

Children's Social Care Benchmarking Sector-Led Improvement

CSC Workforce Data (Public)

Year ending September 2021

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.

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(Public) 2021 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.

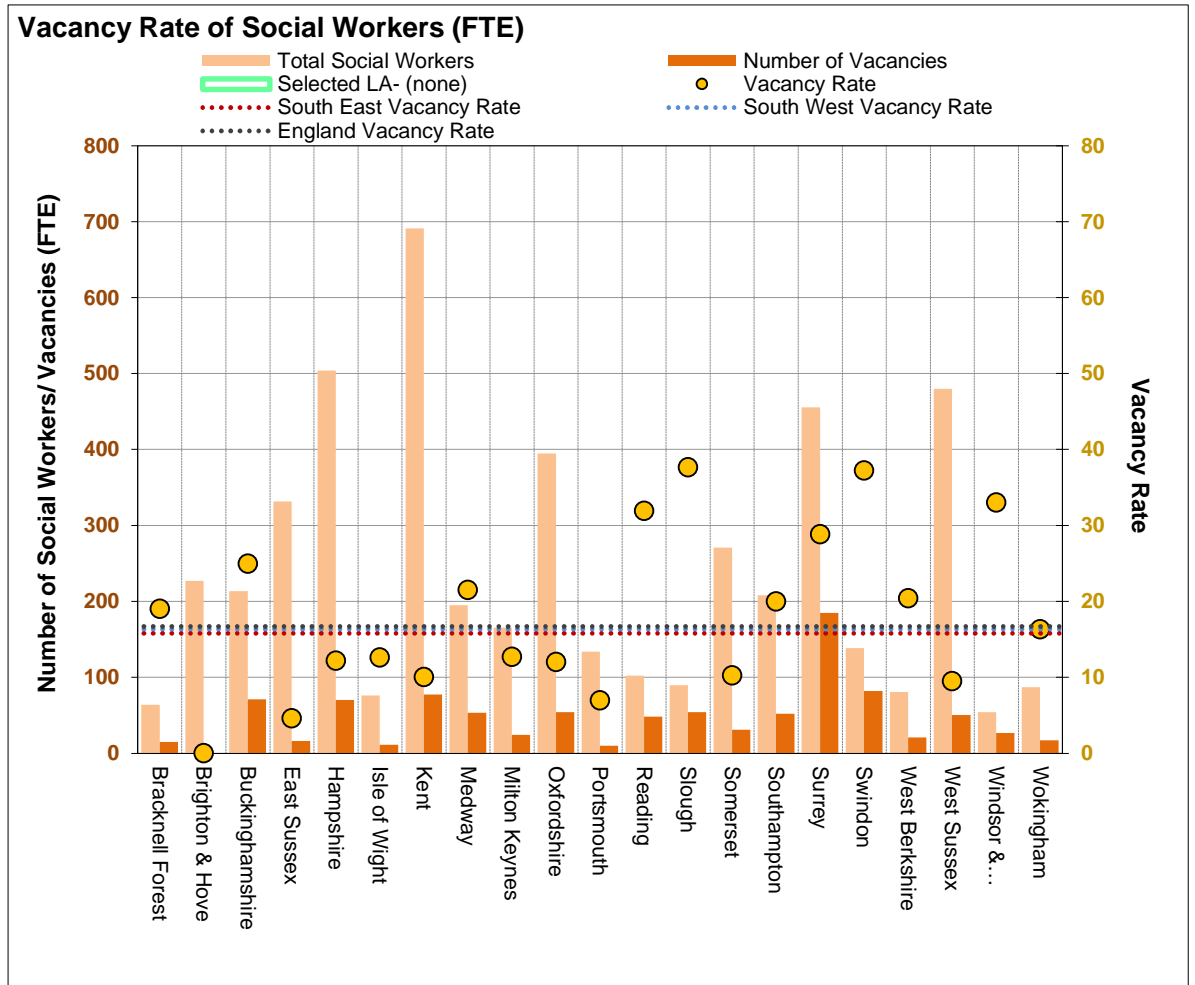
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Social Worker Vacancies

Vacancy Rate of Social Workers at 30th September 2021 (FTE)

	Total Social Workers	Number of Vacancies	Vacancy Rate
Bracknell Forest	63.9	15.0	19.0
Brighton & Hove	226.9	0.0	0.0
Buckinghamshire	213.6	71.0	24.9
East Sussex	331.3	16.0	4.6
Hampshire	503.9	70.0	12.2
Isle of Wight	76.1	11.0	12.6
Kent	691.0	77.1	10.0
Medway	195.0	53.4	21.5
Milton Keynes	165.2	24.0	12.7
Oxfordshire	394.6	54.0	12.0
Portsmouth	133.6	10.0	7.0
Reading	102.3	48.0	31.9
Slough	89.4	54.0	37.7
Somerset	270.8	31.0	10.3
Southampton	208.0	52.0	20.0
Surrey	455.6	184.7	28.8
Swindon	138.2	82.0	37.2
West Berkshire	80.7	20.7	20.4
West Sussex	480.0	50.4	9.5
Windsor & Maidenhead	54.2	26.7	33.0
Wokingham	87.1	17.0	16.3
South East	4,552	855	15.8
South West	2,817	551	16.4
England	32,502	6,522	16.7



