

# Children's Social Care Benchmarking Sector-Led Improvement

## CSC Workforce Data (Public)

Year ending September 2015

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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 **CS.DataManagement@eastsussex.gov.uk** or on 01273 335931.

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(Public) 2015 CSC Workforce Benchmarking Report v2










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.

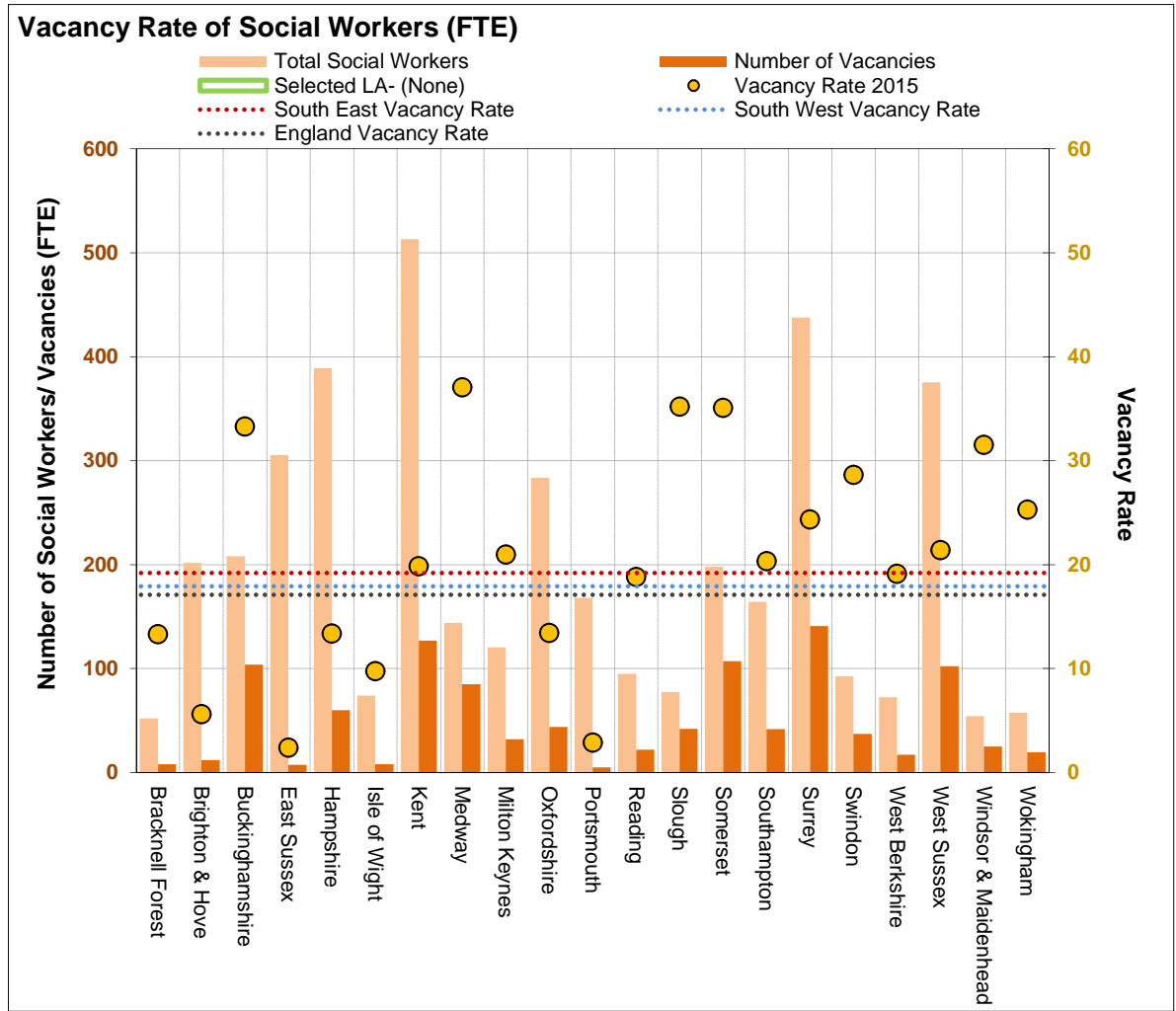
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# Social Worker Vacancies

## Vacancy Rate of Social Workers at 30th September 2015 (FTE)

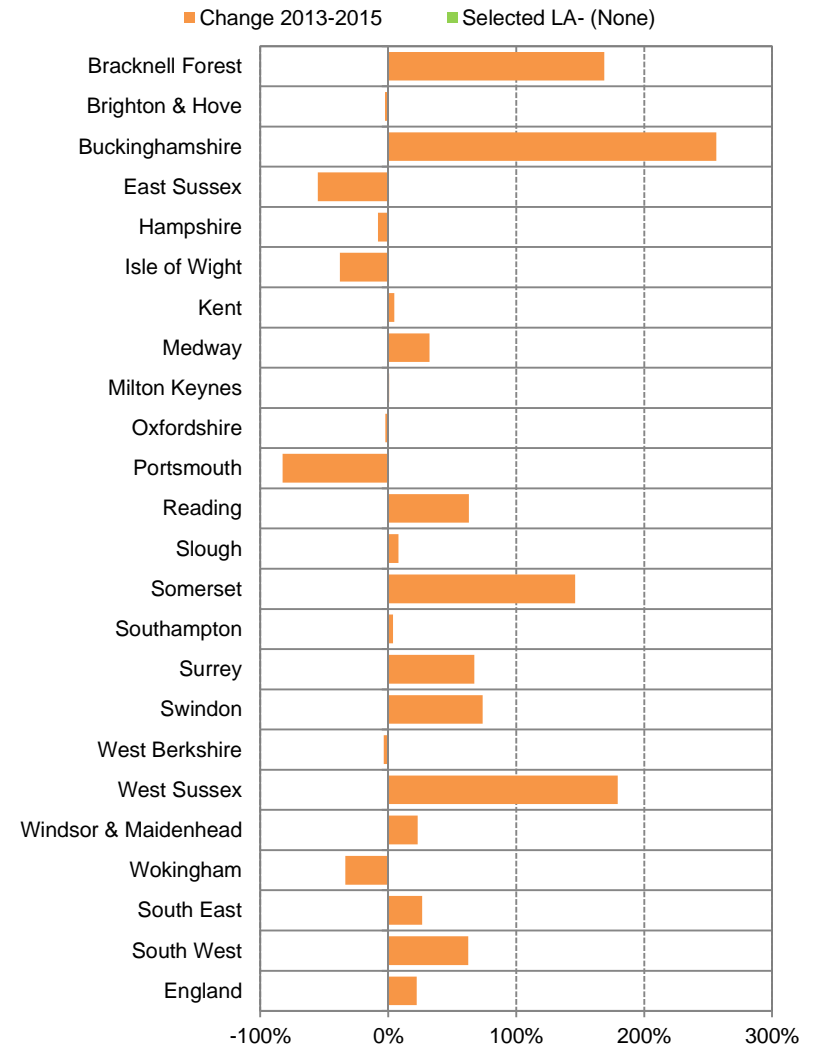
	Total Social Workers	Number of Vacancies	Vacancy Rate 2015
Bracknell Forest	52.1	8	13
Brighton & Hove	201.8	12	6
Buckinghamshire	208.1	104	33
East Sussex	305.4	8	2
Hampshire	388.9	60	13
Isle of Wight	74.0	8	10
Kent	513.1	127	20
Medway	144.0	85	37
Milton Keynes	120.5	32	21
Oxfordshire	283.6	44	13
Portsmouth	167.8	5	3
Reading	94.9	22	19
Slough	77.3	42	35
Somerset	197.9	107	35
Southampton	164.2	42	20
Surrey	437.8	141	24
Swindon	92.4	37	29
West Berkshire	72.4	17	19
West Sussex	375.4	102	21
Windsor & Maidenhead	54.3	25	32
Wokingham	57.6	20	25
<b>South East</b>	<b>3,790</b>	<b>900</b>	<b>19</b>
<b>South West</b>	<b>2,430</b>	<b>530</b>	<b>18</b>
<b>England</b>	<b>26,500</b>	<b>5,470</b>	<b>17</b>



## Change in Vacancy Rate of Social Workers at 30th September 2013-2015 (FTE)

	Vacancy Rate (%) 2013	Vacancy Rate (%) 2014	Vacancy Rate (%) 2015	Trend	Change 2013-2015
Bracknell Forest	5.0	14.1	13.3		169%
Brighton & Hove	5.8	4.3	5.6		-3%
Buckinghamshire	9.3	8.5	33.3		256%
East Sussex	5.3	1.2	2.4		-55%
Hampshire	14.5	11.2	13.4		-8%
Isle of Wight	15.7	15.6	9.8		-38%
Kent	18.9	19.8	19.8		5%
Medway	28.0	32.8	37.1		32%
Milton Keynes	20.8	24.7	21.0		1%
Oxfordshire	13.7	22.1	13.4		-2%
Portsmouth	16.5		2.9		-82%
Reading	11.5	18.8	18.8		63%
Slough	32.6	41.3	35.2		8%
Somerset	14.3	23.1	35.1		146%
Southampton	19.6	22.7	20.3		4%
Surrey	14.5	16.4	24.4		67%
Swindon	16.5	23.1	28.6		74%
West Berkshire	19.8	31.0	19.1		-3%
West Sussex	7.7	16.5	21.4		179%
Windsor & Maidenhead	25.6	34.5	31.5		23%
Wokingham	38.0	30.7	25.3		-34%
South East	15	17	19		26%
South West	11	11	18		63%
England	14	15	17		22%

## Percentage Change in FTE Vacancy Rate 2013-2015



# Children in Need (CIN) per Social Worker

## Number of children in need per social worker at 30th September 2013-15 (FTE) [Excluding Agency Social Workers]

These figures are taken directly from the DfE publications- please be aware that their calculations DO NOT INCLUDE AGENCY SOCIAL WORKERS.

