	17	9.0%	34.5%	26.5%	21.5%	8.5%
Milton Keynes	161	17	64	34	39	7	10.6%	39.8%	21.1%	24.2%	4.3%
Oxfordshire	456	62	150	105	103	36	13.6%	32.9%	23.0%	22.6%	7.9%
Portsmouth	155	32	58	25	29	11	20.6%	37.4%	16.1%	18.7%	7.1%
Reading	108	9	33	27	30	9	8.3%	30.6%	25.0%	27.8%	8.3%
Slough	91	16	23	27	20	5	17.6%	25.3%	29.7%	22.0%	5.5%
Somerset	285	42	119	64	42	18	14.7%	41.8%	22.5%	14.7%	6.3%
Southampton	243	33	88	71	43	8	13.6%	36.2%	29.2%	17.7%	3.3%
Surrey	515	59	171	151	88	46	11.5%	33.2%	29.3%	17.1%	8.9%
Swindon	143	18	44	31	37	13	12.6%	30.8%	21.7%	25.9%	9.1%
West Berkshire	74	13	17	20	20	4	17.6%	23.0%	27.0%	27.0%	5.4%
West Sussex	507	67	159	143	97	41	13.2%	31.4%	28.2%	19.1%	8.1%
Windsor & Maidenhead	59	10	19	12	13	5	16.9%	32.2%	20.3%	22.0%	8.5%
Wokingham	90	12	23	23	24	8	13.3%	25.6%	25.6%	26.7%	8.9%
South East	4969	687	1588	1271	1037	386	13.8%	32.0%	25.6%	20.9%	7.8%
South West	2995	425	933	755	646	236	14.2%	31.2%	25.2%	21.6%	7.9%
England	33,689	4,919	10,457	8,540	7,242	2531	14.6%	31.0%	25.3%	21.5%	7.5%

Age breakdown of Social Care Workforce at 30th September 2022 (Headcount)



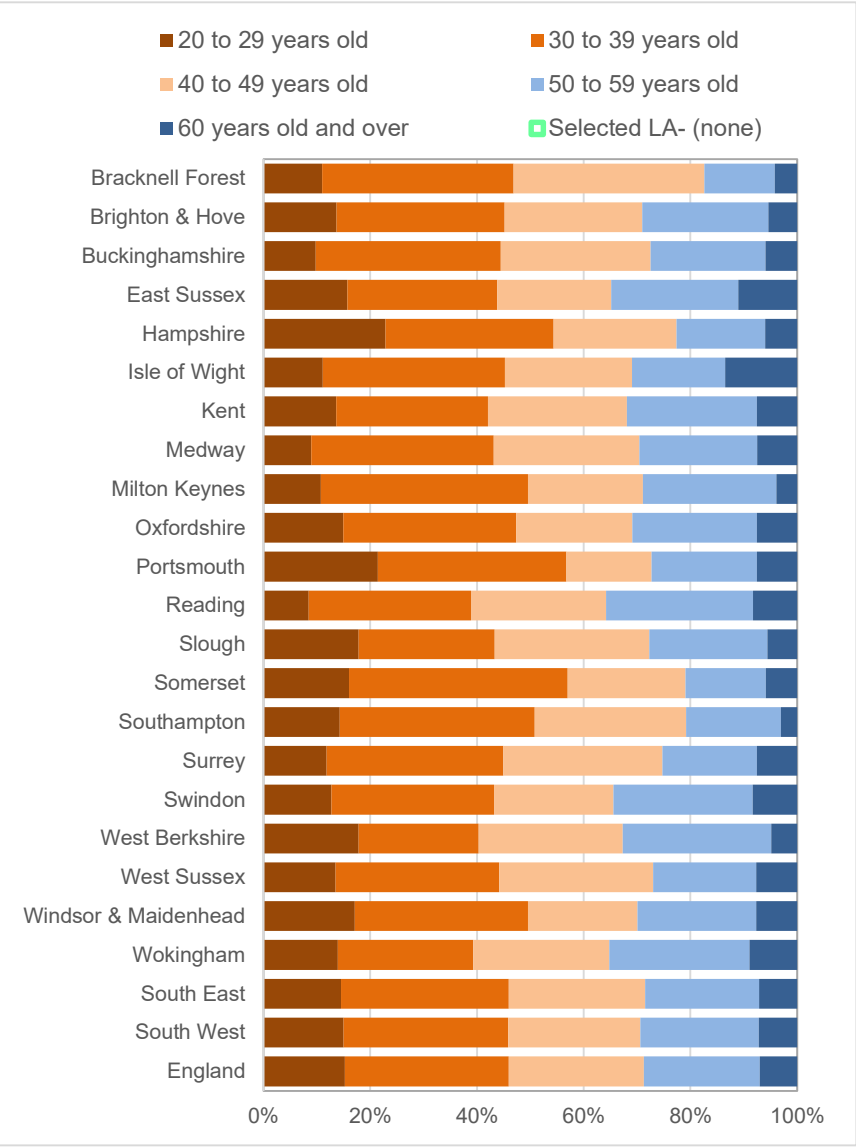
Age (FTE)