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

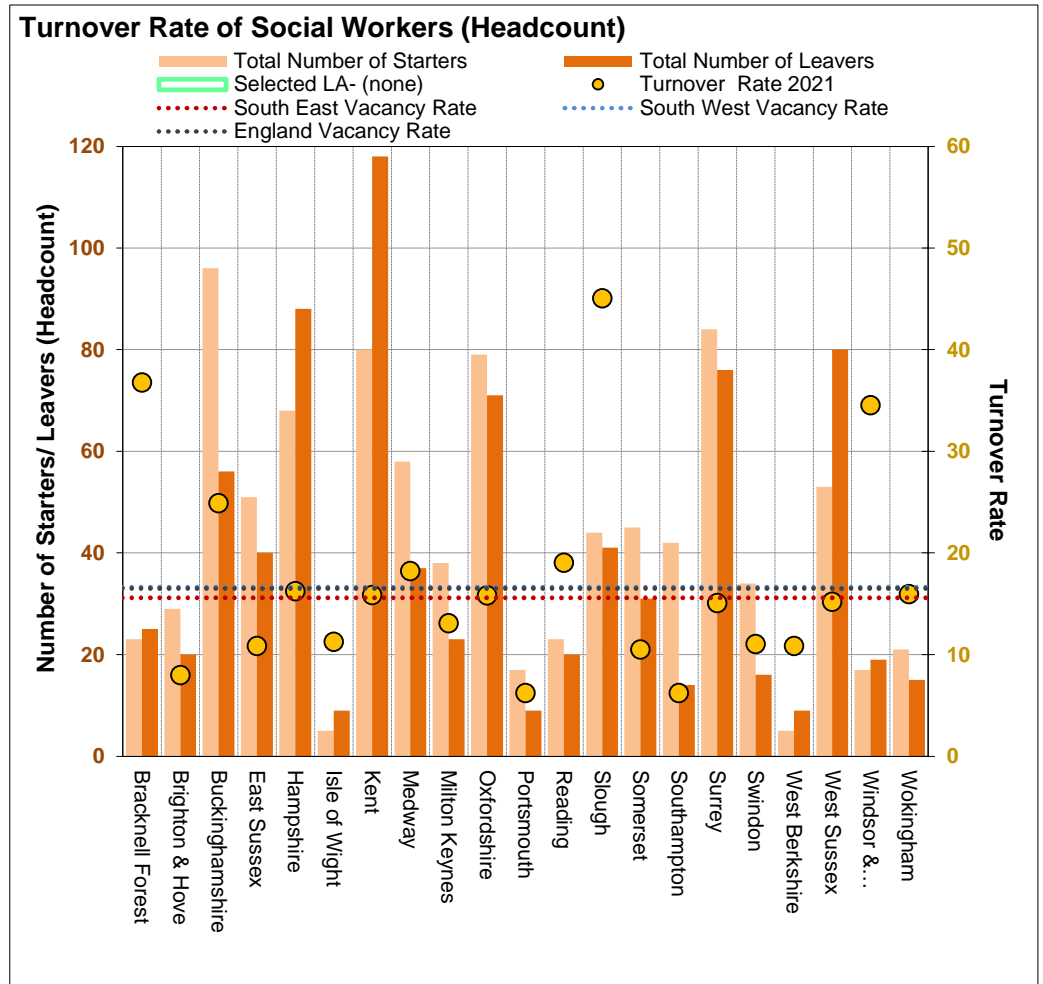
	Vacancy Rate (%) 2019	Vacancy Rate (%) 2020	Vacancy Rate (%) 2021	Trend	Change 2019-2021
Bracknell Forest	18.1	13.7	19.0		5%
Brighton & Hove	0.7	1.0	0.0		-100%
Buckinghamshire	30.1	33.3	24.9		-17%
East Sussex	2.2	1.8	4.6		109%
Hampshire	17.7	10.1	12.2		-31%
Isle of Wight	12.0	7.1	12.6		5%
Kent	9.1	8.3	10.0		10%
Medway	20.4	29.0	21.5		5%
Milton Keynes	12.7	9.6	12.7		0%
Oxfordshire	13.4	11.6	12.0		-10%
Portsmouth	12.9	1.0	7.0		-46%
Reading	34.8	29.8	31.9		-8%
Slough	32.7	44.4	37.7		15%
Somerset	13.5	15.6	10.3		-24%
Southampton	31.4	21.3	20.0		-36%
Surrey	18.8	28.0	28.8		53%
Swindon	48.6	35.1	37.2		-23%
West Berkshire	19.7	11.1	20.4		4%
West Sussex	10.2	10.0	9.5		-7%
Windsor & Maidenhead	32.2	32.3	33.0		2%
Wokingham	24.7	23.4	16.3		-34%
South East	16.0	15.4	15.8		-1%
South West	17.7	17.0	16.4		-8%
England	16.4	16.1	16.7		2%



Social Worker Turnover (Headcount)