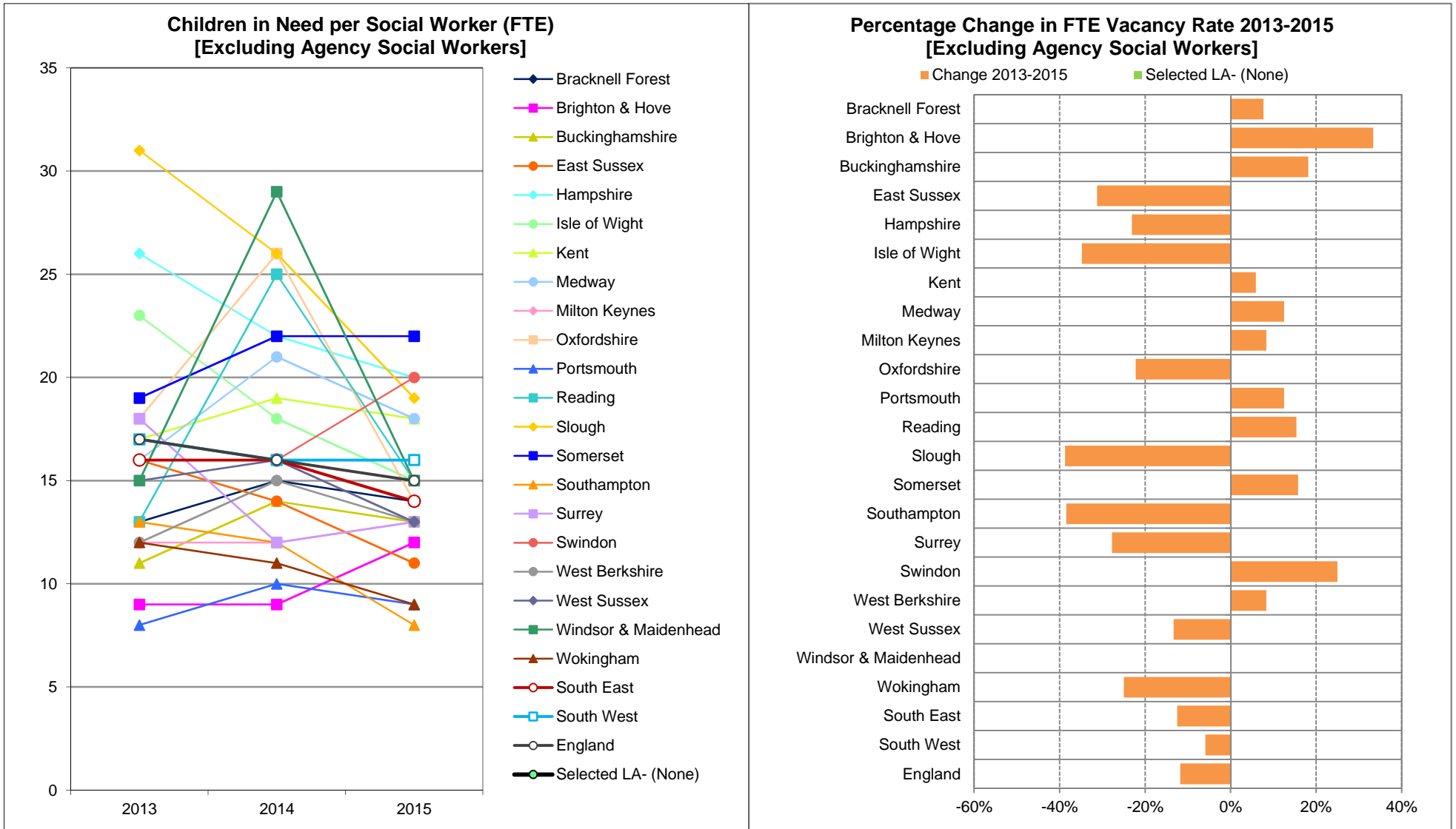
Recalculated figures taking agency Social Workers into account are included on Pages 7-8.

	2013	2014	2015		Trend	Change 2013-2015
Bracknell Forest	13	15	14			8%
Brighton & Hove	9	9	12			33%
Buckinghamshire	11	14	13			18%
East Sussex	16	14	11			-31%
Hampshire	26	22	20			-23%
Isle of Wight	23	18	15			-35%
Kent	17	19	18			6%
Medway	16	21	18			13%
Milton Keynes	12	12	13			8%
Oxfordshire	18	26	14			-22%
Portsmouth	8	10	9			13%
Reading	13	25	15			15%
Slough	31	26	19			-39%
Somerset	19	22	22			16%
Southampton	13	12	8			-38%
Surrey	18	12	13			-28%
Swindon	16	16	20			25%
West Berkshire	12	15	13			8%
West Sussex	15	16	13			-13%
Windsor & Maidenhead	15	29	15			0%
Wokingham	12	11	9			-25%
South East	16	16	14			-13%
South West	17	16	16			-6%
England	17	16	15			-12%

## Change in Children in Need (CIN) per Social Worker at 30th September 2013-2015 (FTE) [Excluding Agency Social Workers]

These figures are taken directly from the DfE publications- please be aware that their calculations DO NOT INCLUDE AGENCY SOCIAL WORKERS.

Recalculated figures taking agency Social Workers into account are included on Pages 7-8.



# Children in Need (CIN) per Social Worker

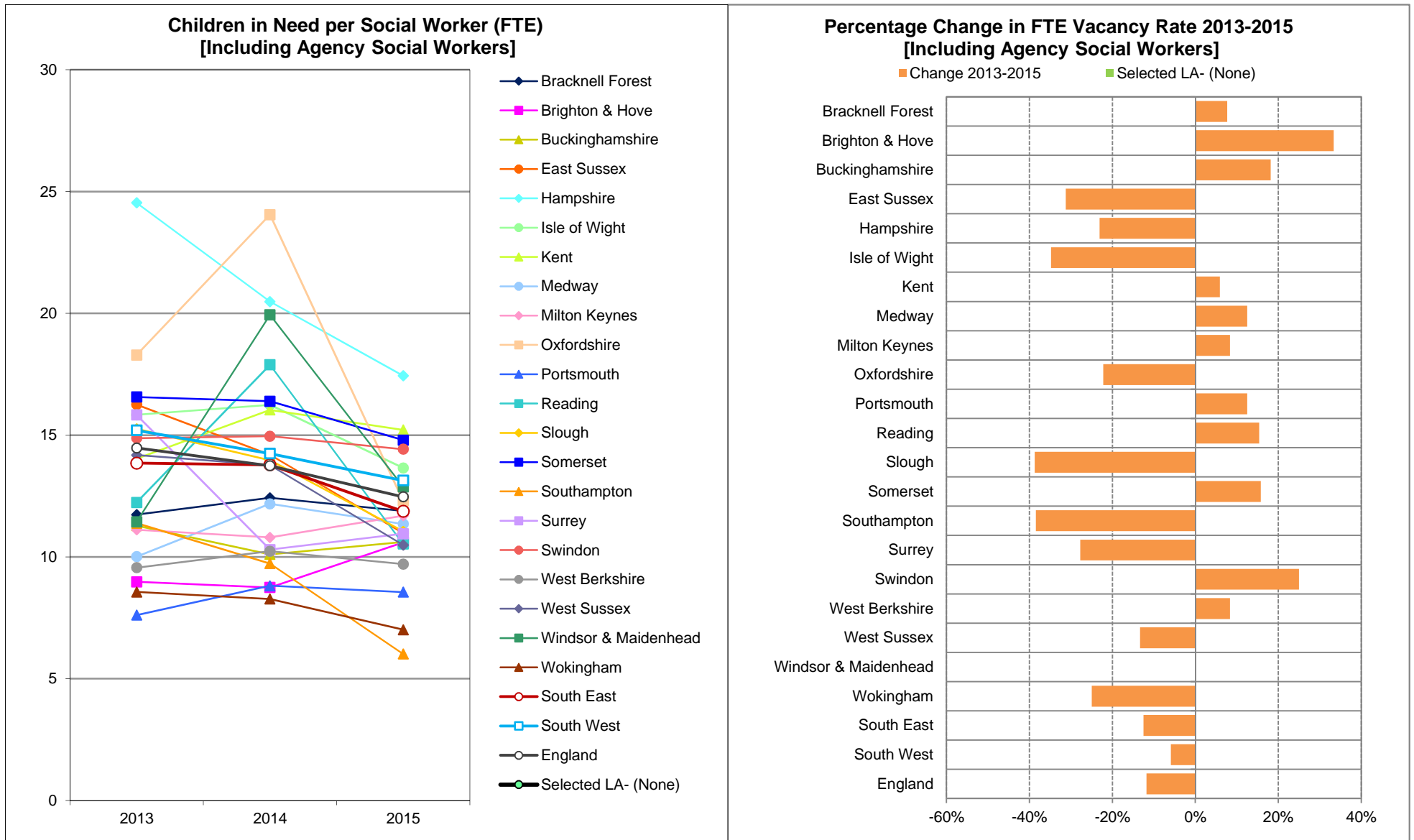
Number of children in need per social worker at 30th September 2013-15 (FTE) [Including Agency Social Workers]

These figures have been calculated with AGENCY WORKERS INCLUDED

	2013	2014	2015		Trend	Change 2013-2015
				0 10 20		
Bracknell Forest	12	12	12			1%
Brighton & Hove	9	9	11			18%
Buckinghamshire	11	10	11			-6%
East Sussex	16	14	11			-32%
Hampshire	25	20	17			-29%
Isle of Wight	16	16	14			-14%
Kent	14	16	15			8%
Medway	10	12	11			13%
Milton Keynes	11	11	12			5%
Oxfordshire	18	24	12			-33%
Portsmouth	8	9	9			12%
Reading	12	18	11			-14%
Slough	15	14	11			-28%
Somerset	17	16	15			-11%
Southampton	11	10	6			-47%
Surrey	16	10	11			-31%
Swindon	15	15	14			-3%
West Berkshire	10	10	10			2%
West Sussex	14	14	10			-26%
Windsor & Maidenhead	11	20	13			13%
Wokingham	9	8	7			-18%
South East	14	14	12			-14%
South West	15	14	13			-14%
England	14	14	12			-14%

## Change in Children in Need (CIN) per Social Worker at 30th September 2013-2015 (FTE) [Including Agency Social Workers]