Children's Social Care Benchmarking

Age breakdown of Social Care Workforce at 30th September 2022 (FTE)

	Number of FTE Social Workers	Number					Percentage				
		20 to 29 years old	30 to 39 years old	40 to 49 years old	50 to 59 years old	60 years old and over	20 to 29 years old	30 to 39 years old	40 to 49 years old	50 to 59 years old	60 years old and over
Bracknell Forest	55	6.0	19.6	19.5	7.2	2.3	11.0%	35.9%	35.7%	13.2%	4.2%
Brighton & Hove	213	29.2	67.0	54.9	50.3	11.5	13.7%	31.5%	25.8%	23.6%	5.4%
Buckinghamshire	225	22.0	78.1	63.3	48.4	13.4	9.8%	34.7%	28.1%	21.5%	6.0%
East Sussex	338	53.3	95.0	72.2	80.6	37.3	15.8%	28.1%	21.3%	23.8%	11.0%
Hampshire	494	113.1	155.4	113.7	82.2	29.6	22.9%	31.5%	23.0%	16.6%	6.0%
Isle of Wight	63	7.0	21.5	15.0	11.0	8.5	11.1%	34.1%	23.8%	17.5%	13.5%
Kent	757	103.3	215.2	196.9	184.2	57.1	13.7%	28.4%	26.0%	24.3%	7.5%
Medway	192	17.1	65.5	52.3	42.2	14.4	8.9%	34.2%	27.3%	22.0%	7.5%
Milton Keynes	151	16.3	58.7	32.6	37.8	5.9	10.8%	38.8%	21.5%	25.0%	3.9%
Oxfordshire	403	60.2	130.5	87.9	94.0	30.4	14.9%	32.4%	21.8%	23.3%	7.5%
Portsmouth	143	30.7	50.7	22.9	28.3	10.8	21.4%	35.4%	16.0%	19.7%	7.5%
Reading	107	9.0	32.4	27.0	29.3	8.8	8.5%	30.4%	25.4%	27.5%	8.3%
Slough	90	16.0	22.8	26.0	19.8	5.0	17.9%	25.4%	29.0%	22.1%	5.6%
Somerset	260	41.7	106.6	57.4	39.1	15.3	16.0%	41.0%	22.1%	15.0%	5.9%
Southampton	227	32.4	82.9	64.4	40.3	6.9	14.3%	36.5%	28.4%	17.8%	3.0%
Surrey	465	55.1	153.8	138.8	82.3	35.1	11.8%	33.1%	29.8%	17.7%	7.5%
Swindon	135	17.2	41.1	30.2	35.2	11.2	12.8%	30.5%	22.4%	26.1%	8.3%
West Berkshire	72	12.8	16.2	19.4	20.0	3.5	17.8%	22.5%	27.0%	27.8%	4.9%
West Sussex	458	61.8	140.4	132.4	88.3	35.2	13.5%	30.6%	28.9%	19.3%	7.7%
Windsor & Maidenhead	59	10.0	19.0	12.0	13.0	4.5	17.1%	32.5%	20.5%	22.2%	7.7%
Wokingham	86	12.0	21.9	22.0	22.7	7.7	13.9%	25.4%	25.5%	26.3%	8.9%
South East	4597	667	1447	1173	982	328	14.5%	31.5%	25.5%	21.4%	7.1%
South West	2740	412	844	680	607	197	15.0%	30.8%	24.8%	22.2%	7.2%
England	31634	4826	9713	8002	6881	2213	15.3%	30.7%	25.3%	21.8%	7.0%

