

# Children's Social Care Benchmarking Sector-Led Improvement

## CSC Workforce Data (Public)

Year ending September 2020

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

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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.

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(Public) 2020 CSC Workforce Benchmarking Report v1







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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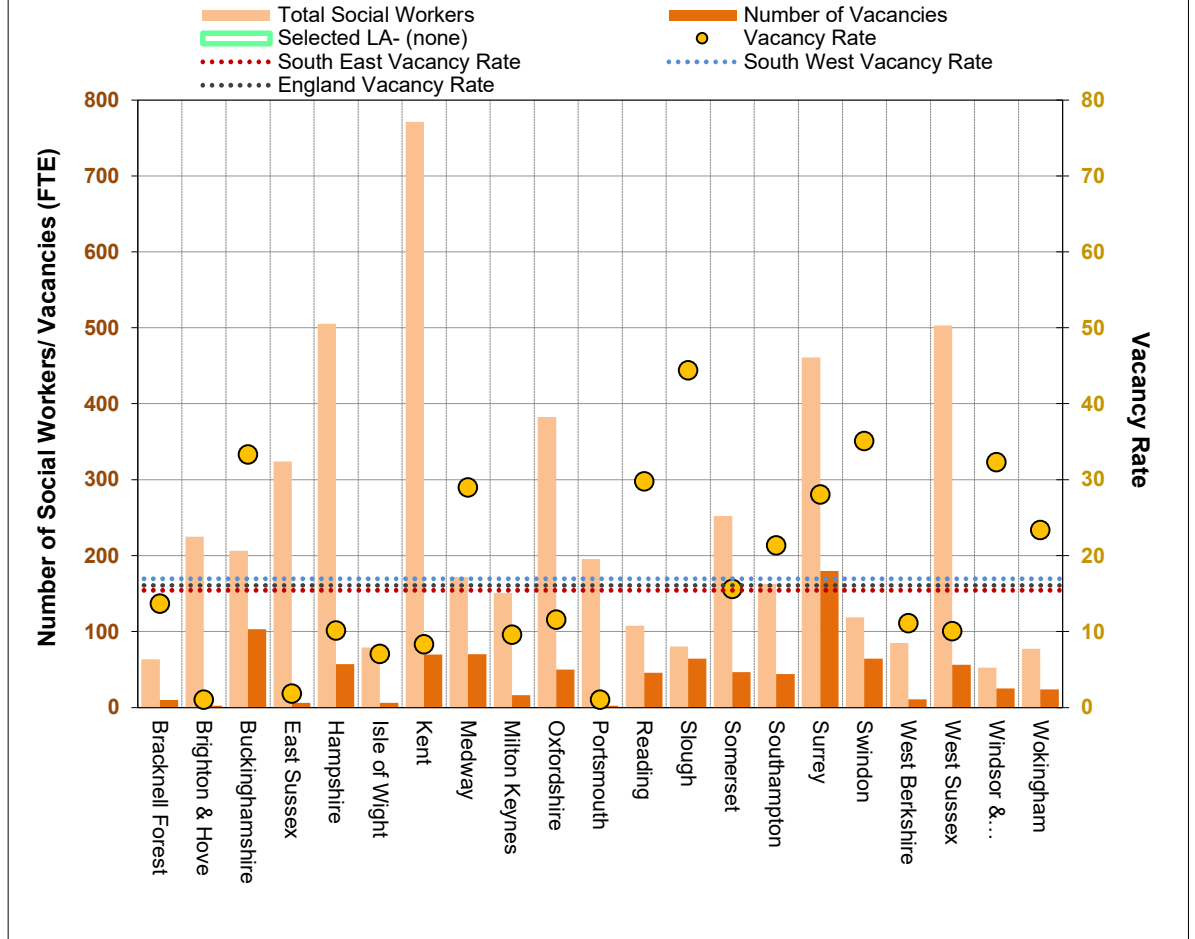
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# Social Worker Vacancies