These figures have been calculated with AGENCY WORKERS INCLUDED

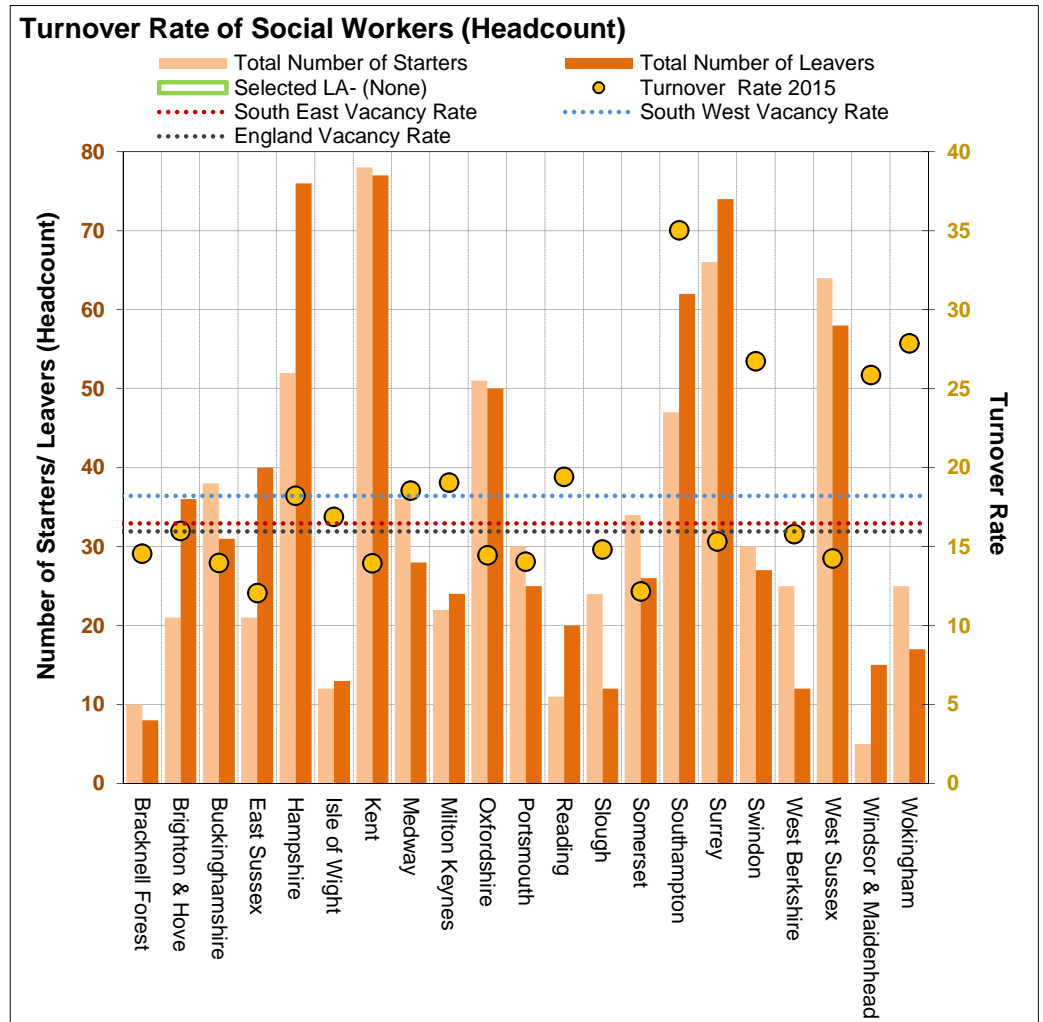




# Social Worker Turnover (Headcount)

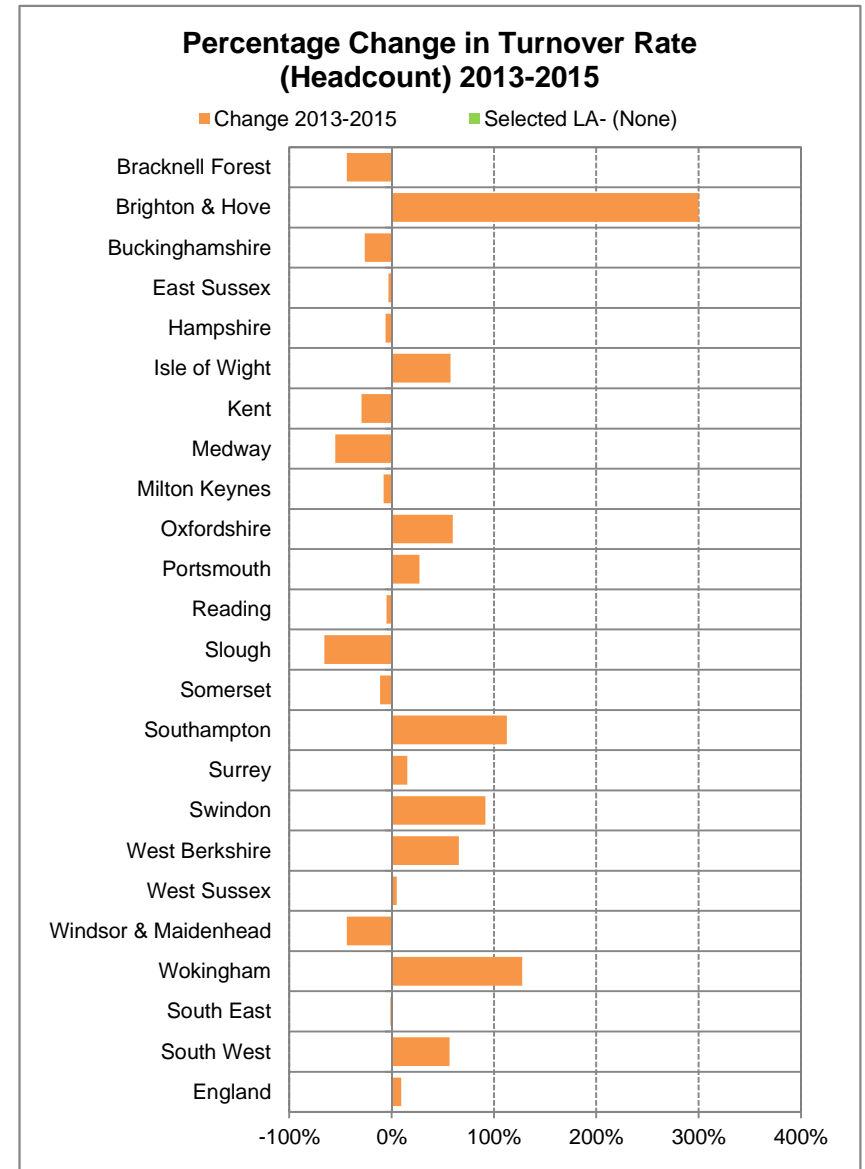
Turnover Rate of Social Workers, Year ending 30th September 2015 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2015
Bracknell Forest	55	10	8	14.5
Brighton & Hove	225	21	36	16.0
Buckinghamshire	222	38	31	14.0
East Sussex	332	21	40	12.0
Hampshire	417	52	76	18.2
Isle of Wight	77	12	13	16.9
Kent	552	78	77	13.9
Medway	151	36	28	18.5
Milton Keynes	126	22	24	19.0
Oxfordshire	346	51	50	14.5
Portsmouth	178	30	25	14.0
Reading	103	11	20	19.4
Slough	81	24	12	14.8
Somerset	214	34	26	12.1
Southampton	177	47	62	35.0
Surrey	483	66	74	15.3
Swindon	101	30	27	26.7
West Berkshire	76	25	12	15.8
West Sussex	407	64	58	14.3
Windsor & Maidenhead	58	5	15	25.9
Wokingham	61	25	17	27.9
<b>South East</b>	<b>4130</b>	<b>640</b>	<b>680</b>	<b>16.5</b>
<b>South West</b>	<b>2690</b>	<b>490</b>	<b>490</b>	<b>18.2</b>
<b>England</b>	<b>28,570</b>	<b>4,640</b>	<b>4,560</b>	<b>16.0</b>



## Change in Turnover Rate of Social Workers at 30th September 2013-2015 (Headcount)

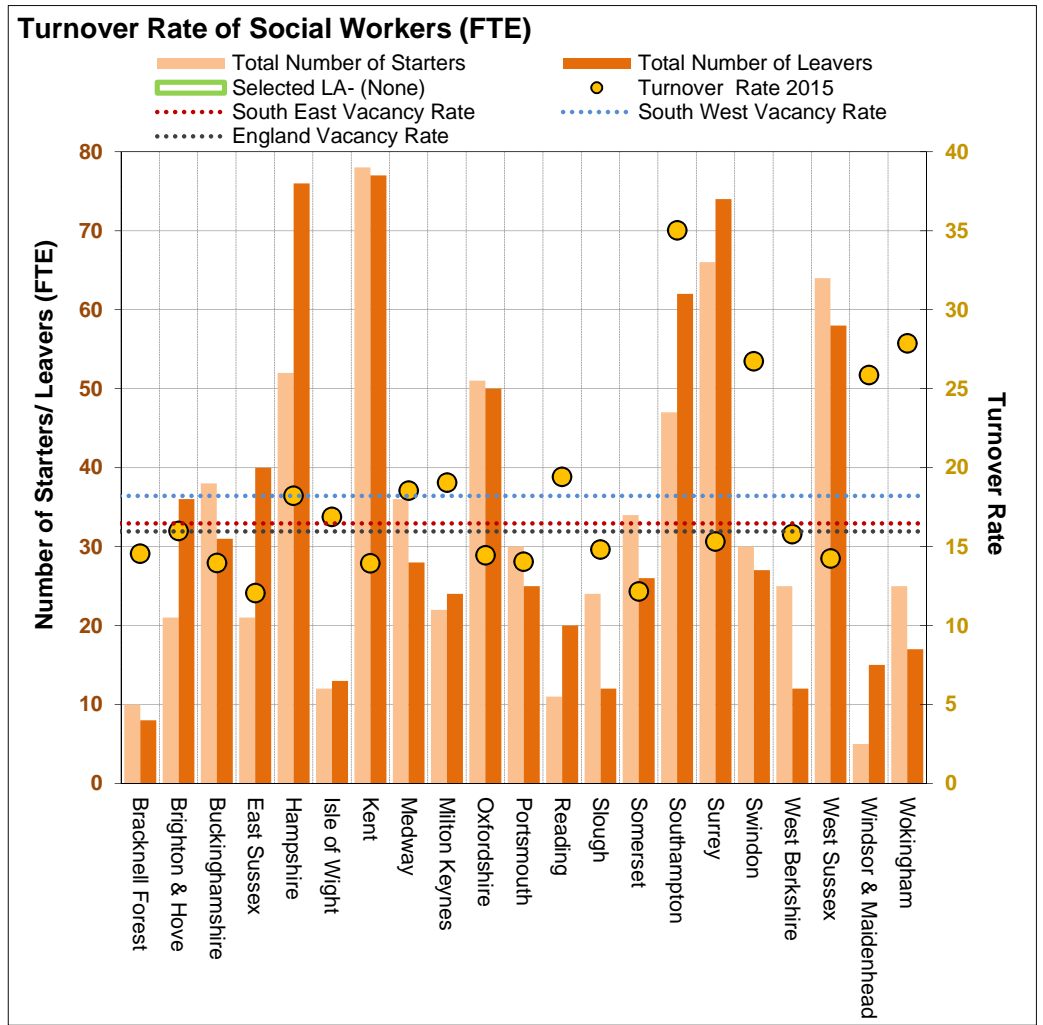
	Turnover Rate (%) 2013	Turnover Rate (%) 2014	Turnover Rate (%) 2015	Trend	Change 2013-2015
Bracknell Forest	25.8	41.8	14.5	↘	-44%
Brighton & Hove	4.0	20.3	16.0	↗	300%
Buckinghamshire	19.0	22.8	14.0	↘	-26%
East Sussex	12.4	11.3	12.0	↘	-3%
Hampshire	19.3	15.4	18.2	↘	-6%
Isle of Wight	10.7	27.7	16.9	↗	58%
Kent	19.8	17.5	13.9	↘	-29%
Medway	41.3	17.6	18.5	↘	-55%
Milton Keynes	20.7	20.8	19.0	↘	-8%
Oxfordshire	9.1	7.8	14.5	↘	60%
Portsmouth	11.0	15.5	14.0	↗	27%
Reading	20.4	33.8	19.4	↗	-5%
Slough	43.2	25.0	14.8	↘	-66%
Somerset	13.7	21.6	12.1	↗	-11%
Southampton	16.5	35.0	35.0	↗	113%
Surrey	13.3	10.5	15.3	↘	15%
Swindon	14.0	22.3	26.7	↗	92%
West Berkshire	9.5	37.9	15.8	↗	66%
West Sussex	13.6	18.9	14.3	↗	5%
Windsor & Maidenhead	46.0	52.8	25.9	↗	-44%
Wokingham	12.2	19.2	27.9	↗	128%
South East	16.7	18.3	16.5	↗	-1%
South West	11.6	15.2	18.2	↗	57%
England	14.6	16.4	16.0	↗	9%