Age breakdown of Social Care Workforce at 30th September 2022 (FTE)



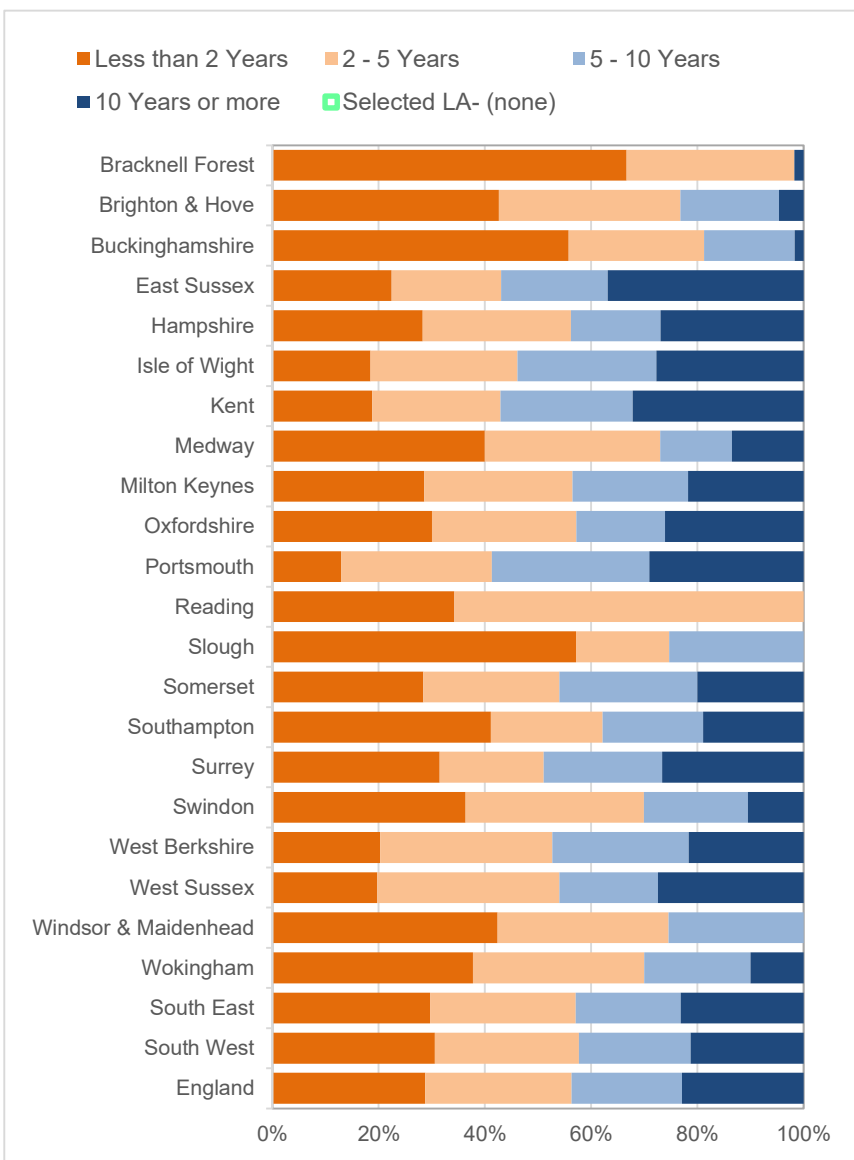
Time in Service (Headcount)

Children's Social Care Benchmarking

Time in Service of Social Care Workforce at 30th September 2022 (Headcount)