## Vacancy Rate of Social Workers at 30th September 2020 (FTE)

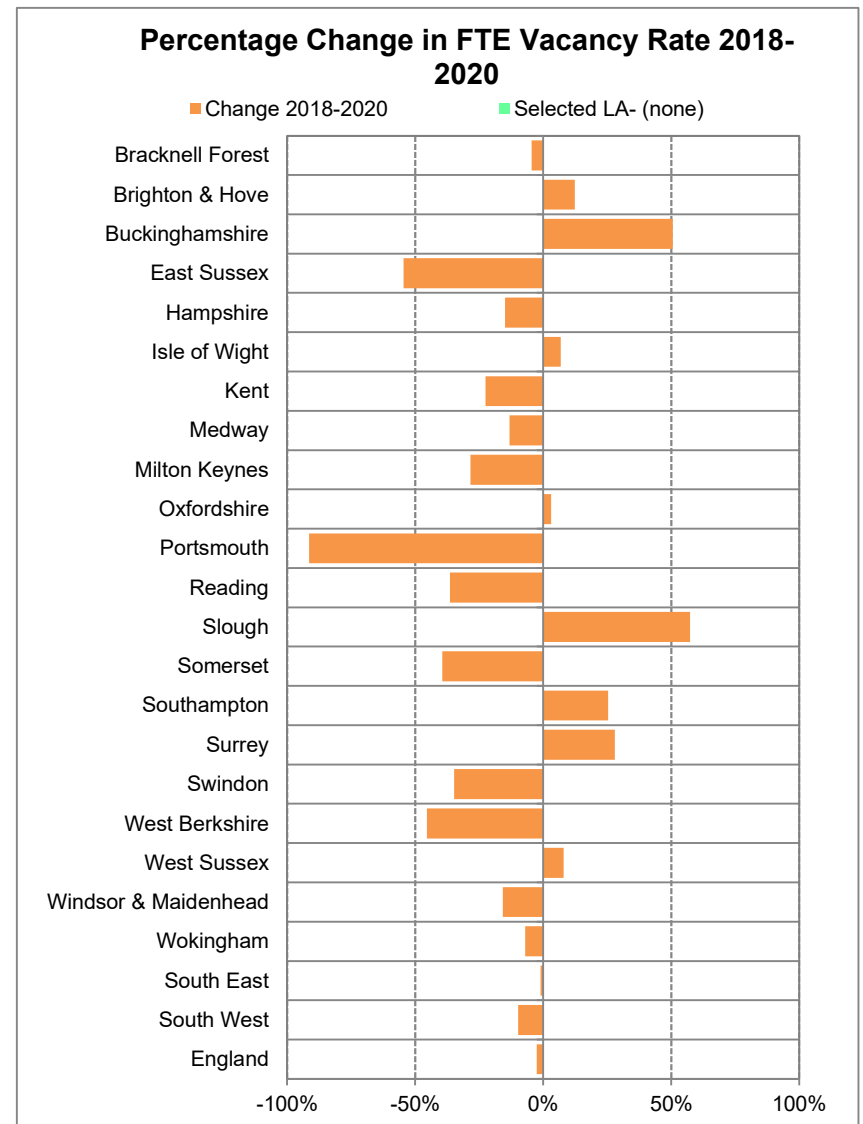
	Total Social Workers	Number of Vacancies	Vacancy Rate
Bracknell Forest	63.2	10.0	13.7
Brighton & Hove	224.9	2.3	1.0
Buckinghamshire	206.2	103.0	33.3
East Sussex	323.7	6.0	1.8
Hampshire	505.3	57.0	10.1
Isle of Wight	79.0	6.0	7.1
Kent	771.0	69.8	8.3
Medway	171.7	70.0	29.0
Milton Keynes	150.7	16.0	9.6
Oxfordshire	382.6	50.0	11.6
Portsmouth	195.1	2.0	1.0
Reading	107.8	45.7	29.8
Slough	80.4	64.2	44.4
Somerset	252.1	46.6	15.6
Southampton	162.3	44.0	21.3
Surrey	460.9	179.6	28.0
Swindon	118.4	64.0	35.1
West Berkshire	85.0	10.6	11.1
West Sussex	503.1	56.2	10.0
Windsor & Maidenhead	52.4	25.0	32.3
Wokingham	77.4	23.6	23.4
<b>South East</b>	<b>4,603</b>	<b>841</b>	<b>15.4</b>
<b>South West</b>	<b>2,769</b>	<b>566</b>	<b>17.0</b>
<b>England</b>	<b>31,854</b>	<b>6,113</b>	<b>16.1</b>

Vacancy Rate of Social Workers (FTE)



## Change in Vacancy Rate of Social Workers at 30th September 2018-2020 (FTE)

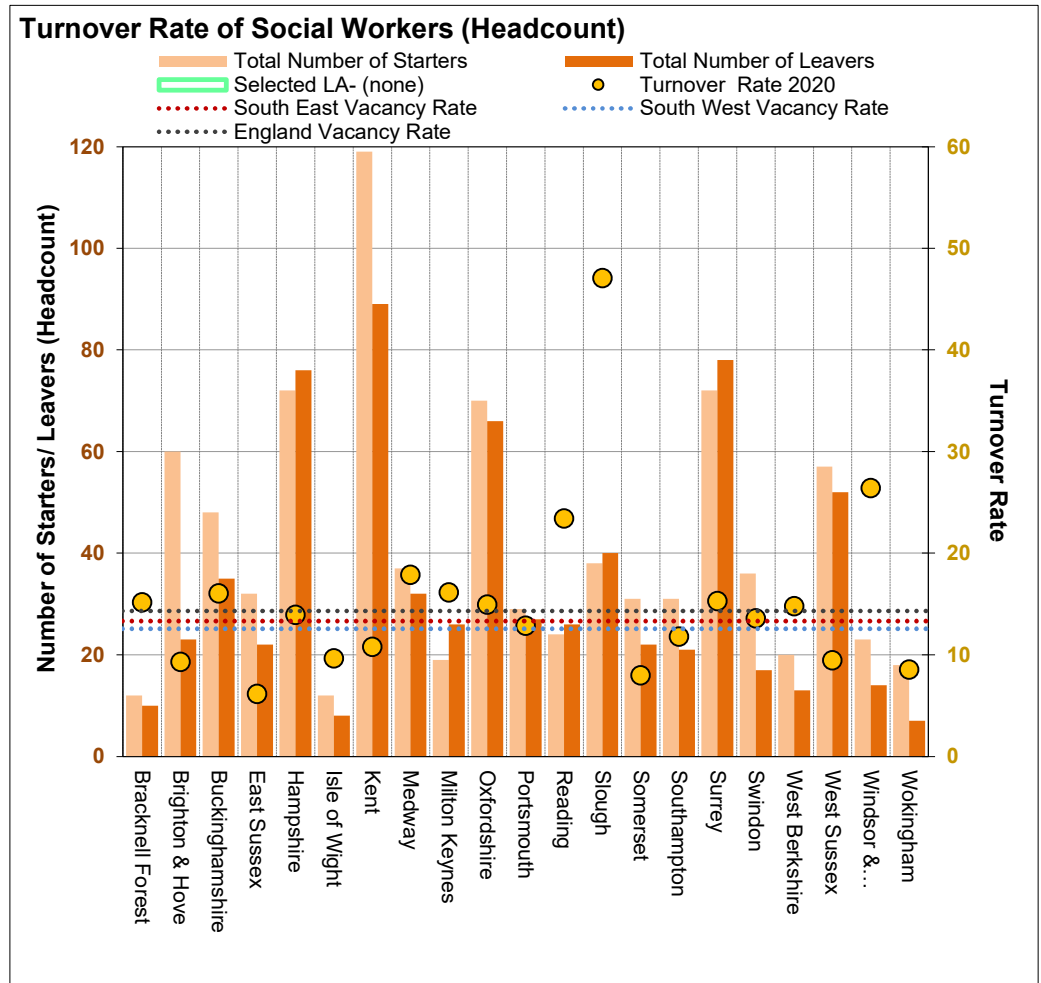
	Vacancy Rate (%) 2018	Vacancy Rate (%) 2019	Vacancy Rate (%) 2020	Trend	Change 2018-2020
Bracknell Forest	14.3	18.1	13.7		-4%
Brighton & Hove	0.9	0.7	1.0		12%
Buckinghamshire	22.1	30.1	33.3		51%
East Sussex	4.0	2.2	1.8		-55%
Hampshire	11.9	17.7	10.1		-15%
Isle of Wight	6.6	12.0	7.1		7%
Kent	10.7	9.1	8.3		-22%
Medway	33.3	20.4	29.0		-13%
Milton Keynes	13.4	12.7	9.6		-28%
Oxfordshire	11.2	13.4	11.6		3%
Portsmouth	11.8	12.9	1.0		-91%
Reading	46.8	34.8	29.8		-36%
Slough	28.2	32.7	44.4		57%
Somerset	25.7	13.5	15.6		-39%
Southampton	17.0	31.4	21.3		25%
Surrey	21.9	18.8	28.0		28%
Swindon	53.8	48.6	35.1		-35%
West Berkshire	20.3	19.7	11.1		-45%
West Sussex	9.3	10.2	10.0		8%
Windsor & Maidenhead	38.3	32.2	32.3		-16%
Wokingham	25.1	24.7	23.4		-7%
South East	15.6	16.0	15.4		-1%
South West	18.8	17.7	17.0		-10%
England	16.5	16.4	16.1		-2%