# Social Worker Turnover (FTE)

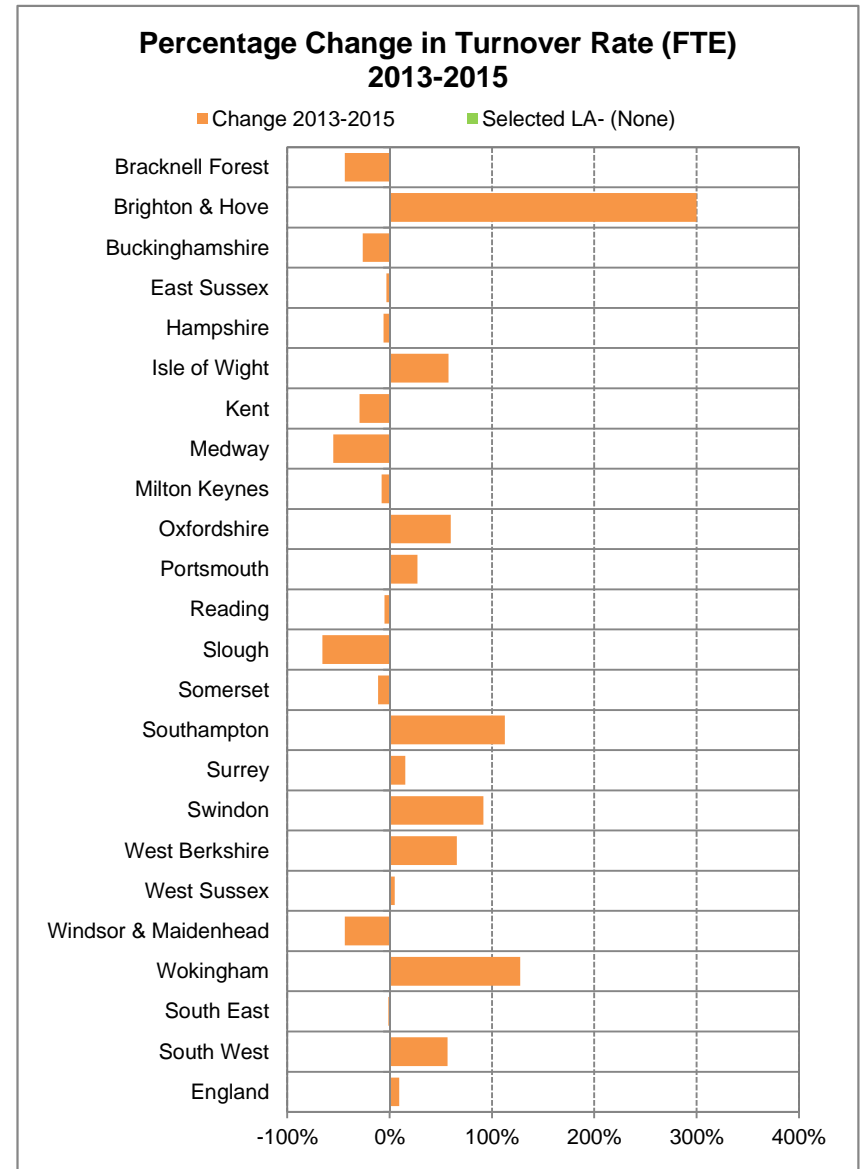
## Turnover Rate of Social Workers, Year ending 30th September 2015 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2015
Bracknell Forest	52	10	8	15.4
Brighton & Hove	202	20	31	15.2
Buckinghamshire	208	37	28	13.5
East Sussex	305	19	36	11.7
Hampshire	389	51	69	17.6
Isle of Wight	74	12	13	17.3
Kent	513	75	71	13.8
Medway	144	36	27	18.8
Milton Keynes	121	18	23	19.0
Oxfordshire	284	44	40	14.0
Portsmouth	168	30	23	13.7
Reading	95	10	17	18.0
Slough	77	23	11	14.0
Somerset	198	31	24	12.3
Southampton	164	47	62	37.8
Surrey	438	63	67	15.4
Swindon	92	29	24	26.0
West Berkshire	72	22	10	14.4
West Sussex	375	61	52	13.7
Windsor & Maidenhead	54	5	15	27.3
Wokingham	58	24	17	29.5
<b>South East</b>	<b>3790</b>	<b>610</b>	<b>620</b>	<b>16.4</b>
<b>South West</b>	<b>2430</b>	<b>430</b>	<b>410</b>	<b>16.9</b>
<b>England</b>	<b>26,500</b>	<b>4,440</b>	<b>4,200</b>	<b>15.8</b>



## Change in Turnover Rate of Social Workers at 30th September 2013-2015 (FTE)

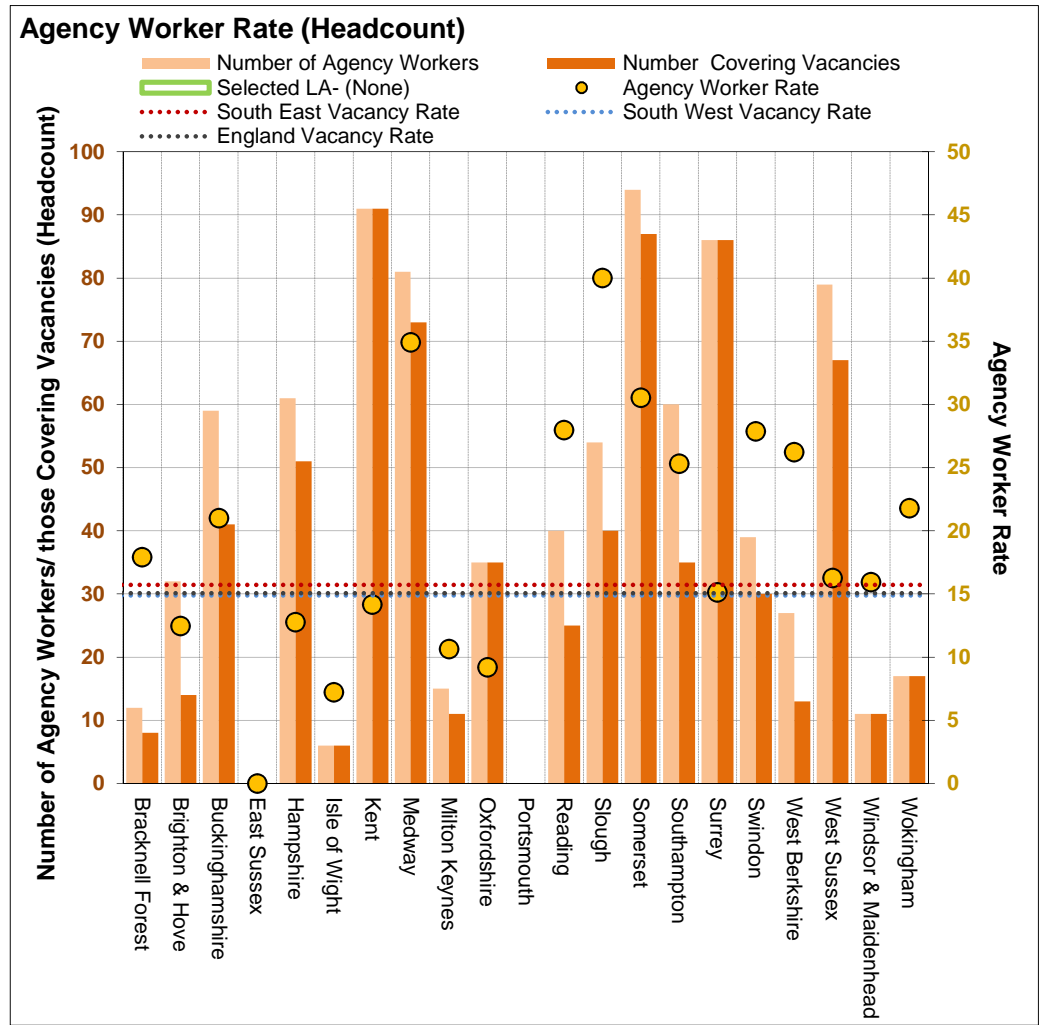
	Turnover Rate (%) 2013	Turnover Rate (%) 2014	Turnover Rate (%) 2015	Trend	Change 2013-2015
Bracknell Forest	24.8	39.6	15.4		-38%
Brighton & Hove	4.0	17.9	15.2		282%
Buckinghamshire	17.4	21.8	13.5		-23%
East Sussex	11.3	10.1	11.7		4%
Hampshire	18.6	15.2	17.6		-5%
Isle of Wight	10.2	27.7	17.3		69%
Kent	19.1	17.4	13.8		-28%
Medway	39.6	16.3	18.8		-52%
Milton Keynes	21.4	18.6	19.0		-11%
Oxfordshire	8.9	8.4	14.0		58%
Portsmouth	10.2	18.4	13.7		35%
Reading	21.2	34.0	18.0		-15%
Slough	44.2	23.2	14.0		-68%
Somerset	14.8	21.2	12.3		-17%
Southampton	16.5	36.2	37.8		129%
Surrey	13.8	13.2	15.4		11%
Swindon	15.8	23.9	26.0		65%
West Berkshire	9.3	36.9	14.4		55%
West Sussex	17.0	18.5	13.7		-19%
Windsor & Maidenhead	47.3	56.6	27.3		-42%
Wokingham	13.2	19.4	29.5		124%
South East	16.6	18.6	16.4		-2%
South West	12.4	15.0	16.9		36%
England	14.7	16.5	15.8		8%