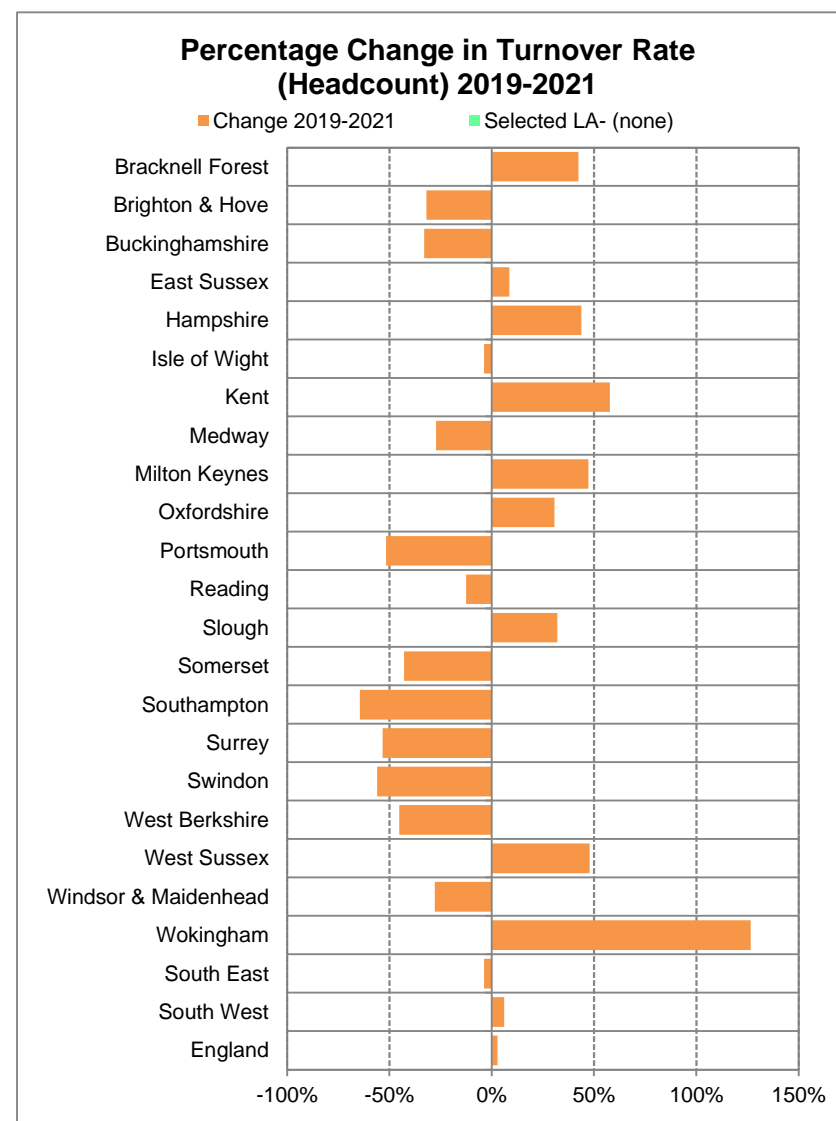
Turnover Rate of Social Workers, Year ending 30th September 2021 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2021
Bracknell Forest	68	23	25	36.8
Brighton & Hove	251	29	20	8.0
Buckinghamshire	225	96	56	24.9
East Sussex	369	51	40	10.8
Hampshire	542	68	88	16.2
Isle of Wight	80	5	9	11.3
Kent	744	80	118	15.9
Medway	203	58	37	18.2
Milton Keynes	176	38	23	13.1
Oxfordshire	449	79	71	15.8
Portsmouth	145	17	9	6.2
Reading	105	23	20	19.0
Slough	91	44	41	45.1
Somerset	295	45	31	10.5
Southampton	225	42	14	6.2
Surrey	504	84	76	15.1
Swindon	145	34	16	11.0
West Berkshire	83	5	9	10.8
West Sussex	527	53	80	15.2
Windsor & Maidenhead	55	17	19	34.5
Wokingham	94	21	15	16.0
South East	4936	833	770	15.6
South West	3070	545	511	16.6
England	34,679	6,099	5,729	16.5



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

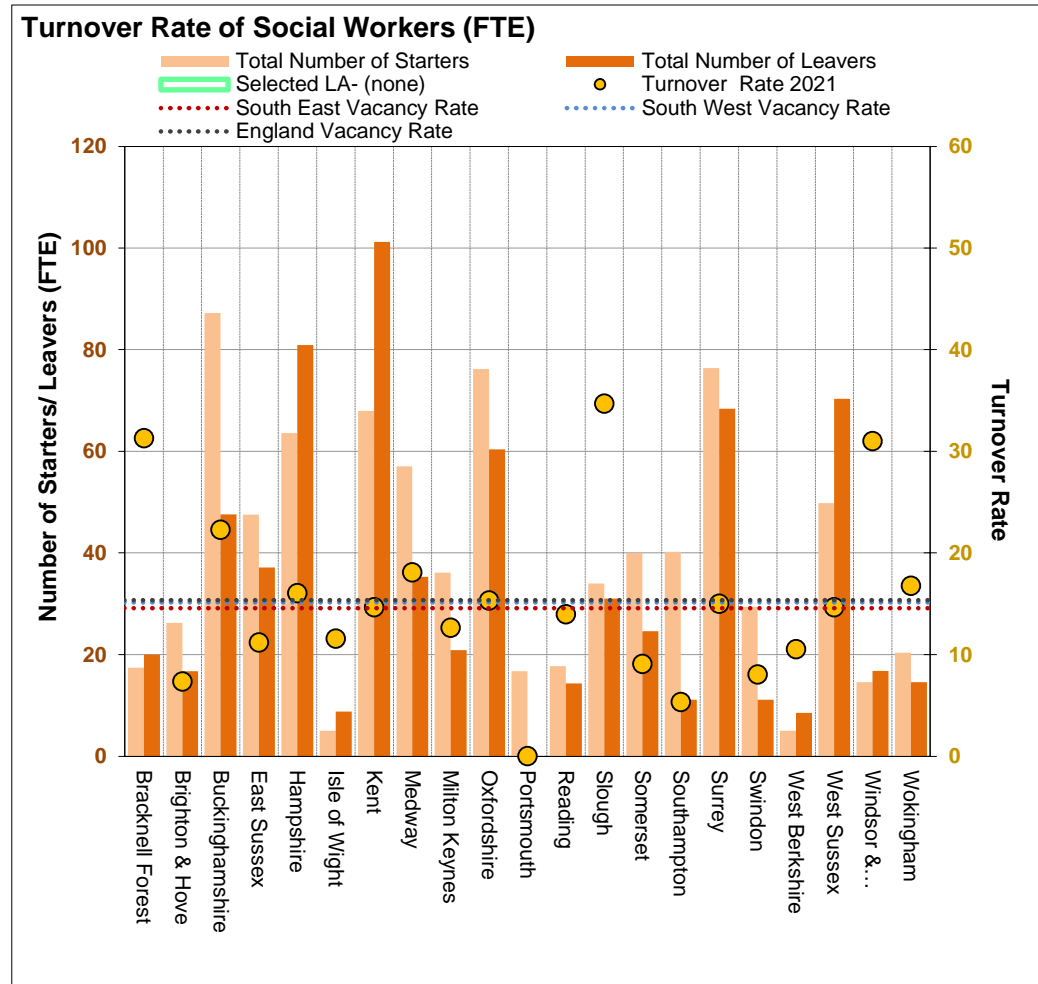
	Turnover Rate (%) 2019	Turnover Rate (%) 2020	Turnover Rate (%) 2021	Trend	Change 2019-2021
Bracknell Forest	25.8	15.2	36.8		42%
Brighton & Hove	11.7	9.3	8.0		-32%
Buckinghamshire	37.1	16.1	24.9		-33%
East Sussex	10.0	6.1	10.8		9%
Hampshire	11.3	13.9	16.2		44%
Isle of Wight	11.7	9.6	11.3		-4%
Kent	10.1	10.8	15.9		58%
Medway	25.0	17.9	18.2		-27%
Milton Keynes	8.9	16.1	13.1		47%
Oxfordshire	12.1	14.9	15.8		31%
Portsmouth	12.8	12.9	6.2		-52%
Reading	21.8	23.4	19.0		-13%
Slough	34.1	47.1	45.1		32%
Somerset	18.4	8.0	10.5		-43%
Southampton	17.5	11.8	6.2		-64%
Surrey	32.2	15.3	15.1		-53%
Swindon	25.0	13.6	11.0		-56%
West Berkshire	19.8	14.8	10.8		-45%
West Sussex	10.3	9.5	15.2		48%
Windsor & Maidenhead	47.8	26.4	34.5		-28%
Wokingham	7.0	8.5	16.0		127%
South East	16.2	13.3	15.6		-4%
South West	15.7	12.6	16.6		6%
England	16.1	14.3	16.5		3%