# Social Worker Turnover (Headcount)

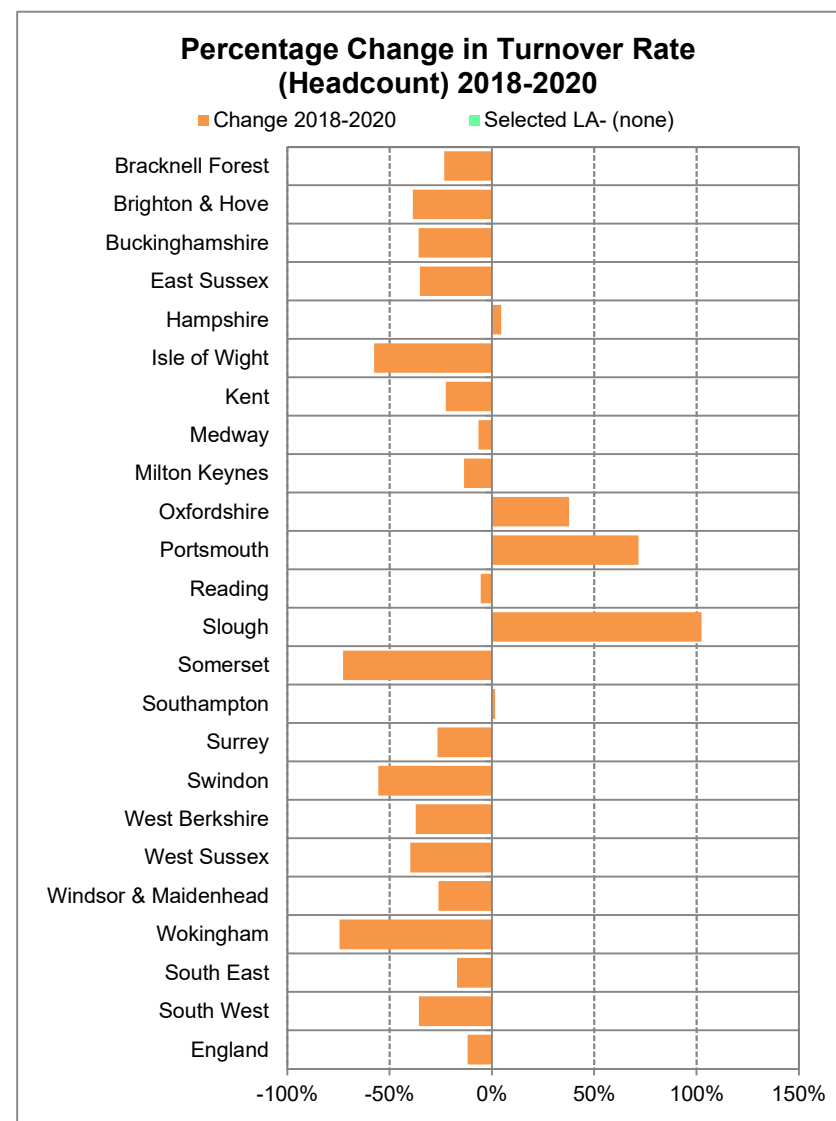
## Turnover Rate of Social Workers, Year ending 30th September 2020 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2020
Bracknell Forest	66	12	10	15.2
Brighton & Hove	247	60	23	9.3
Buckinghamshire	218	48	35	16.1
East Sussex	358	32	22	6.1
Hampshire	545	72	76	13.9
Isle of Wight	83	12	8	9.6
Kent	825	119	89	10.8
Medway	179	37	32	17.9
Milton Keynes	161	19	26	16.1
Oxfordshire	442	70	66	14.9
Portsmouth	210	29	27	12.9
Reading	111	24	26	23.4
Slough	85	38	40	47.1
Somerset	276	31	22	8.0
Southampton	178	31	21	11.8
Surrey	510	72	78	15.3
Swindon	125	36	17	13.6
West Berkshire	88	20	13	14.8
West Sussex	549	57	52	9.5
Windsor & Maidenhead	53	23	14	26.4
Wokingham	82	18	7	8.5
South East	4990	793	665	13.3
South West	3046	494	383	12.6
England	33,966	5,678	4,865	14.3