# Agency Worker Rate (Headcount)

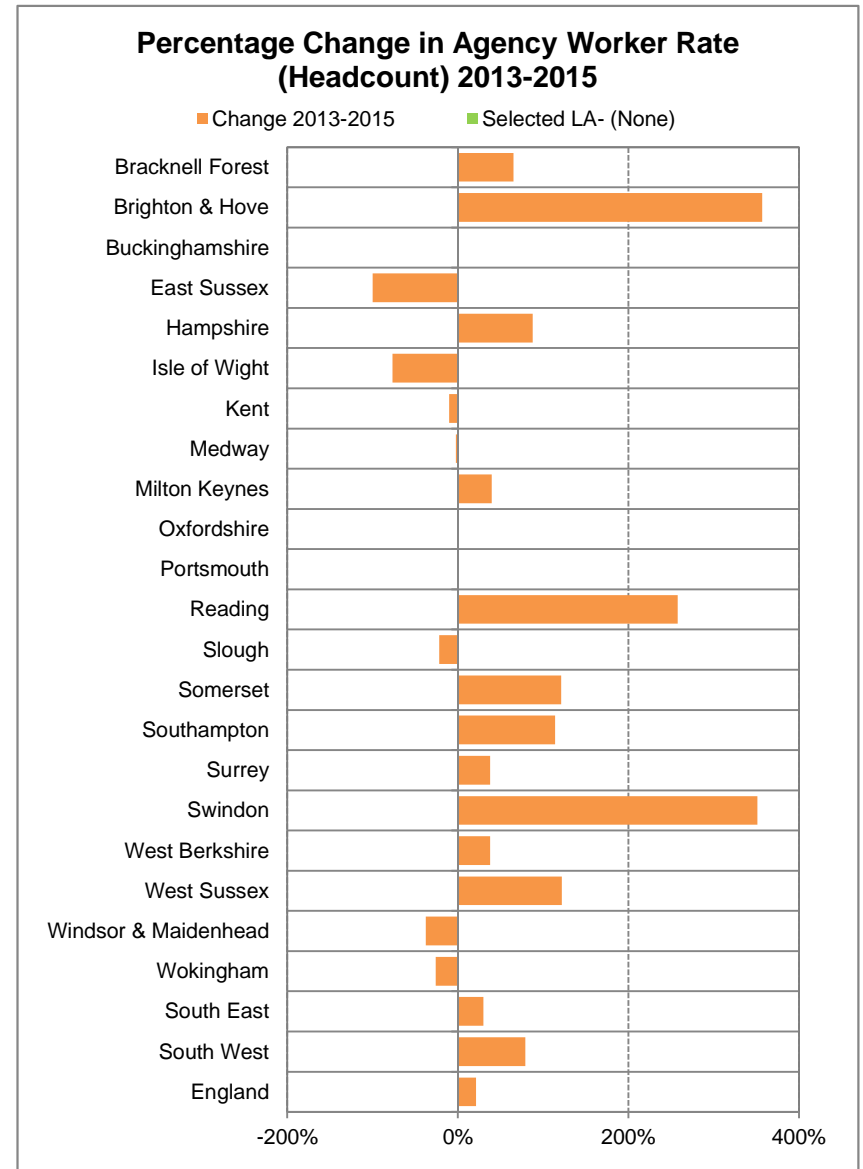
## Agency Worker Rate at 30th September 2015 (Headcount)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	55	12	8	17.9
Brighton & Hove	225	32	14	12.5
Buckinghamshire	222	59	41	21.0
East Sussex	332	0	0	0.0
Hampshire	417	61	51	12.8
Isle of Wight	77	6	6	7.2
Kent	552	91	91	14.2
Medway	151	81	73	34.9
Milton Keynes	126	15	11	10.6
Oxfordshire	346	35	35	9.2
Portsmouth	178	x	x	
Reading	103	40	25	28.0
Slough	81	54	40	40.0
Somerset	214	94	87	30.5
Southampton	177	60	35	25.3
Surrey	483	86	86	15.1
Swindon	101	39	30	27.9
West Berkshire	76	27	13	26.2
West Sussex	407	79	67	16.3
Windsor & Maidenhead	58	11	11	15.9
Wokingham	61	17	17	21.8
<b>South East</b>	<b>4130</b>	<b>770</b>	<b>630</b>	<b>15.7</b>
<b>South West</b>	<b>2690</b>	<b>470</b>	<b>340</b>	<b>14.9</b>
<b>England</b>	<b>28,570</b>	<b>5,070</b>	<b>4,010</b>	<b>15.1</b>



## Change in Agency Worker Rate at 30th September 2013-2015 (Headcount)

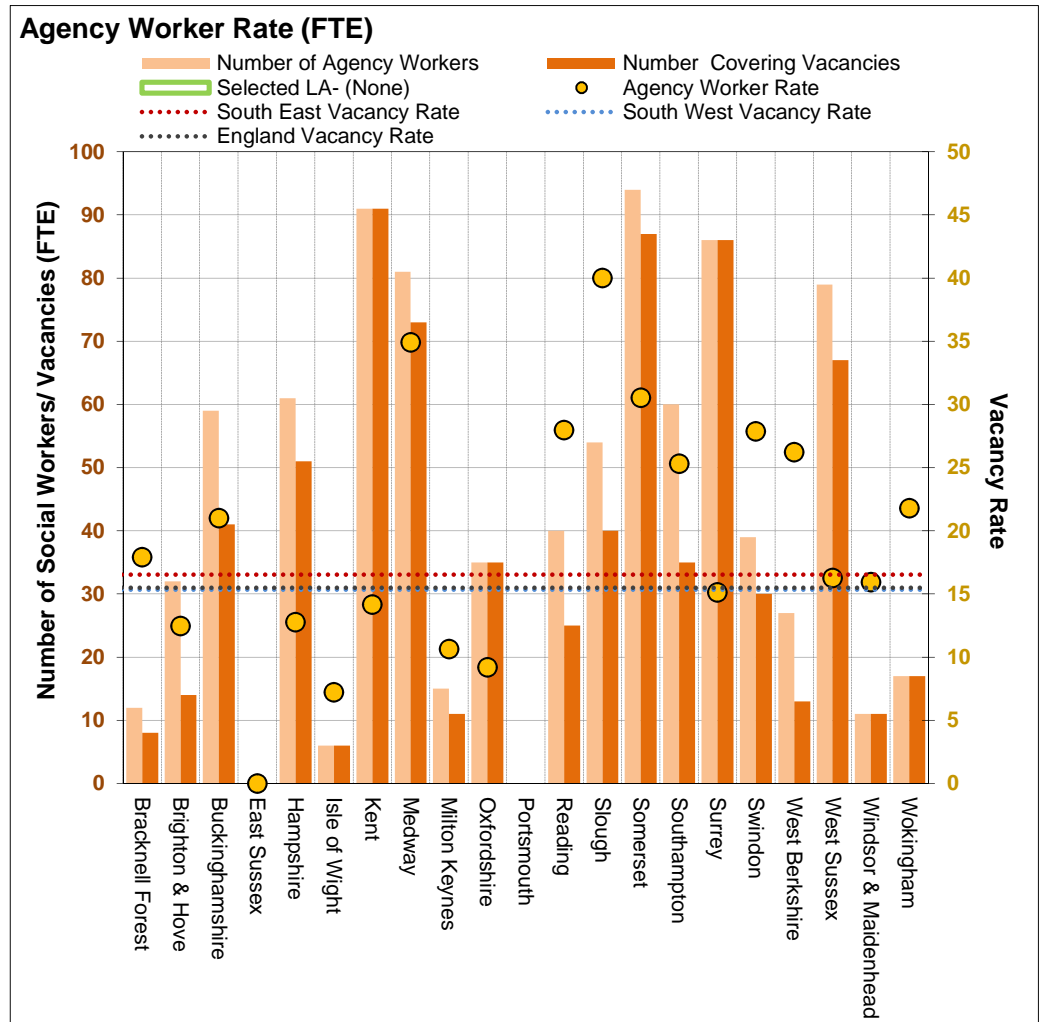
	Agency Worker Rate 2013	Agency Worker Rate 2014	Agency Worker Rate 2015	Trend	Change 2013-2015
Bracknell Forest	10.8	16.7	17.9		65%
Brighton & Hove	2.7	3.5	12.5		357%
Buckinghamshire		27.0	21.0		
East Sussex	0.5	0.9	0.0		-100%
Hampshire	6.8	5.9	12.8		88%
Isle of Wight	30.8	11.0	7.2		-77%
Kent	15.7	15.6	14.2		-10%
Medway	35.7	40.5	34.9		-2%
Milton Keynes	7.6	12.0	10.6		40%
Oxfordshire	0.0	6.7	9.2		
Portsmouth		8.4			
Reading	7.8	26.1	28.0		258%
Slough	51.2	44.3	40.0		-22%
Somerset	13.8	23.0	30.5		121%
Southampton	11.8	16.9	25.3		114%
Surrey	11.0	10.2	15.1		38%
Swindon	6.2	7.4	27.9		351%
West Berkshire	19.0	33.3	26.2		38%
West Sussex	7.3		16.3		122%
Windsor & Maidenhead	25.6	29.4	15.9		-38%
Wokingham	29.4	23.5	21.8		-26%
South East	12.1	14.5	15.7		30%
South West	8.3	11.1	14.9		79%
England	12.4	14.2	15.1		21%