	Number of Social Workers (Headcount)	Number						Percentage					
		Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more	Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more
Bracknell Forest	57	38	18	0	1	0	0	66.7%	31.6%	0.0%	1.8%	0.0%	0.0%
Brighton & Hove	237	101	81	44	10	0	1	42.6%	34.2%	18.6%	4.2%	0.0%	0.4%
Buckinghamshire	235	131	60	40	3	1	0	55.7%	25.5%	17.0%	1.3%	0.4%	0.0%
East Sussex	374	84	77	75	112	21	5	22.5%	20.6%	20.1%	29.9%	5.6%	1.3%
Hampshire	527	149	147	89	104	35	3	28.3%	27.9%	16.9%	19.7%	6.6%	0.6%
Isle of Wight	65	12	18	17	14	3	1	18.5%	27.7%	26.2%	21.5%	4.6%	1.5%
Kent	815	153	197	203	167	70	25	18.8%	24.2%	24.9%	20.5%	8.6%	3.1%
Medway	200	80	66	27	23	4	0	40.0%	33.0%	13.5%	11.5%	2.0%	0.0%
Milton Keynes	161	46	45	35	28	5	2	28.6%	28.0%	21.7%	17.4%	3.1%	1.2%
Oxfordshire	456	137	124	76	78	29	12	30.0%	27.2%	16.7%	17.1%	6.4%	2.6%
Portsmouth	155	20	44	46	29	11	5	12.9%	28.4%	29.7%	18.7%	7.1%	3.2%
Reading	108	37	71	0	0	0	0	34.3%	65.7%	0.0%	0.0%	0.0%	0.0%
Slough	91	52	16	23	0	0	0	57.1%	17.6%	25.3%	0.0%	0.0%	0.0%
Somerset	285	81	73	74	42	13	2	28.4%	25.6%	26.0%	14.7%	4.6%	0.7%
Southampton	243	100	51	46	32	14	0	41.2%	21.0%	18.9%	13.2%	5.8%	0.0%
Surrey	515	162	101	115	100	28	9	31.5%	19.6%	22.3%	19.4%	5.4%	1.7%
Swindon	143	52	48	28	14	0	1	36.4%	33.6%	19.6%	9.8%	0.0%	0.7%
West Berkshire	74	15	24	19	12	3	1	20.3%	32.4%	25.7%	16.2%	4.1%	1.4%
West Sussex	507	100	174	94	100	32	7	19.7%	34.3%	18.5%	19.7%	6.3%	1.4%
Windsor & Maidenhead	59	25	19	15	0	0	0	42.4%	32.2%	25.4%	0.0%	0.0%	0.0%
Wokingham	90	34	29	18	4	5	0	37.8%	32.2%	20.0%	4.4%	5.6%	0.0%
South East	4969	1476	1362	982	817	261	71	29.7%	27.4%	19.8%	16.4%	5.3%	1.4%
South West	2995	916	813	630	447	147	42	30.6%	27.1%	21.0%	14.9%	4.9%	1.4%
England	33,689	9,698	9,271	7,009	5,449	1712	550	28.8%	27.5%	20.8%	16.2%	5.1%	1.6%

Time in Service of Social Care Workforce at 30th September 2022 (Headcount)