## Change in Turnover Rate of Social Workers at 30th September 2018-2020 (Headcount)

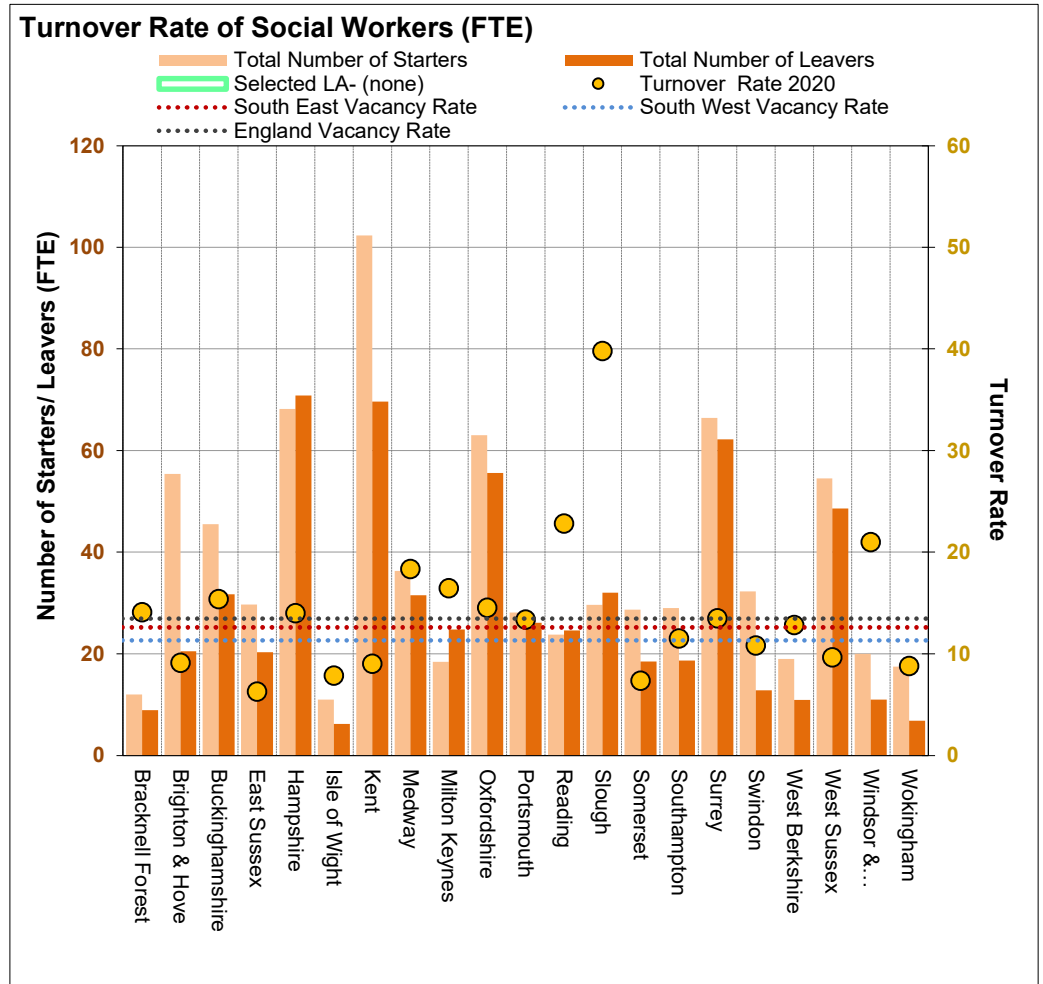
	Turnover Rate (%) 2018	Turnover Rate (%) 2019	Turnover Rate (%) 2020	Trend	Change 2018-2020
Bracknell Forest	19.7	25.8	15.2		-23%
Brighton & Hove	15.2	11.7	9.3		-39%
Buckinghamshire	25.0	37.1	16.1		-36%
East Sussex	9.5	10.0	6.1		-35%
Hampshire	13.3	11.3	13.9		5%
Isle of Wight	22.7	11.7	9.6		-57%
Kent	13.9	10.1	10.8		-23%
Medway	19.1	25.0	17.9		-6%
Milton Keynes	18.7	8.9	16.1		-13%
Oxfordshire	10.8	12.1	14.9		38%
Portsmouth	7.5	12.8	12.9		72%
Reading	24.8	21.8	23.4		-5%
Slough	23.2	34.1	47.1		103%
Somerset	29.2	18.4	8.0		-73%
Southampton	11.6	17.5	11.8		2%
Surrey	20.8	32.2	15.3		-27%
Swindon	30.5	25.0	13.6		-55%
West Berkshire	23.5	19.8	14.8		-37%
West Sussex	15.7	10.3	9.5		-40%
Windsor & Maidenhead	35.7	47.8	26.4		-26%
Wokingham	33.3	7.0	8.5		-74%
South East	16.1	16.2	13.3		-17%
South West	19.5	15.7	12.6		-36%
England	16.2	16.1	14.3		-12%