# Agency Worker Rate (FTE)

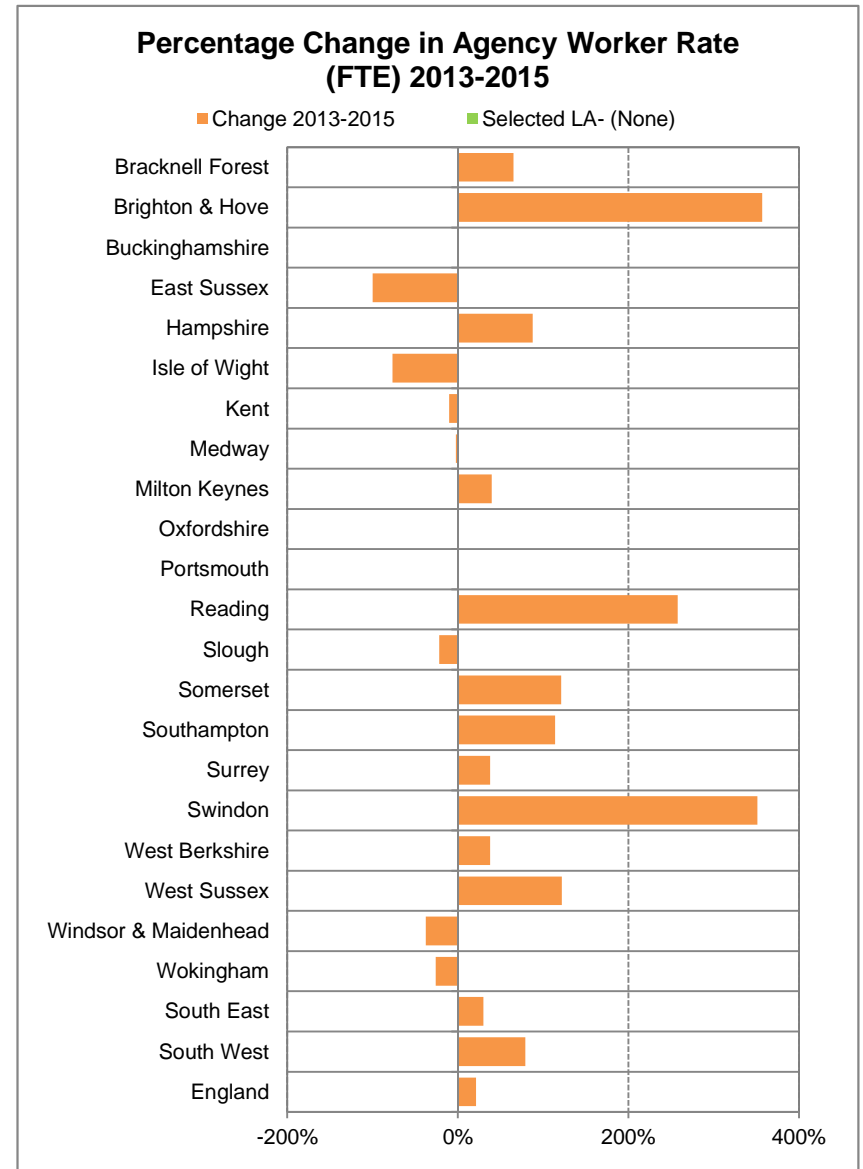
## Agency Worker Rate of Social Workers, Year ending 30th September 2015 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	52	11	8	17.2
Brighton & Hove	202	32	14	13.6
Buckinghamshire	208	47	38	18.3
East Sussex	305	0	0	0.0
Hampshire	389	60	51	13.3
Isle of Wight	74	6	6	7.5
Kent	513	90	90	15.0
Medway	144	80	72	35.7
Milton Keynes	121	15	11	11.1
Oxfordshire	284	35	35	11.0
Portsmouth	168	x	x	
Reading	95	38	22	28.3
Slough	77	54	40	41.1
Somerset	198	90	84	31.3
Southampton	164	60	34	26.7
Surrey	438	86	86	16.4
Swindon	92	38	29	29.1
West Berkshire	72	26	13	26.4
West Sussex	375	79	67	17.4
Windsor & Maidenhead	54	11	11	16.8
Wokingham	58	17	17	22.8
<b>South East</b>	<b>3790</b>	<b>750</b>	<b>620</b>	<b>16.5</b>
<b>South West</b>	<b>2430</b>	<b>440</b>	<b>310</b>	<b>15.3</b>
<b>England</b>	<b>26,500</b>	<b>4,860</b>	<b>3,850</b>	<b>15.5</b>



## Change in Agency Worker Rate at 30th September 2013-2015 (FTE)

	Agency Worker Rate 2013	Agency Worker Rate 2014	Agency Worker Rate 2015	Trend	Change 2013-2015
Bracknell Forest	10.8	17.7	17.2		58%
Brighton & Hove	2.7	3.9	13.6		400%
Buckinghamshire	..	28.4	18.3		
East Sussex	0.5	1.0	0.0		-100%
Hampshire	6.8	6.4	13.3		95%
Isle of Wight	30.8	11.3	7.5		-76%
Kent	15.7	16.2	15.0		-5%
Medway	35.7	41.6	35.7		0%
Milton Keynes	7.6	12.3	11.1		45%
Oxfordshire	0.0	8.2	11.0		
Portsmouth	..	7.8			
Reading	7.8	27.4	28.3		262%
Slough	51.2	45.6	41.1		-20%
Somerset	13.8	24.3	31.3		127%
Southampton	11.8	17.3	26.7		126%
Surrey	11.0	11.5	16.4		50%
Swindon	6.2	7.0	29.1		371%
West Berkshire	19.0	33.1	26.4		39%
West Sussex	7.3	12.2	17.4		137%
Windsor & Maidenhead	25.6	31.4	16.8		-34%
Wokingham	29.4	24.5	22.8		-23%
South East	12.1	15.5	16.5		37%
South West	8.3	11.7	15.3		85%
England	12.4	14.9	15.5		25%