Social Worker Turnover (FTE)

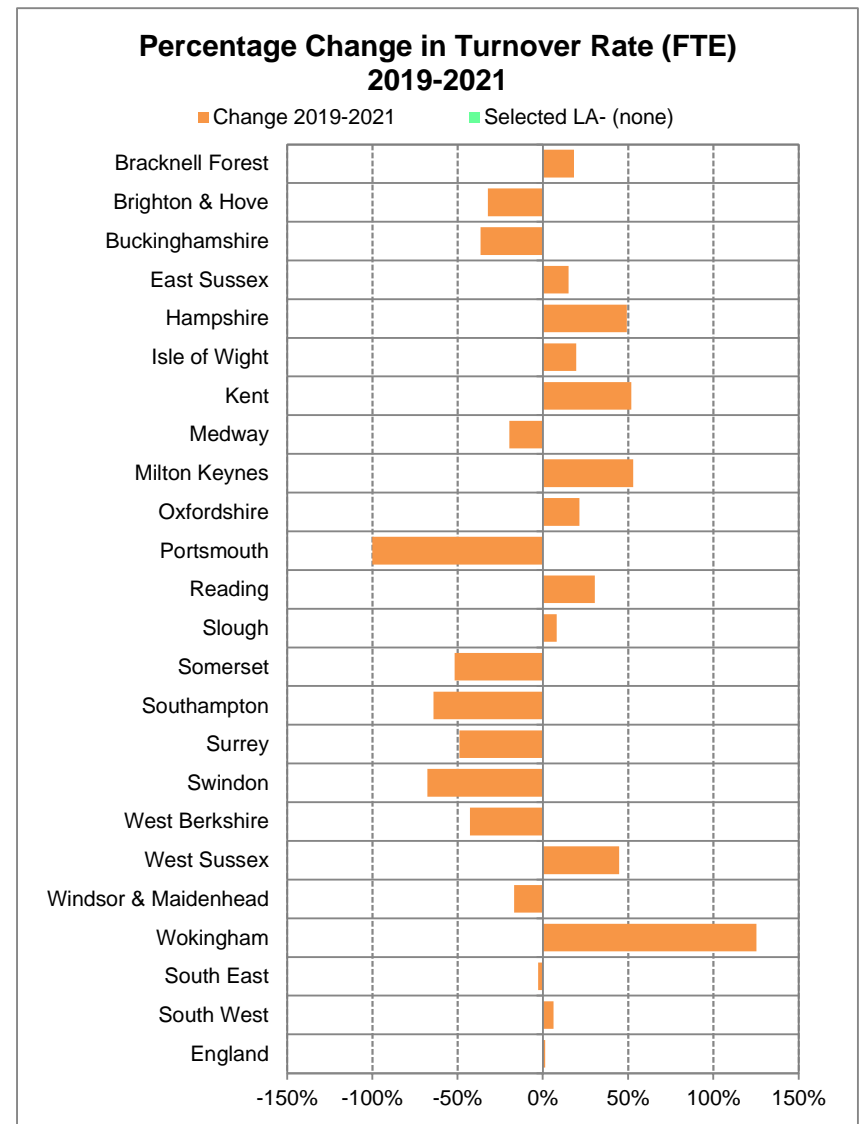
Turnover Rate of Social Workers, Year ending 30th September 2021 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2021
Bracknell Forest	63.9	17.4	20.0	31.3
Brighton & Hove	226.9	26.2	16.7	7.4
Buckinghamshire	213.6	87.2	47.6	22.3
East Sussex	331.3	47.5	37.1	11.2
Hampshire	503.9	63.6	80.9	16.1
Isle of Wight	76.1	5.0	8.8	11.6
Kent	691.0	67.9	101.2	14.6
Medway	195.0	57.0	35.3	18.1
Milton Keynes	165.2	36.1	20.9	12.7
Oxfordshire	394.6	76.2	60.4	15.3
Portsmouth	133.6	16.7	0.0	0.0
Reading	102.3	17.7	14.3	14.0
Slough	89.4	34.0	31.0	34.7
Somerset	270.8	40.0	24.6	9.1
Southampton	208.0	40.2	11.1	5.3
Surrey	455.6	76.4	68.4	15.0
Swindon	138.2	29.4	11.1	8.0
West Berkshire	80.7	5.0	8.5	10.5
West Sussex	480.0	49.8	70.3	14.6
Windsor & Maidenhead	54.2	14.6	16.8	31.0
Wokingham	87.1	20.4	14.6	16.8
South East	4552	759	664	14.6
South West	2817	475	427	15.2
England	32,502	5,519	4,995	15.4