# Social Worker Turnover (FTE)

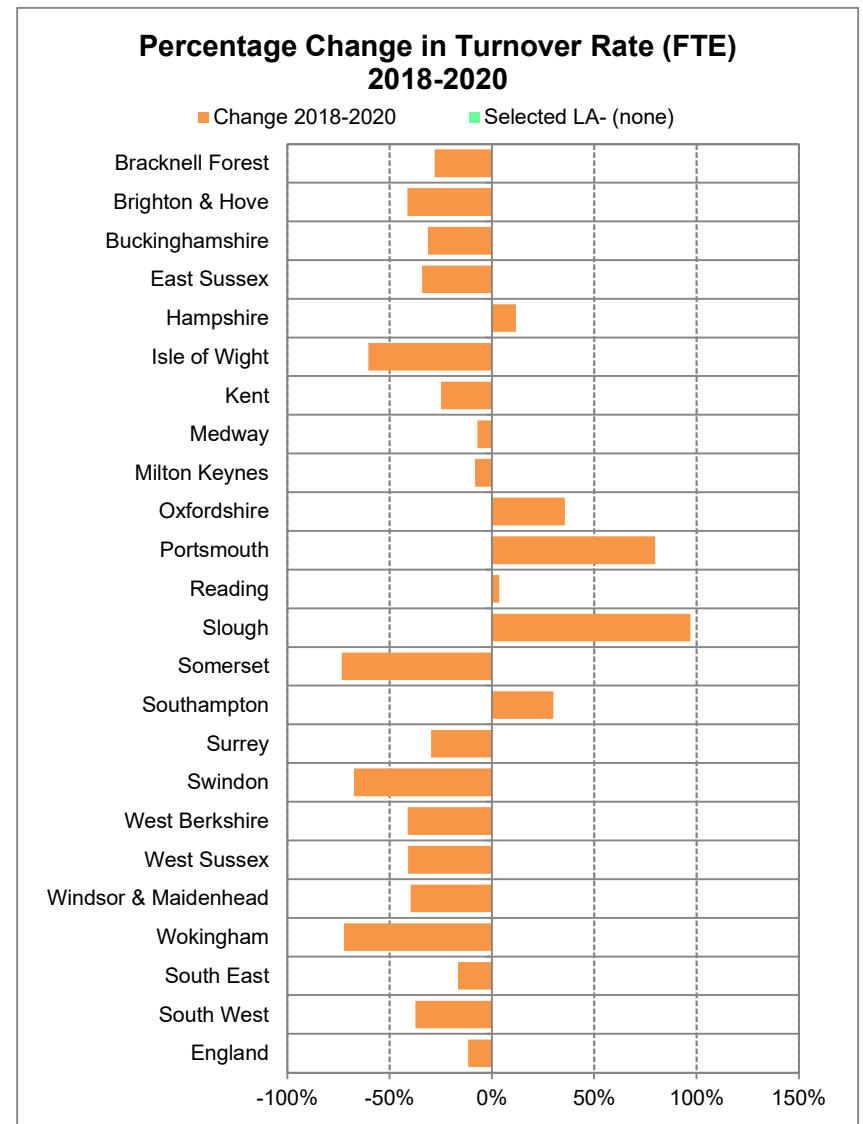
## Turnover Rate of Social Workers, Year ending 30th September 2020 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2020
Bracknell Forest	63.2	12.0	8.9	14.1
Brighton & Hove	224.9	55.4	20.5	9.1
Buckinghamshire	206.2	45.5	31.7	15.4
East Sussex	323.7	29.7	20.3	6.3
Hampshire	505.3	68.2	70.8	14.0
Isle of Wight	79.0	11.0	6.2	7.8
Kent	771.0	102.3	69.6	9.0
Medway	171.7	36.3	31.5	18.3
Milton Keynes	150.7	18.4	24.8	16.5
Oxfordshire	382.6	63.0	55.6	14.5
Portsmouth	195.1	28.1	26.1	13.4
Reading	107.8	23.8	24.6	22.8
Slough	80.4	29.6	32.0	39.8
Somerset	252.1	28.7	18.5	7.3
Southampton	162.3	29.0	18.7	11.5
Surrey	460.9	66.4	62.2	13.5
Swindon	118.4	32.3	12.8	10.8
West Berkshire	85.0	19.0	10.9	12.8
West Sussex	503.1	54.5	48.6	9.7
Windsor & Maidenhead	52.4	20.0	11.0	21.0
Wokingham	77.4	17.5	6.8	8.8
South East	4603	730	581	12.6
South West	2769	426	314	11.3
England	31,854	5,202	4,294	13.5



## Change in Turnover Rate of Social Workers at 30th September 2018-2020 (FTE)

	Turnover Rate (%) 2018	Turnover Rate (%) 2019	Turnover Rate (%) 2020	Trend	Change 2018-2020
Bracknell Forest	19.5	26.4	14.1		-28%
Brighton & Hove	15.5	10.9	9.1		-41%
Buckinghamshire	22.4	35.1	15.4		-31%
East Sussex	9.5	9.7	6.3		-34%
Hampshire	12.5	10.8	14.0		12%
Isle of Wight	19.8	9.7	7.8		-60%
Kent	12.0	9.6	9.0		-25%
Medway	19.7	22.5	18.3		-7%
Milton Keynes	17.9	8.3	16.5		-8%
Oxfordshire	10.7	12.6	14.5		36%
Portsmouth	7.4	12.0	13.4		80%
Reading	22.0	10.7	22.8		4%
Slough	20.2	32.1	39.8		97%
Somerset	27.5	18.8	7.3		-73%
Southampton	8.9	14.9	11.5		30%
Surrey	19.2	29.4	13.5		-30%
Swindon	33.1	24.8	10.8		-67%
West Berkshire	21.8	18.4	12.8		-41%
West Sussex	16.3	10.1	9.7		-41%
Windsor & Maidenhead	34.8	37.2	21.0		-40%
Wokingham	31.7	7.4	8.8		-72%
South East	15.1	15.0	12.6		-16%
South West	18.1	14.3	11.3		-37%
England	15.2	15.1	13.5		-12%