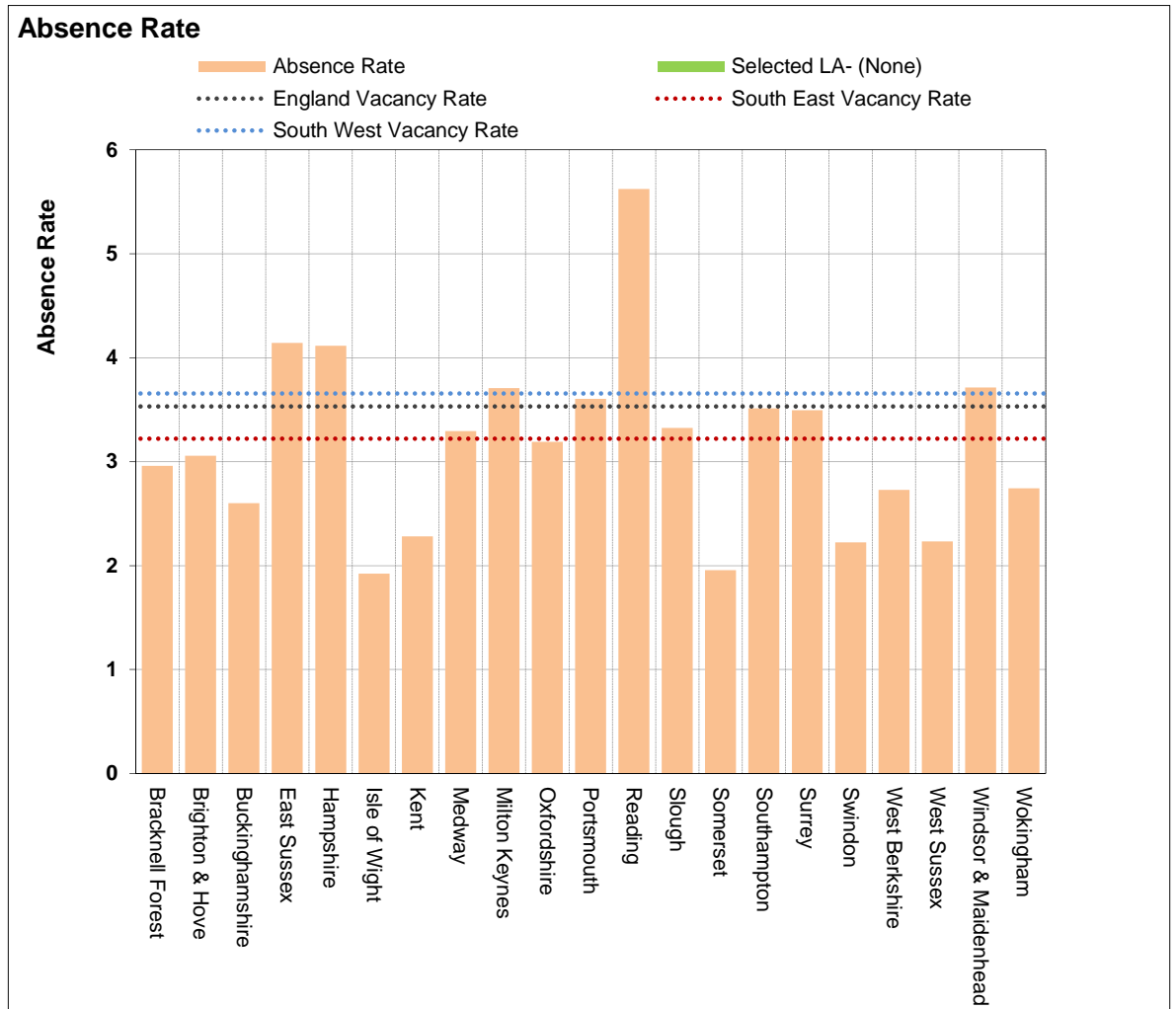




# Absence Rate

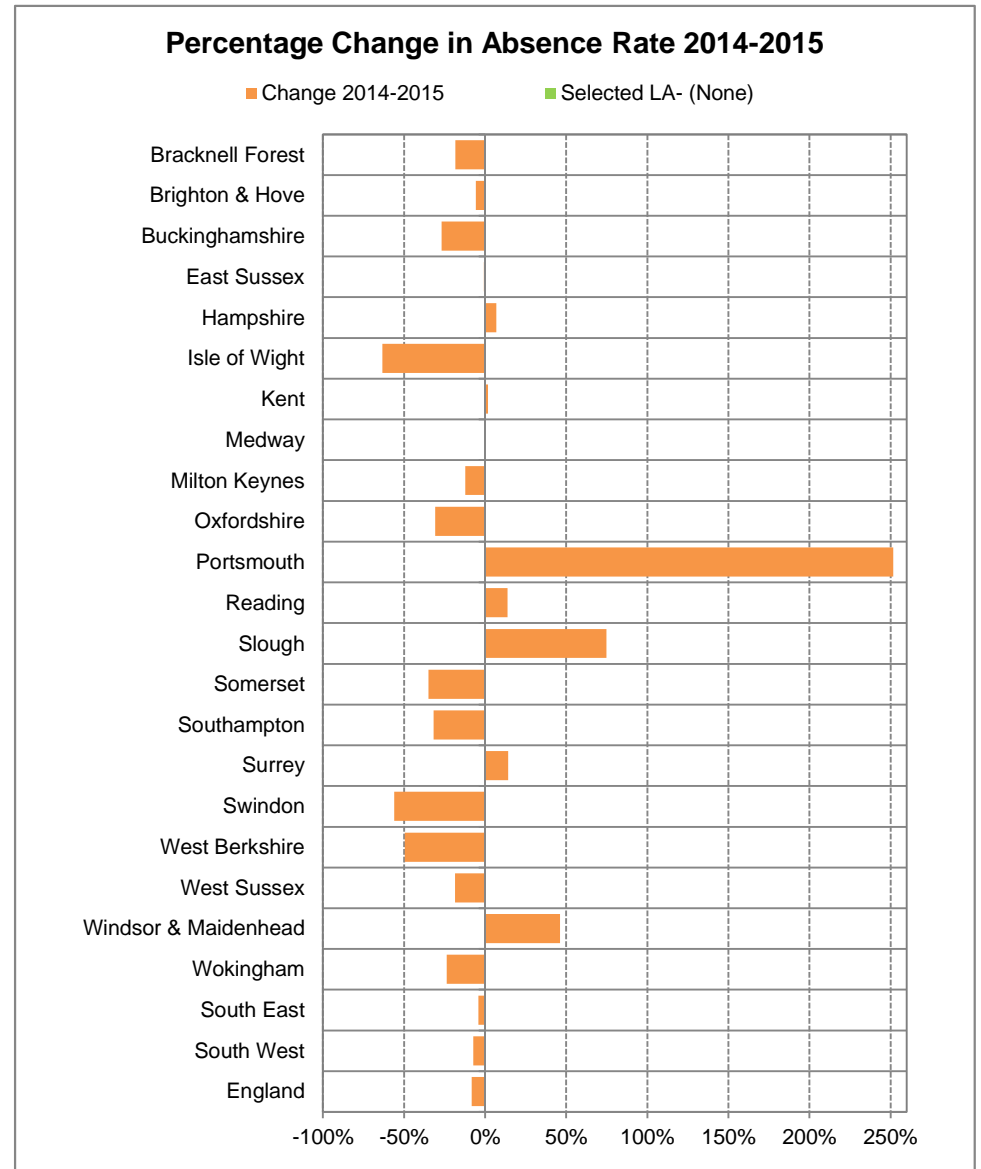
## Absence Rate in year ending 30th September 2015

	Number of FTE Social Workers	Days Lost to Sickness Absence	Absence Rate
Bracknell Forest	52	390	3.0
Brighton & Hove	202	1560	3.1
Buckinghamshire	208	1370	2.6
East Sussex	305	3200	4.1
Hampshire	389	4050	4.1
Isle of Wight	74	360	1.9
Kent	513	2960	2.3
Medway	144	1200	3.3
Milton Keynes	121	1130	3.7
Oxfordshire	284	2290	3.2
Portsmouth	168	1530	3.6
Reading	95	1350	5.6
Slough	77	650	3.3
Somerset	198	980	2.0
Southampton	164	1460	3.5
Surrey	438	3870	3.5
Swindon	92	520	2.2
West Berkshire	72	500	2.7
West Sussex	375	2120	2.2
Windsor & Maidenhead	54	510	3.7
Wokingham	58	400	2.7
<b>South East</b>	<b>3790</b>	<b>30890</b>	<b>3.2</b>
<b>South West</b>	<b>2430</b>	<b>22480</b>	<b>3.7</b>
<b>England</b>	<b>26,500</b>	<b>236,760</b>	<b>3.5</b>



## Change in Absence Rate in year ending 30th September 2014-2015

	Absence Rate 2014	Absence Rate 2015	Change 2014-2015
Bracknell Forest	3.6	3.0	-18%
Brighton & Hove	3.2	3.1	-6%
Buckinghamshire	3.6	2.6	-27%
East Sussex	4.2	4.1	-1%
Hampshire	3.8	4.1	7%
Isle of Wight	5.3	1.9	-63%
Kent	2.2	2.3	2%
Medway	3.3	3.3	0%
Milton Keynes	4.2	3.7	-12%
Oxfordshire	4.6	3.2	-31%
Portsmouth	1.0	3.6	252%
Reading	4.9	5.6	14%
Slough	1.9	3.3	75%
Somerset	3.0	2.0	-35%
Southampton	5.1	3.5	-32%
Surrey	3.1	3.5	14%
Swindon	5.1	2.2	-56%
West Berkshire	5.4	2.7	-50%
West Sussex	2.7	2.2	-18%
Windsor & Maidenhead	2.5	3.7	46%
Wokingham	3.6	2.7	-24%
South East	3.4	3.2	-4%
South West	3.9	3.7	-7%
England	3.9	3.5	-8%



## Age (Headcount)

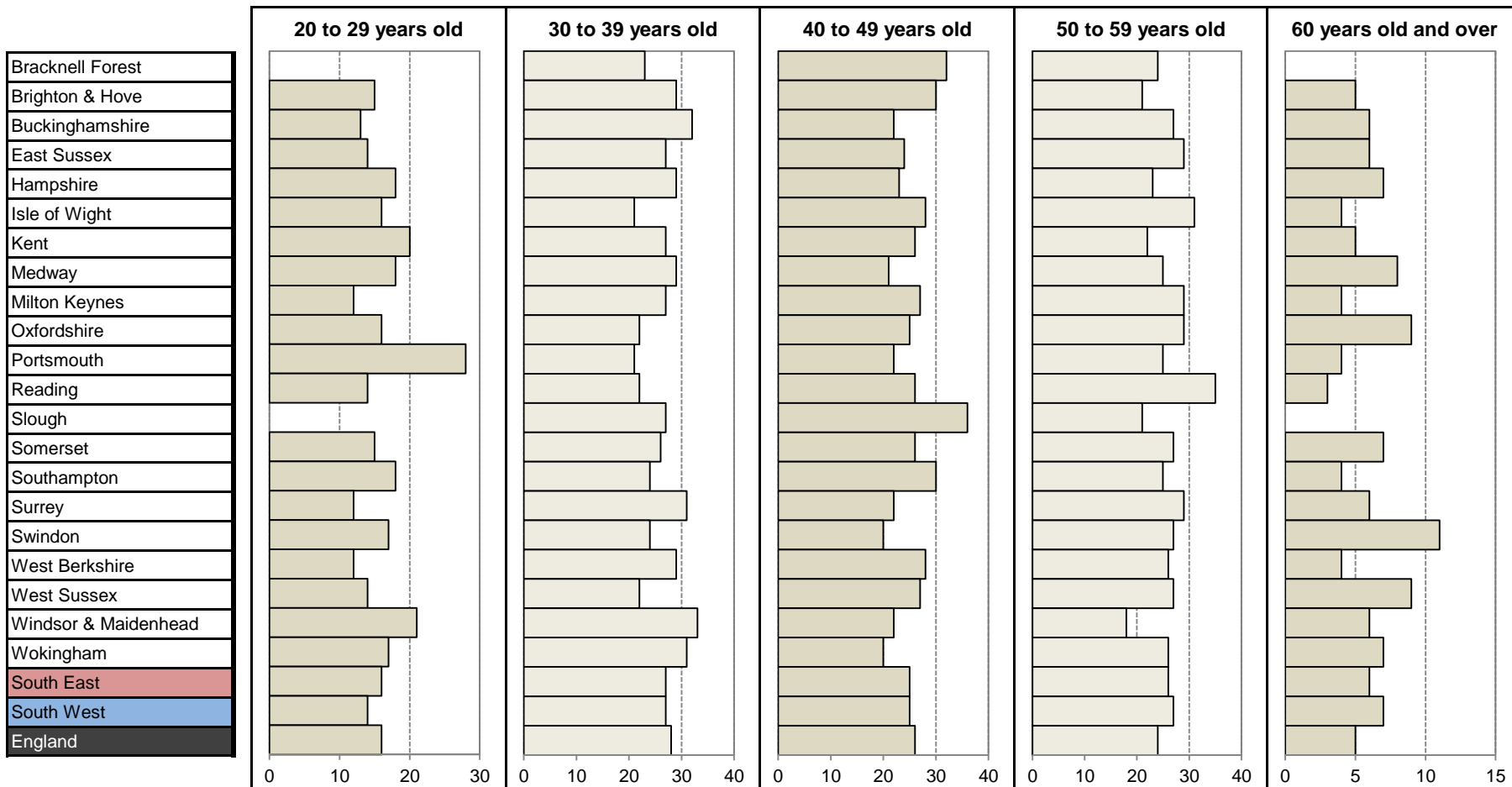
## Children's Social Care Benchmarking

### Age breakdown of Social Care Workforce at 30th September 2015 (Headcount)

	Number of Social Workers* (Headcount)	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	x	13	18	13	x	x	24	33	24	x
Brighton & Hove	225	32	67	69	44	13	14	30	31	20	6
Buckinghamshire	222	28	73	47	59	15	13	33	21	27	7
East Sussex	332	47	92	81	91	21	14	28	24	27	6
Hampshire	417	70	124	97	96	30	17	30	23	23	7
Isle of Wight	77	12	16	22	24	3	16	21	29	31	4
Kent	552	103	149	144	122	34	19	27	26	22	6
Medway	151	27	44	31	37	12	18	29	21	25	8
Milton Keynes	126	15	35	34	37	5	12	28	27	29	4
Oxfordshire	346	50	79	89	97	31	14	23	26	28	9
Portsmouth	178	49	37	41	43	8	28	21	23	24	4
Reading	103	14	22	29	35	3	14	21	28	34	3
Slough	81	x	22	29	17	x	x	27	36	21	x
Somerset	214	29	56	54	58	17	14	26	25	27	8
Southampton	177	30	43	53	44	7	17	24	30	25	4
Surrey	483	53	153	110	136	31	11	32	23	28	6
Swindon	101	17	24	21	27	12	17	24	21	27	12
West Berkshire	76	9	24	21	19	3	12	32	28	25	4
West Sussex	407	54	94	109	109	41	13	23	27	27	10
Windsor & Maidenhead	58	12	19	13	11	3	21	33	22	19	5
Wokingham	61	10	19	12	16	4	16	31	20	26	7
South East	4130	640	1130	1050	1050	270	15	27	25	25	6
South West	2660	340	730	660	710	220	13	27	25	26	8
England	28,540	4,390	8,250	7,410	6,850	1640	15	29	26	24	6

\*Excludes those where no Age data is available- 30 for South West and 30 for England