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

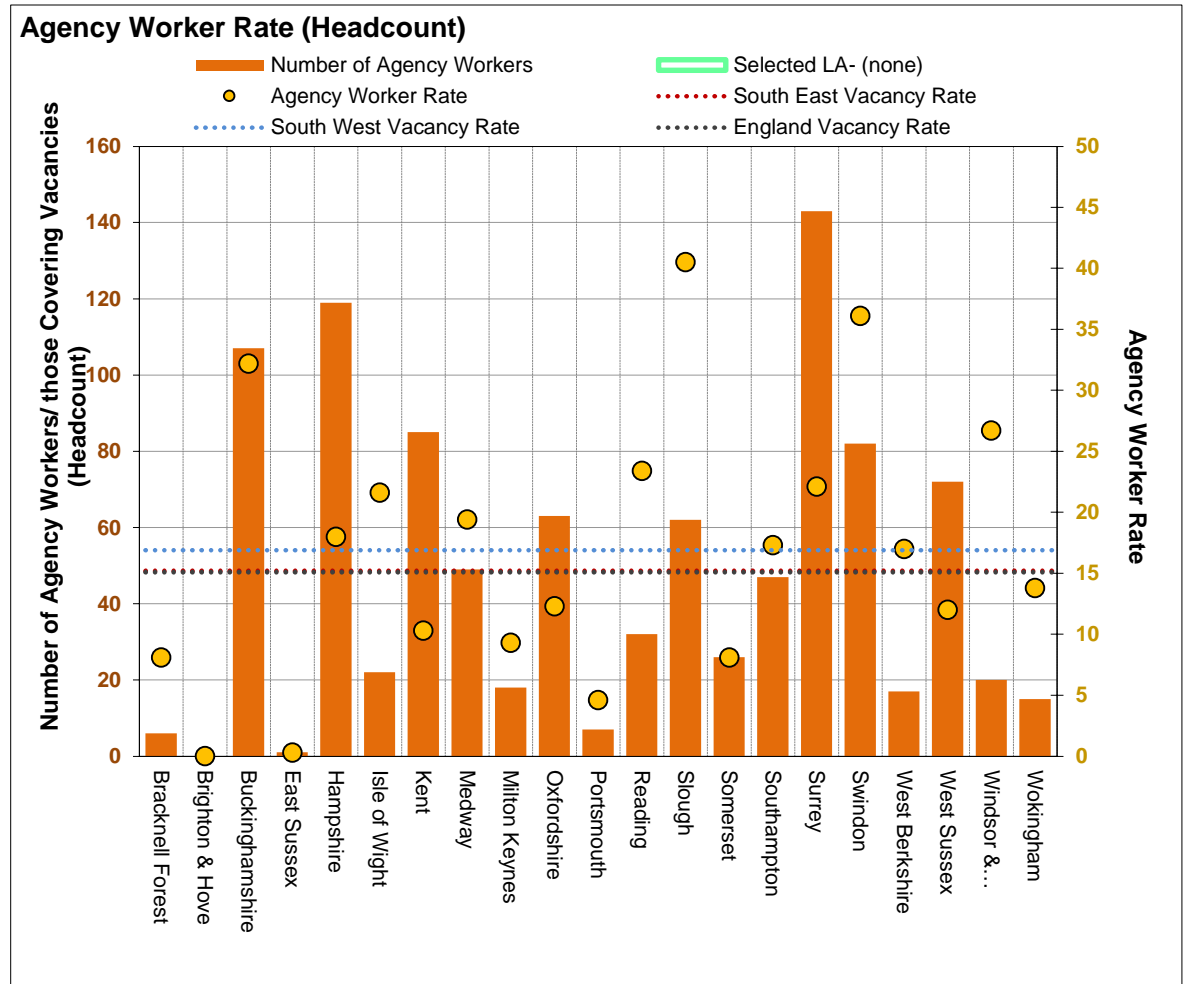
	Turnover Rate (%) 2019	Turnover Rate (%) 2020	Turnover Rate (%) 2021	Trend	Change 2019-2021
Bracknell Forest	26.4	14.1	31.3		18%
Brighton & Hove	10.9	9.1	7.4		-32%
Buckinghamshire	35.1	15.4	22.3		-37%
East Sussex	9.7	6.3	11.2		15%
Hampshire	10.8	14.0	16.1		49%
Isle of Wight	9.7	7.8	11.6		20%
Kent	9.6	9.0	14.6		52%
Medway	22.5	18.3	18.1		-20%
Milton Keynes	8.3	16.5	12.7		53%
Oxfordshire	12.6	14.5	15.3		21%
Portsmouth	12.0	13.4	0.0		-100%
Reading	10.7	22.8	14.0		31%
Slough	32.1	39.8	34.7		8%
Somerset	18.8	7.3	9.1		-52%
Southampton	14.9	11.5	5.3		-64%
Surrey	29.4	13.5	15.0		-49%
Swindon	24.8	10.8	8.0		-68%
West Berkshire	18.4	12.8	10.5		-43%
West Sussex	10.1	9.7	14.6		45%
Windsor & Maidenhead	37.2	21.0	31.0		-17%
Wokingham	7.4	8.8	16.8		125%
South East	15.0	12.6	14.6		-3%
South West	14.3	11.3	15.2		6%
England	15.1	13.5	15.4		1%