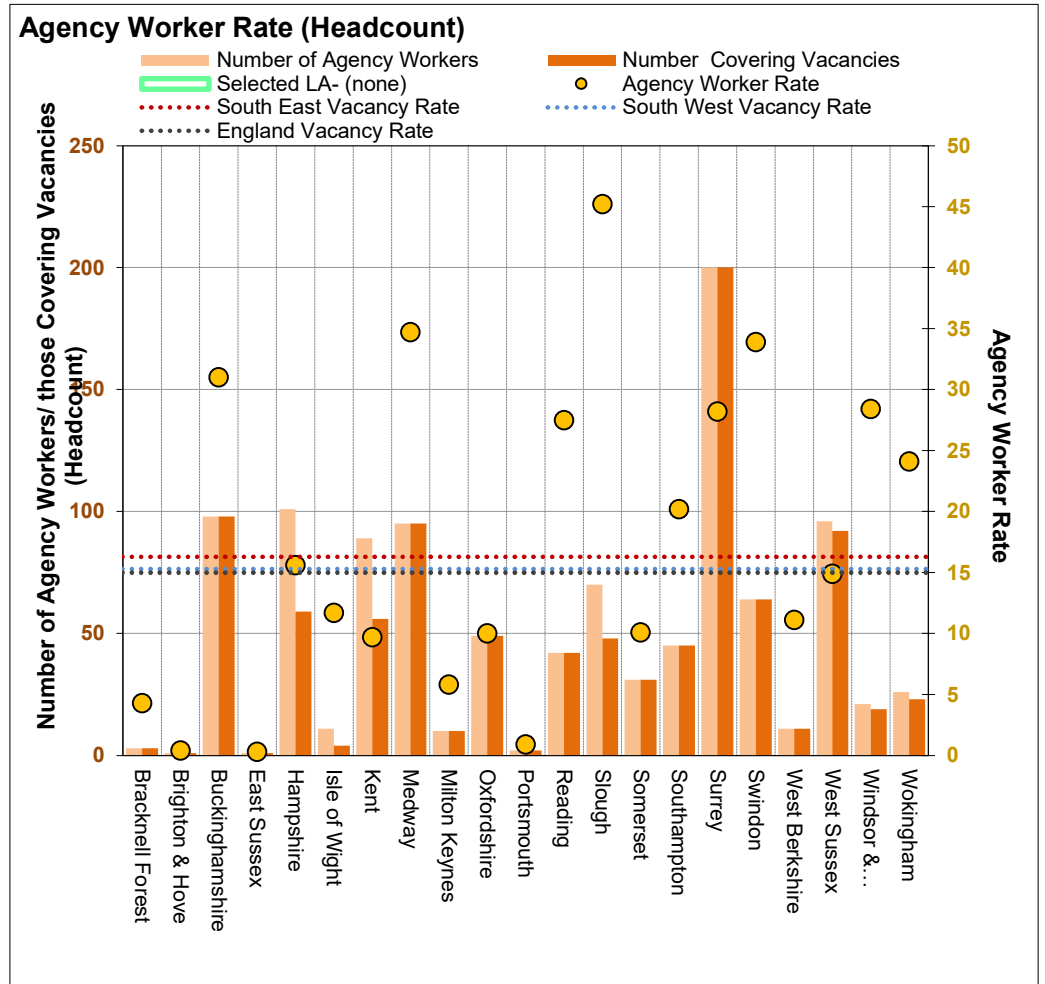




# Agency Worker Rate (Headcount)

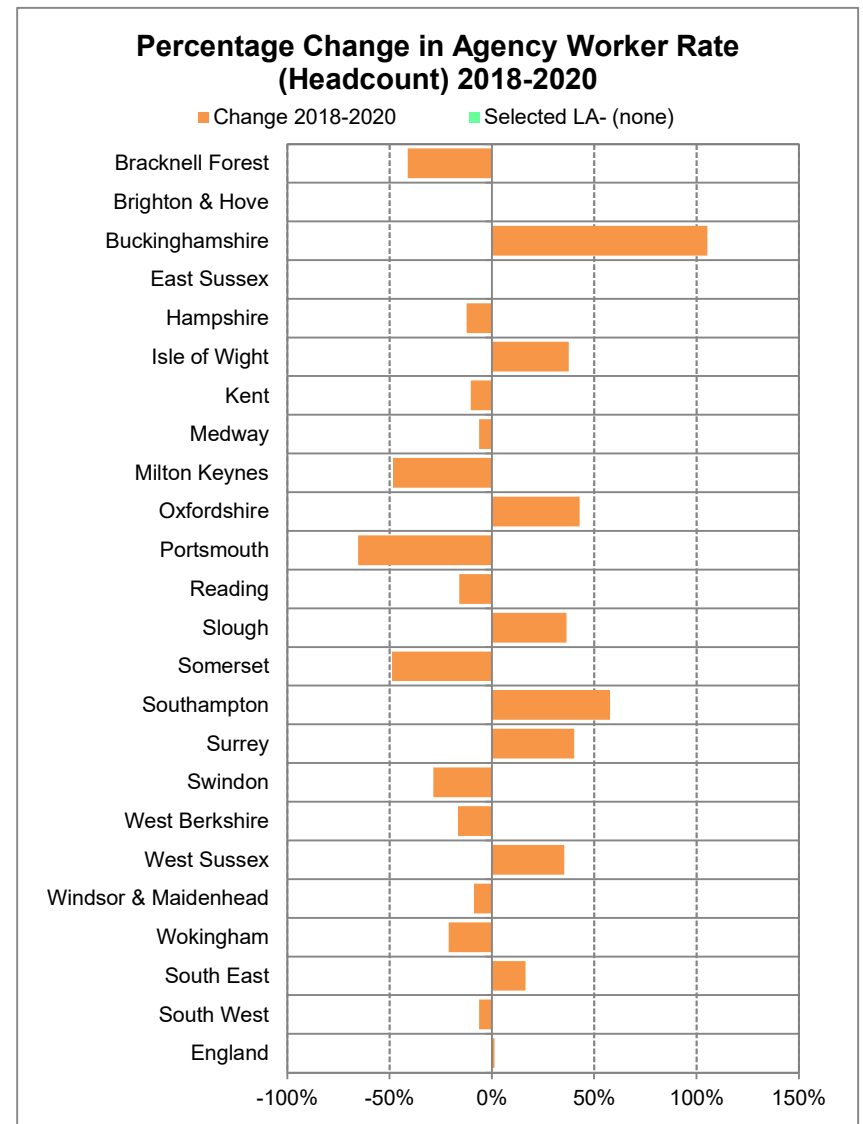
## Agency Worker Rate at 30th September 2020 (Headcount)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	66	3	3	4.3
Brighton & Hove	247	1	1	0.4
Buckinghamshire	218	98	98	31.0
East Sussex	358	1	1	0.3
Hampshire	545	101	59	15.6
Isle of Wight	83	11	4	11.7
Kent	825	89	56	9.7
Medway	179	95	95	34.7
Milton Keynes	161	10	10	5.8
Oxfordshire	442	49	49	10.0
Portsmouth	210	2	2	0.9
Reading	111	42	42	27.5
Slough	85	70	48	45.2
Somerset	276	31	31	10.1
Southampton	178	45	45	20.2
Surrey	510	200	200	28.2
Swindon	125	64	64	33.9
West Berkshire	88	11	11	11.1
West Sussex	549	96	92	14.9
Windsor & Maidenhead	53	21	19	28.4
Wokingham	82	26	23	24.1
South East	4990	971	858	16.3
South West	3046	552	466	15.3
England	33,966	5,980	4,730	15.0