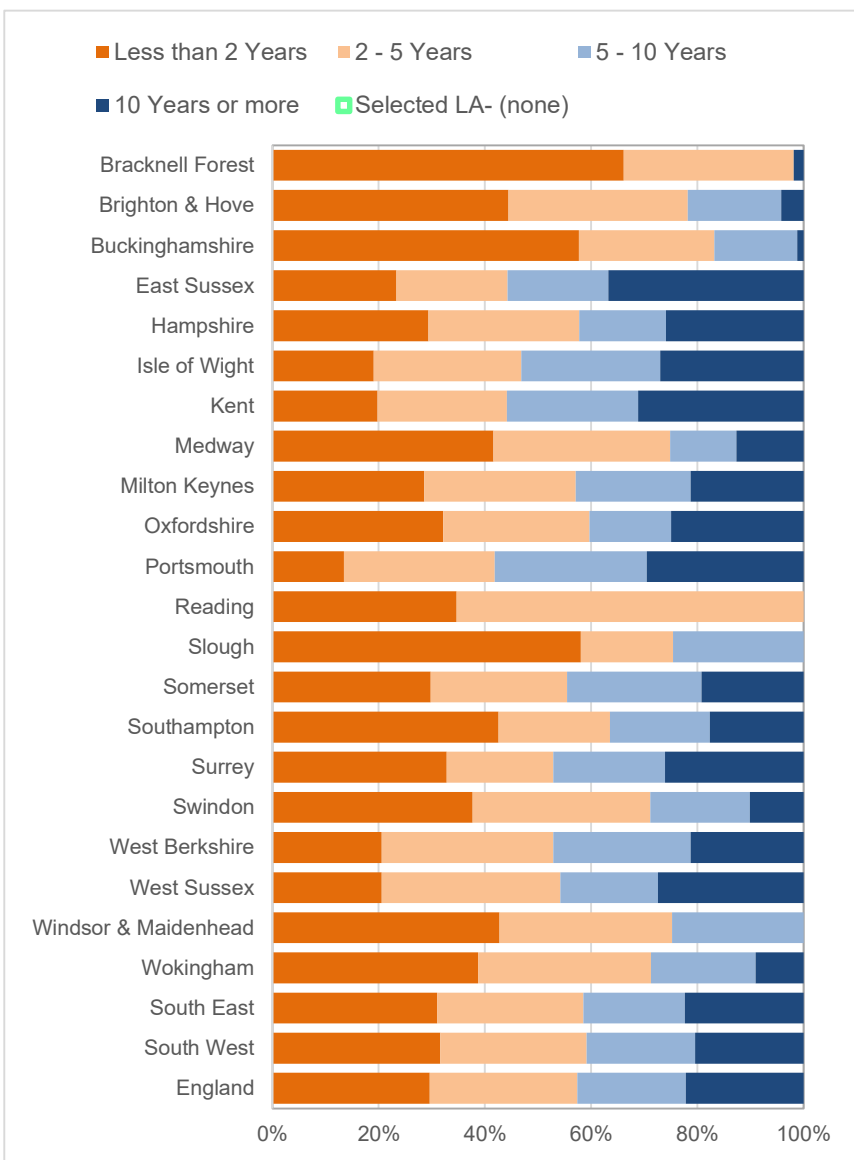
Time in Service (FTE)

Children's Social Care Benchmarking

Time in Service of Social Care Workforce at 30th September 2022 (FTE)

	Number of FTE Social Workers (FTE)	Number						Percentage					
		Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more	Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more
Bracknell Forest	54.6	36.1	17.5	0.0	1.0	0.0	0.0	66.1%	32.1%	0.0%	1.8%	0.0%	0.0%
Brighton & Hove	212.9	94.6	71.9	37.4	8.4	0.0	0.6	44.4%	33.8%	17.6%	3.9%	0.0%	0.3%
Buckinghamshire	225.2	130.0	57.4	35.1	2.2	0.5	0.0	57.7%	25.5%	15.6%	1.0%	0.2%	0.0%
East Sussex	338.5	79.1	70.7	64.2	101.2	18.8	4.5	23.4%	20.9%	19.0%	29.9%	5.6%	1.3%
Hampshire	494.0	145.1	140.2	80.8	94.4	31.0	2.5	29.4%	28.4%	16.4%	19.1%	6.3%	0.5%
Isle of Wight	63.0	12.0	17.5	16.5	13.0	3.0	1.0	19.0%	27.8%	26.2%	20.6%	4.8%	1.6%
Kent	756.7	149.6	184.3	186.9	155.2	61.0	19.7	19.8%	24.4%	24.7%	20.5%	8.1%	2.6%
Medway	191.5	79.7	63.7	23.9	20.7	3.5	0.0	41.6%	33.3%	12.5%	10.8%	1.8%	0.0%
Milton Keynes	151.3	43.3	43.1	32.7	25.4	4.8	2.0	28.6%	28.5%	21.6%	16.8%	3.2%	1.3%
Oxfordshire	403.1	129.7	110.9	62.0	65.0	24.5	11.0	32.2%	27.5%	15.4%	16.1%	6.1%	2.7%
Portsmouth	143.3	19.3	40.7	41.0	27.0	10.3	5.0	13.5%	28.4%	28.6%	18.8%	7.2%	3.5%
Reading	106.5	36.9	69.6	0.0	0.0	0.0	0.0	34.6%	65.4%	0.0%	0.0%	0.0%	0.0%
Slough	89.6	52.0	15.6	22.0	0.0	0.0	0.0	58.0%	17.4%	24.6%	0.0%	0.0%	0.0%
Somerset	260.0	77.4	66.9	65.8	36.7	11.2	2.0	29.8%	25.7%	25.3%	14.1%	4.3%	0.8%
Southampton	226.8	96.6	47.5	42.7	28.6	11.4	0.0	42.6%	20.9%	18.8%	12.6%	5.0%	0.0%
Surrey	465.0	152.5	93.4	97.7	89.5	24.5	7.4	32.8%	20.1%	21.0%	19.2%	5.3%	1.6%
Swindon	134.8	50.8	45.1	25.3	12.6	0.0	1.0	37.7%	33.5%	18.8%	9.3%	0.0%	0.7%
West Berkshire	71.9	14.8	23.2	18.6	11.8	3.0	0.5	20.6%	32.3%	25.9%	16.4%	4.2%	0.7%
West Sussex	458.1	94.3	154.1	84.2	91.9	27.7	5.9	20.6%	33.6%	18.4%	20.1%	6.0%	1.3%
Windsor & Maidenhead	58.5	25.0	19.0	14.5	0.0	0.0	0.0	42.7%	32.5%	24.8%	0.0%	0.0%	0.0%
Wokingham	86.3	33.4	28.1	17.0	3.5	4.3	0.0	38.7%	32.6%	19.7%	4.1%	5.0%	0.0%
South East	4597.2	1424.1	1268.6	877.2	738.9	228.3	60.1	31.0%	27.6%	19.1%	16.1%	5.0%	1.3%
South West	2740.2	866.2	754.0	561.1	392.3	130.2	36.4	31.6%	27.5%	20.5%	14.3%	4.8%	1.3%
England	31634.1	9359.0	8796.5	6458.8	4970.9	1558.3	490.6	29.6%	27.8%	20.4%	15.7%	4.9%	1.6%