Agency Worker Rate (Headcount)

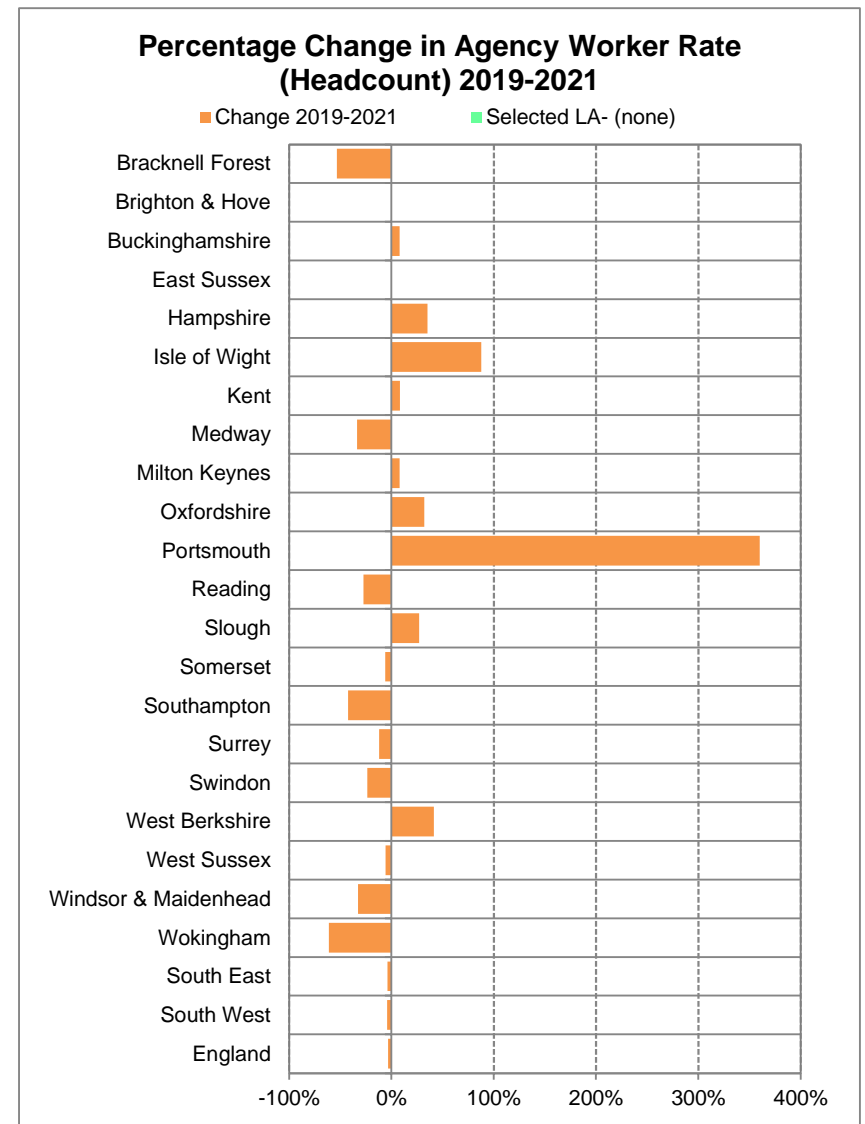
Agency Worker Rate at 30th September 2021 (Headcount)

	Number of Social Workers	Number of Agency Workers	Agency Worker Rate
Bracknell Forest	68	6	8.1
Brighton & Hove	251	0	0.0
Buckinghamshire	225	107	32.2
East Sussex	369	1	0.3
Hampshire	542	119	18.0
Isle of Wight	80	22	21.6
Kent	744	85	10.3
Medway	203	49	19.4
Milton Keynes	176	18	9.3
Oxfordshire	449	63	12.3
Portsmouth	145	7	4.6
Reading	105	32	23.4
Slough	91	62	40.5
Somerset	295	26	8.1
Southampton	225	47	17.3
Surrey	504	143	22.1
Swindon	145	82	36.1
West Berkshire	83	17	17.0
West Sussex	527	72	12.0
Windsor & Maidenhead	55	20	26.7
Wokingham	94	15	13.8
South East	4936	885	15.2
South West	3070	624	16.9
England	34,679	6,148	15.1



Change in Agency Worker Rate at 30th September 2019-2021 (Headcount)