## Change in Agency Worker Rate at 30th September 2018-2020 (Headcount)

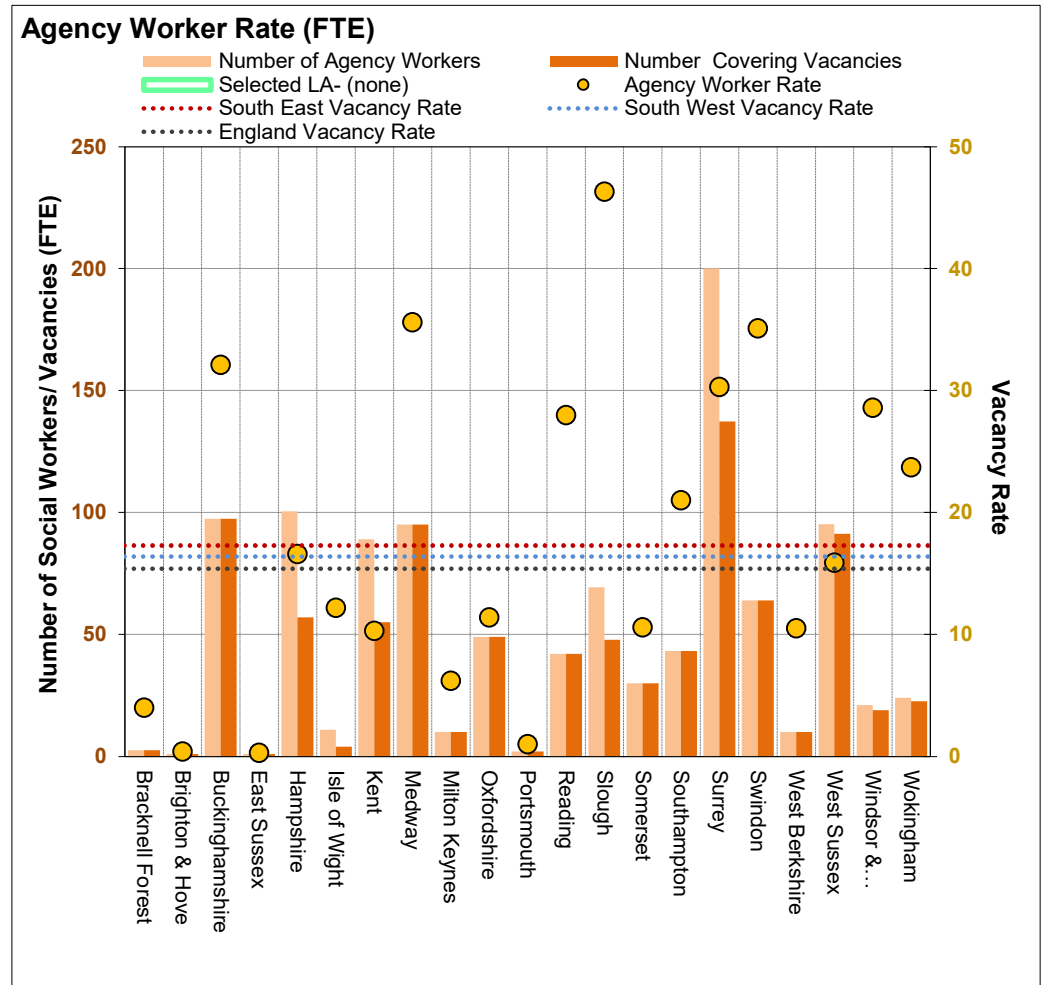
	Agency Worker Rate 2018	Agency Worker Rate 2019	Agency Worker Rate 2020	Trend	Change 2018-2020
Bracknell Forest	7.3	17.3	4.3		-41%
Brighton & Hove	0.0	0.0	0.4		
Buckinghamshire	15.1	29.8	31.0		105%
East Sussex	0.3	0.0	0.3		0%
Hampshire	17.8	13.3	15.6		-12%
Isle of Wight	8.5	11.5	11.7		38%
Kent	10.8	9.5	9.7		-10%
Medway	37.0	29.1	34.7		-6%
Milton Keynes	11.2	8.6	5.8		-48%
Oxfordshire	7.0	9.3	10.0		43%
Portsmouth	2.6	1.0	0.9		-65%
Reading	32.7	32.2	27.5		-16%
Slough	33.1	31.8	45.2		37%
Somerset	19.7	8.6	10.1		-49%
Southampton	12.8	29.9	20.2		58%
Surrey	20.1	25.1	28.2		40%
Swindon	47.5	47.1	33.9		-29%
West Berkshire	13.3	12.0	11.1		-17%
West Sussex	11.0	12.7	14.9		35%
Windsor & Maidenhead	31.1	39.5	28.4		-9%
Wokingham	30.5	35.5	24.1		-21%
South East	14.0	15.8	16.3		16%
South West	16.3	17.6	15.3		-6%
England	14.8	15.6	15.0		1%