Time in Service of Social Care Workforce at 30th September 2022 (FTE)



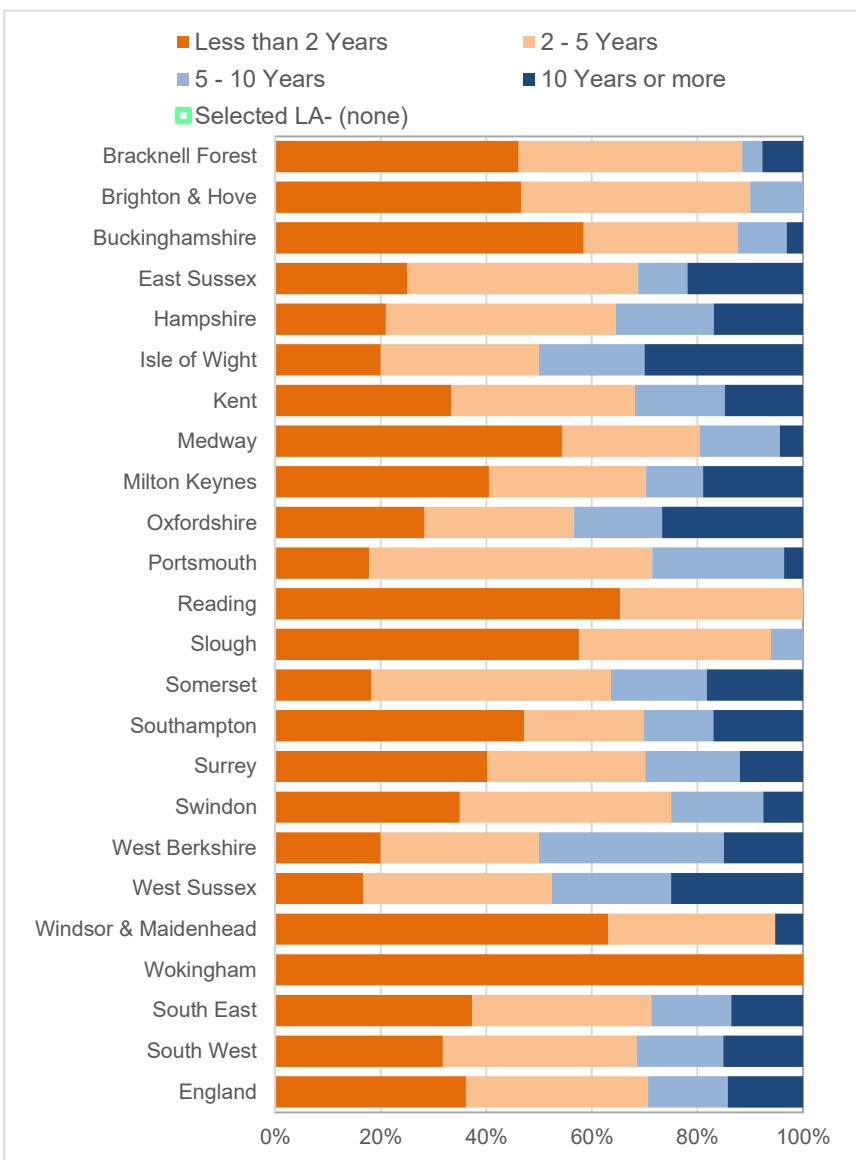
Time in Service (Headcount)