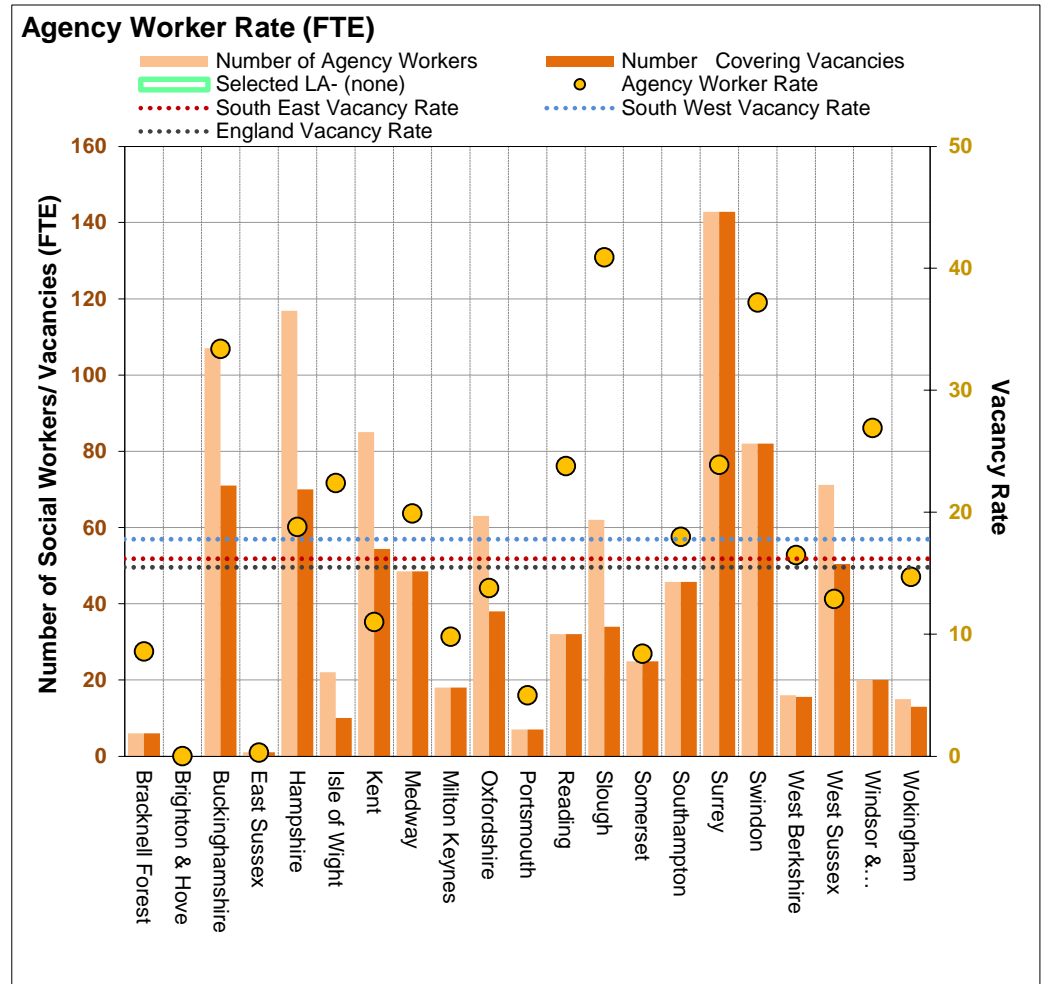
	Agency Worker Rate 2019	Agency Worker Rate 2020	Agency Worker Rate 2021	Trend	Change 2019-2021
Bracknell Forest	17.3	4.3	8.1		-53%
Brighton & Hove	0.0	0.4	0.0		
Buckinghamshire	29.8	31.0	32.2		8%
East Sussex	0.0	0.3	0.3		
Hampshire	13.3	15.6	18.0		35%
Isle of Wight	11.5	11.7	21.6		88%
Kent	9.5	9.7	10.3		8%
Medway	29.1	34.7	19.4		-33%
Milton Keynes	8.6	5.8	9.3		8%
Oxfordshire	9.3	10.0	12.3		32%
Portsmouth	1.0	0.9	4.6		360%
Reading	32.2	27.5	23.4		-27%
Slough	31.8	45.2	40.5		27%
Somerset	8.6	10.1	8.1		-6%
Southampton	29.9	20.2	17.3		-42%
Surrey	25.1	28.2	22.1		-12%
Swindon	47.1	33.9	36.1		-23%
West Berkshire	12.0	11.1	17.0		42%
West Sussex	12.7	14.9	12.0		-6%
Windsor & Maidenhead	39.5	28.4	26.7		-32%
Wokingham	35.5	24.1	13.8		-61%
South East	15.8	16.3	15.2		-4%
South West	17.6	15.3	16.9		-4%
England	15.6	15.0	15.1		-3%



Agency Worker Rate (FTE)