# Agency Worker Rate (FTE)

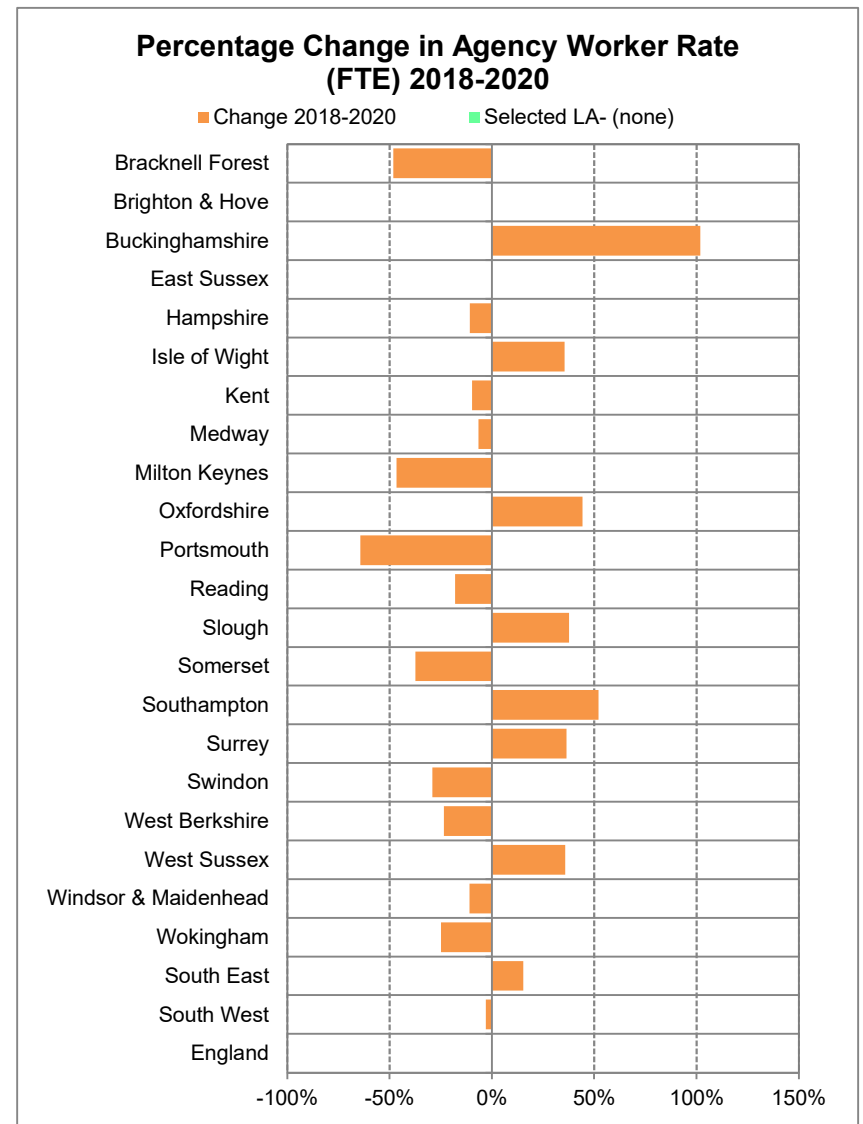
## Agency Worker Rate of Social Workers, Year ending 30th September 2020 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	63.2	2.6	2.6	4.0
Brighton & Hove	224.9	1.0	1.0	0.4
Buckinghamshire	206.2	97.4	97.4	32.1
East Sussex	323.7	1.0	1.0	0.3
Hampshire	505.3	100.4	57.0	16.6
Isle of Wight	79.0	11.0	4.0	12.2
Kent	771.0	89.0	55.0	10.3
Medway	171.7	95.0	95.0	35.6
Milton Keynes	150.7	10.0	10.0	6.2
Oxfordshire	382.6	49.0	49.0	11.4
Portsmouth	195.1	2.0	2.0	1.0
Reading	107.8	42.0	42.0	28.0
Slough	80.4	69.4	47.8	46.3
Somerset	252.1	30.0	30.0	10.6
Southampton	162.3	43.2	43.2	21.0
Surrey	460.9	200.0	137.3	30.3
Swindon	118.4	64.0	64.0	35.1
West Berkshire	85.0	10.0	10.0	10.5
West Sussex	503.1	95.2	91.2	15.9
Windsor & Maidenhead	52.4	21.0	19.0	28.6
Wokingham	77.4	24.1	22.6	23.7
South East	4602.7	963.3	787.1	17.3
South West	2768.5	543.4	455.4	16.4
England	31854.3	5805.5	4531.6	15.4



## Change in Agency Worker Rate at 30th September 2018-2020 (FTE)

	Agency Worker Rate 2018	Agency Worker Rate 2019	Agency Worker Rate 2020	Trend	Change 2018-2020
Bracknell Forest	7.7	18.1	4.0		-48%
Brighton & Hove	0.0	0.0	0.4		
Buckinghamshire	15.9	30.8	32.1		102%
East Sussex	0.3	0.0	0.3		0%
Hampshire	18.6	14.1	16.6		-11%
Isle of Wight	9.0	12.0	12.2		36%
Kent	11.4	10.2	10.3		-10%
Medway	38.1	29.7	35.6		-7%
Milton Keynes	11.6	9.1	6.2		-47%
Oxfordshire	7.9	10.7	11.4		44%
Portsmouth	2.8	1.0	1.0		-64%
Reading	34.1	32.8	28.0		-18%
Slough	33.6	32.7	46.3		38%
Somerset	16.9	9.0	10.6		-37%
Southampton	13.8	31.7	21.0		52%
Surrey	22.2	27.2	30.3		36%
Swindon	49.5	48.6	35.1		-29%
West Berkshire	13.7	12.6	10.5		-23%
West Sussex	11.7	13.3	15.9		36%
Windsor & Maidenhead	32.1	40.4	28.6		-11%
Wokingham	31.5	34.8	23.7		-25%
South East	15.0	16.8	17.3		15%
South West	16.9	17.0	16.4		-3%
England	15.4	15.8	15.4		0%



# Social Worker Absence

## Absence Rate of Social Workers during the year ending 30th September 2020 (FTE)

	Total Social Workers	Number of Working Days Lost	Absence Rate
Bracknell Forest	63.2	205.5	1.3
Brighton & Hove	224.9	765.0	1.3
Buckinghamshire	206.2	891.3	1.7
East Sussex	323.7	2,145.0	2.6
Hampshire	505.3	2,693.3	2.1
Isle of Wight	79.0	596.0	3.0
Kent	771.0	4,514.0	2.3
Medway	171.7	631.0	1.4
Milton Keynes	150.7	574.7	1.5
Oxfordshire	382.6	2,482.0	2.6
Portsmouth	195.1	475.0	1.0
Reading	107.8	547.0	2.0
Slough	80.4	966.0	4.7
Somerset	252.1	1,607.7	2.5
Southampton	162.3	1,224.0	3.0
Surrey	460.9	3,428.8	2.9
Swindon	118.4	871.0	2.9
West Berkshire	85.0	589.0	2.7
West Sussex	503.1	1,741.0	1.4
Windsor & Maidenhead	52.4	200.5	1.5
Wokingham	77.4	627.2	3.2
South East	4,603	25,296	2.2
South West	2,769	19,817	2.8
England	31,854	231,925	2.9