Children's Social Care Benchmarking

Time in Service of Social Care Workforce Leavers in the year ending 30th September 2022 (Headcount)

	Number of Social Workers (Headcount)	Number						Percentage					
		Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more	Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more
Bracknell Forest	26	12	11	1	2	0	0	46.2%	42.3%	3.8%	7.7%	0.0%	0.0%
Brighton & Hove	30	14	13	3	0	0	0	46.7%	43.3%	10.0%	0.0%	0.0%	0.0%
Buckinghamshire	65	38	19	6	1	1	0	58.5%	29.2%	9.2%	1.5%	1.5%	0.0%
East Sussex	32	8	14	3	5	1	1	25.0%	43.8%	9.4%	15.6%	3.1%	3.1%
Hampshire	124	26	54	23	10	7	4	21.0%	43.5%	18.5%	8.1%	5.6%	3.2%
Isle of Wight	20	4	6	4	3	2	1	20.0%	30.0%	20.0%	15.0%	10.0%	5.0%
Kent	135	45	47	23	15	3	2	33.3%	34.8%	17.0%	11.1%	2.2%	1.5%
Medway	46	25	12	7	2	0	0	54.3%	26.1%	15.2%	4.3%	0.0%	0.0%
Milton Keynes	37	15	11	4	5	2	0	40.5%	29.7%	10.8%	13.5%	5.4%	0.0%
Oxfordshire	60	17	17	10	9	5	2	28.3%	28.3%	16.7%	15.0%	8.3%	3.3%
Portsmouth	28	5	15	7	1	0	0	17.9%	53.6%	25.0%	3.6%	0.0%	0.0%
Reading	26	17	9	0	0	0	0	65.4%	34.6%	0.0%	0.0%	0.0%	0.0%
Slough	33	19	12	2	0	0	0	57.6%	36.4%	6.1%	0.0%	0.0%	0.0%
Somerset	55	10	25	10	6	4	0	18.2%	45.5%	18.2%	10.9%	7.3%	0.0%
Southampton	53	25	12	7	7	2	0	47.2%	22.6%	13.2%	13.2%	3.8%	0.0%
Surrey	117	47	35	21	10	4	0	40.2%	29.9%	17.9%	8.5%	3.4%	0.0%
Swindon	40	14	16	7	1	1	1	35.0%	40.0%	17.5%	2.5%	2.5%	2.5%
West Berkshire	20	4	6	7	3	0	0	20.0%	30.0%	35.0%	15.0%	0.0%	0.0%
West Sussex	84	14	30	19	18	3	0	16.7%	35.7%	22.6%	21.4%	3.6%	0.0%
Windsor & Maidenhead	19	12	6	0	1	0	0	63.2%	31.6%	0.0%	5.3%	0.0%	0.0%
Wokingham	16	16	0	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South East	971	363	329	147	92	30	10	37.4%	33.9%	15.1%	9.5%	3.1%	1.0%
South West	569	181	209	93	51	21	14	31.8%	36.7%	16.3%	9.0%	3.7%	2.5%
England	6,111	2,210	2,106	924	590	180	101	36.2%	34.5%	15.1%	9.7%	2.9%	1.7%

Time in Service of Social Care Workforce Leavers in the year ending 30th September 2022 (Headcount)



Time in Service (FTE)