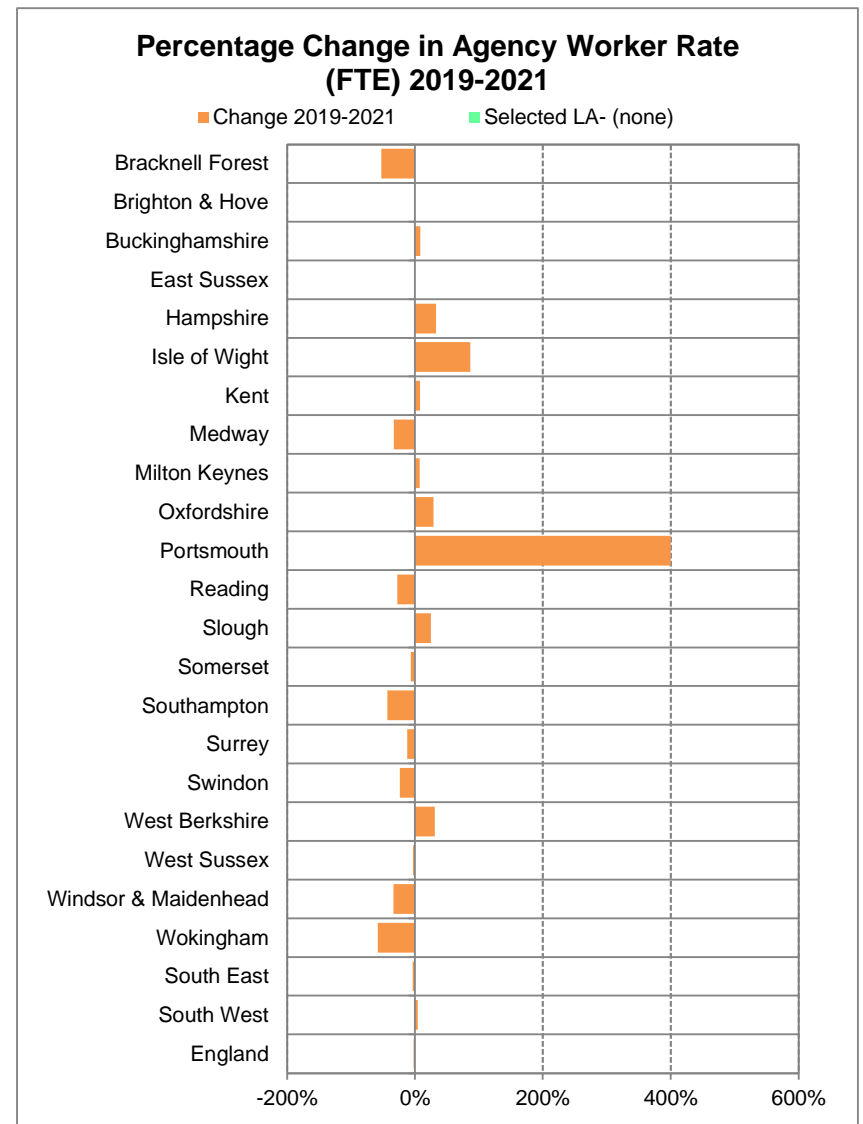
Agency Worker Rate of Social Workers, Year ending 30th September 2021 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	63.9	6.0	6.0	8.6
Brighton & Hove	226.9	0.0	0.0	0.0
Buckinghamshire	213.6	107.0	71.0	33.4
East Sussex	331.3	1.0	1.0	0.3
Hampshire	503.9	116.9	70.0	18.8
Isle of Wight	76.1	22.0	10.0	22.4
Kent	691.0	85.0	54.4	11.0
Medway	195.0	48.5	48.5	19.9
Milton Keynes	165.2	18.0	18.0	9.8
Oxfordshire	394.6	63.0	38.0	13.8
Portsmouth	133.6	7.0	7.0	5.0
Reading	102.3	32.0	32.0	23.8
Slough	89.4	62.0	34.0	40.9
Somerset	270.8	24.9	24.9	8.4
Southampton	208.0	45.7	45.7	18.0
Surrey	455.6	142.8	142.8	23.9
Swindon	138.2	82.0	82.0	37.2
West Berkshire	80.7	16.0	15.6	16.5
West Sussex	480.0	71.2	50.4	12.9
Windsor & Maidenhead	54.2	20.0	20.0	26.9
Wokingham	87.1	15.0	13.0	14.7
South East	4552.4	879.1	677.4	16.2
South West	2817.4	609.8	403.5	17.8
England	32502.0	5976.7	4558.0	15.5



Change in Agency Worker Rate at 30th September 2019-2021 (FTE)

	Agency Worker Rate 2019	Agency Worker Rate 2020	Agency Worker Rate 2021	Trend	Change 2019-2021
Bracknell Forest	18.1	4.0	8.6		-52%
Brighton & Hove	0.0	0.4	0.0		
Buckinghamshire	30.8	32.1	33.4		8%
East Sussex	0.0	0.3	0.3		
Hampshire	14.1	16.6	18.8		33%
Isle of Wight	12.0	12.2	22.4		87%
Kent	10.2	10.3	11.0		8%
Medway	29.7	35.6	19.9		-33%
Milton Keynes	9.1	6.2	9.8		8%
Oxfordshire	10.7	11.4	13.8		29%
Portsmouth	1.0	1.0	5.0		400%
Reading	32.8	28.0	23.8		-27%
Slough	32.7	46.3	40.9		25%
Somerset	9.0	10.6	8.4		-7%
Southampton	31.7	21.0	18.0		-43%
Surrey	27.2	30.3	23.9		-12%
Swindon	48.6	35.1	37.2		-23%
West Berkshire	12.6	10.5	16.5		31%
West Sussex	13.3	15.9	12.9		-3%
Windsor & Maidenhead	40.4	28.6	26.9		-33%
Wokingham	34.8	23.7	14.7		-58%
South East	16.8	17.3	16.2		-4%
South West	17.0	16.4	17.8		5%
England	15.8	15.4	15.5		-2%



Social Worker Absence

Absence Rate of Social Workers during the year ending 30th September 2021 (FTE)

	Total Social Workers	Number of Working Days Lost	Absence Rate
Bracknell Forest	63.9	188.0	1.2
Brighton & Hove	226.9	1,593.0	2.8
Buckinghamshire	213.6	728.5	1.3
East Sussex	331.3	1,724.0	2.0
Hampshire	503.9	3,541.8	2.8
Isle of Wight	76.1	532.5	2.8
Kent	691.0	3,377.0	1.9
Medway	195.0	1,105.0	2.2
Milton Keynes	165.2	1,431.1	3.4
Oxfordshire	394.6	3,101.5	3.1
Portsmouth	133.6	1,262.0	3.7
Reading	102.3	841.5	3.2
Slough	89.4	219.0	1.0
Somerset	270.8	1,567.9	2.3
Southampton	208.0	1,569.9	3.0
Surrey	455.6	2,871.0	2.5
Swindon	138.2	1,253.0	3.6
West Berkshire	80.7	733.0	3.6
West Sussex	480.0	4,513.0	3.7
Windsor & Maidenhead	54.2	197.0	1.4
Wokingham	87.1	716.5	3.2
South East	4,552	30,245	2.6
South West	2,817	24,481	3.4
England	32,502	258,371	3.1

Absence Rate of Social Workers (FTE)