Children's Social Care Benchmarking

Time in Service of Social Care Workforce Leavers in the year ending 30th September 2022 (FTE)

	Number of FTE Social Workers (FTE)	Number						Percentage					
		Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more	Less than 2 Years	2 - 5 Years	5 - 10 Years	10 - 20 Years	20 - 30 Years	30 Years or more
Bracknell Forest	54.7	9.6	10.8	1.0	1.4	0.0	0.0	17.6%	19.7%	1.8%	2.6%	0.0%	0.0%
Brighton & Hove	212.9	13.6	11.9	2.6	0.0	0.0	0.0	6.4%	5.6%	1.2%	0.0%	0.0%	0.0%
Buckinghamshire	225.2	29.6	19.0	5.3	1.0	0.8	0.0	13.1%	8.4%	2.4%	0.4%	0.4%	0.0%
East Sussex	338.5	6.8	12.0	2.3	4.3	1.0	0.3	2.0%	3.5%	0.7%	1.3%	0.3%	0.1%
Hampshire	494.0	17.8	52.1	20.0	9.1	5.6	3.2	3.6%	10.5%	4.0%	1.8%	1.1%	0.6%
Isle of Wight	63.0	3.0	5.7	3.8	2.6	1.5	0.5	4.8%	9.0%	6.0%	4.1%	2.4%	0.8%
Kent	756.7	36.1	46.0	20.7	13.3	2.6	1.6	4.8%	6.1%	2.7%	1.8%	0.3%	0.2%
Medway	191.5	16.5	11.8	7.0	1.6	0.0	0.0	8.6%	6.2%	3.7%	0.8%	0.0%	0.0%
Milton Keynes	151.4	14.6	10.0	3.5	3.9	1.8	0.0	9.6%	6.6%	2.3%	2.6%	1.2%	0.0%
Oxfordshire	403.0	16.2	14.8	8.8	7.3	4.0	1.5	4.0%	3.7%	2.2%	1.8%	1.0%	0.4%
Portsmouth	143.4	5.0	14.2	6.4	0.5	0.0	0.0	3.5%	9.9%	4.5%	0.3%	0.0%	0.0%
Reading	106.5	16.8	8.4	0.0	0.0	0.0	0.0	15.8%	7.9%	0.0%	0.0%	0.0%	0.0%
Slough	89.6	10.8	12.0	2.0	0.0	0.0	0.0	12.1%	13.4%	2.2%	0.0%	0.0%	0.0%
Somerset	260.1	8.2	24.0	8.6	5.1	3.8	0.0	3.2%	9.2%	3.3%	2.0%	1.5%	0.0%
Southampton	226.9	19.8	12.0	6.4	6.6	1.5	0.0	8.7%	5.3%	2.8%	2.9%	0.7%	0.0%
Surrey	465.0	38.9	33.2	19.8	8.6	3.3	0.0	8.4%	7.1%	4.3%	1.8%	0.7%	0.0%
Swindon	134.9	14.0	15.5	6.5	0.5	1.0	1.0	10.4%	11.5%	4.8%	0.4%	0.7%	0.7%
West Berkshire	71.9	3.0	6.0	6.8	2.4	0.0	0.0	4.2%	8.3%	9.5%	3.3%	0.0%	0.0%
West Sussex	458.1	13.6	26.9	17.3	13.4	2.7	0.0	3.0%	5.9%	3.8%	2.9%	0.6%	0.0%
Windsor & Maidenhead	58.5	10.6	5.6	0.0	1.0	0.0	0.0	18.1%	9.6%	0.0%	1.7%	0.0%	0.0%
Wokingham	86.3	15.2	0.0	0.0	0.0	0.0	0.0	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%
South East	4597.1	297.6	312.5	133.8	77.1	24.9	7.1	6.5%	6.8%	2.9%	1.7%	0.5%	0.2%
South West	2740.3	139.6	193.7	83.9	44.8	18.9	11.3	5.1%	7.1%	3.1%	1.6%	0.7%	0.4%
England	31635.1	1813.0	2008.6	848.8	510.2	156.0	85.4	5.7%	6.3%	2.7%	1.6%	0.5%	0.3%

Time in Service of Social Care Workforce Leavers in the year ending 30th September 2022 (FTE)