## Age breakdown of Social Care Workforce at 30th September 2015 (Headcount)



## Age (FTE)

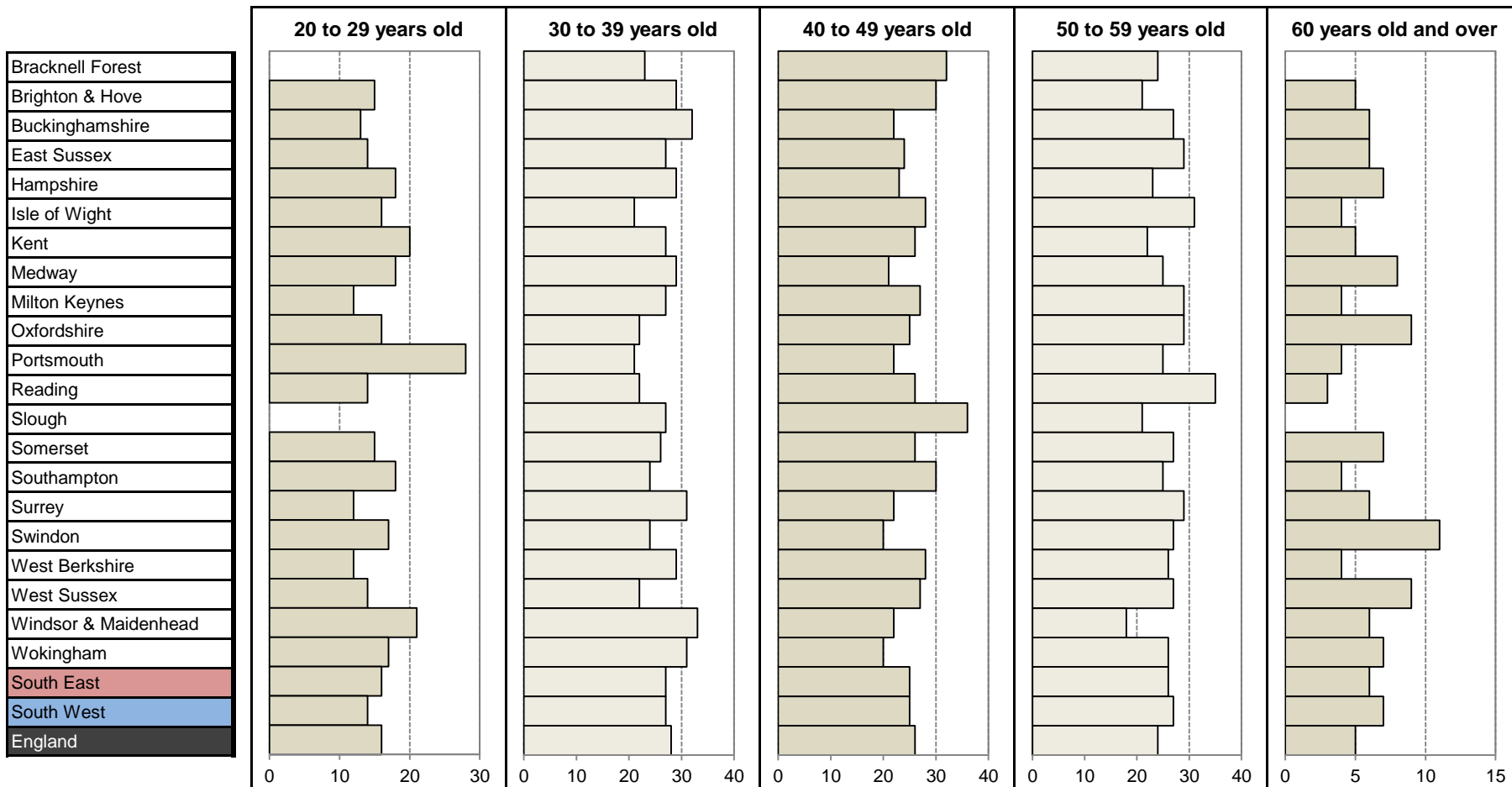
## Children's Social Care Benchmarking

### Age breakdown of Social Care Workforce at 30th September 2015 (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	52	x	12.2	16.7	12.4	x	x	23	32	24	x
Brighton & Hove	202	31.2	59.2	59.9	42.3	9.2	15	29	30	21	5
Buckinghamshire	208	27.5	67.2	45.1	56.0	12.3	13	32	22	27	6
East Sussex	305	43.3	83.9	73.1	87.1	18.1	14	27	24	29	6
Hampshire	389	68.3	114.5	91.0	88.8	26.4	18	29	23	23	7
Isle of Wight	74	11.6	15.6	20.6	23.2	3.0	16	21	28	31	4
Kent	513	100.7	137.5	135.0	114.1	25.9	20	27	26	22	5
Medway	144	26.4	41.1	29.6	35.6	11.2	18	29	21	25	8
Milton Keynes	121	15.0	32.8	32.8	35.5	4.4	12	27	27	29	4
Oxfordshire	284	45.2	61.0	70.8	82.3	24.4	16	22	25	29	9
Portsmouth	168	47.4	34.8	37.4	41.4	6.9	28	21	22	25	4
Reading	95	12.9	21.2	24.6	33.2	3.0	14	22	26	35	3
Slough	77	x	21.1	27.6	16.4	x	x	27	36	21	x
Somerset	198	28.9	50.8	50.6	53.5	14.1	15	26	26	27	7
Southampton	164	28.8	38.8	48.8	41.6	6.3	18	24	30	25	4
Surrey	438	53.0	135.9	96.6	126.6	25.7	12	31	22	29	6
Swindon	92	15.9	22.2	18.9	25.0	10.4	17	24	20	27	11
West Berkshire	72	9.0	21.3	20.5	18.5	3.0	12	29	28	26	4
West Sussex	375	53.2	84.0	100.8	101.8	35.5	14	22	27	27	9
Windsor & Maidenhead	54	11.5	18.1	12.0	9.8	3.0	21	33	22	18	6
Wokingham	58	9.6	17.6	11.2	15.1	4.0	17	31	20	26	7
South East	3790	620.0	1020.0	950.0	980.0	220.0	16	27	25	26	6
South West	2400	330.0	650.0	600.0	650.0	180.0	14	27	25	27	7
England	26,250	4250.0	7500.0	6790.0	6340.0	1360.0	16	28	26	24	5

\*Excludes those where no Age data is available- 30 for South West and 250 for England

## Age breakdown of Social Care Workforce at 30th September 2015 (FTE)



## Time in Service (Headcount)

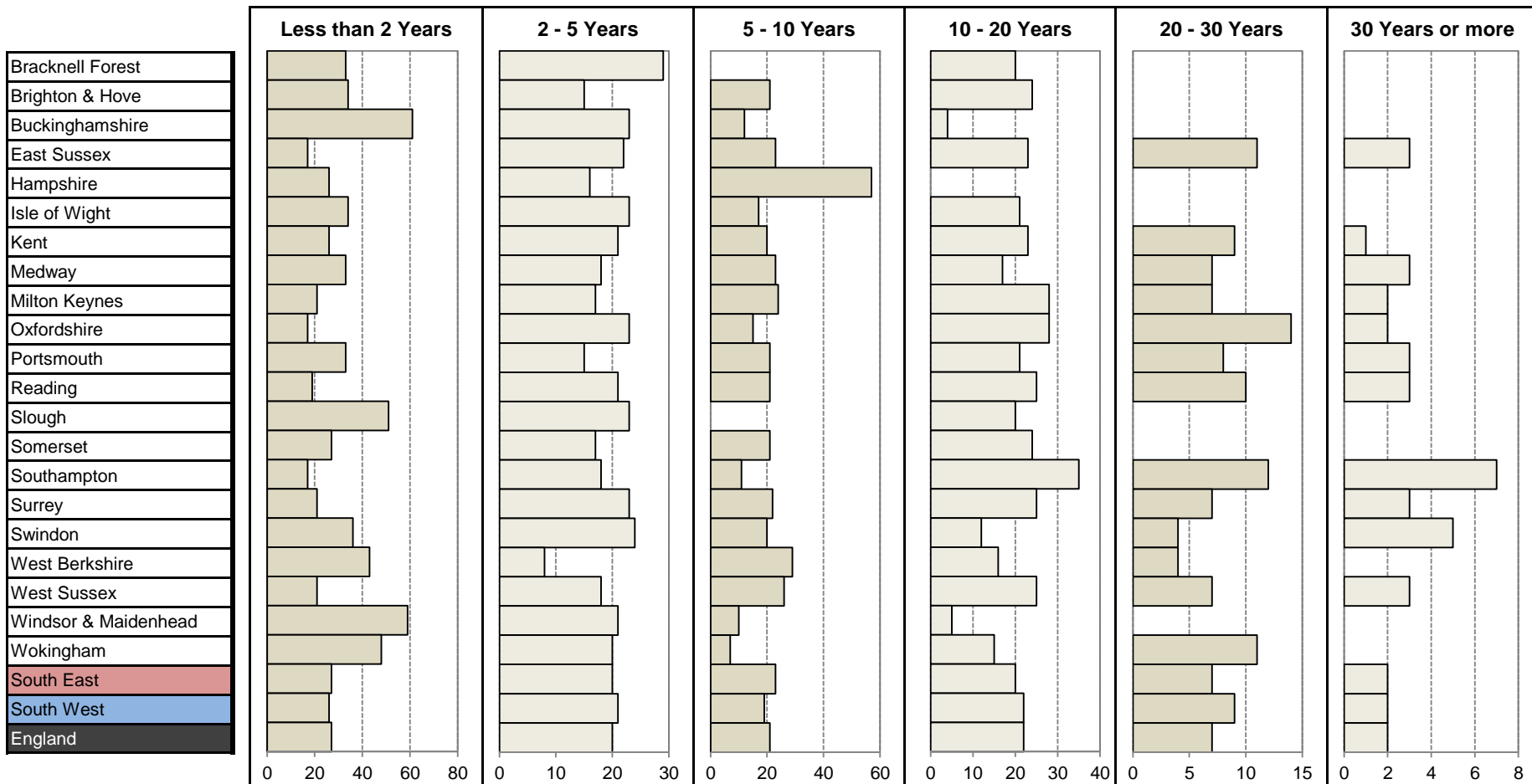
## Children's Social Care Benchmarking

### Time in Service of Social Care Workforce at 30th September 2015 (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	55	18	16	x	11	x	0	33	29	x	20	x	0
Brighton & Hove	225	77	33	48	54	x	x	34	15	21	24	x	x
Buckinghamshire	222	135	51	27	9	0	0	61	23	12	4	0	0
East Sussex	332	57	73	77	77	38	10	17	22	23	23	11	3
Hampshire	417	110	68	239	0	0	0	26	16	57	0	0	0
Isle of Wight	77	26	18	13	16	x	x	34	23	17	21	x	x
Kent	552	144	116	108	125	52	7	26	21	20	23	9	1
Medway	151	50	27	34	25	11	4	33	18	23	17	7	3
Milton Keynes	126	27	22	30	35	9	3	21	17	24	28	7	2
Oxfordshire	346	59	80	53	98	48	8	17	23	15	28	14	2
Portsmouth	178	58	26	37	37	14	6	33	15	21	21	8	3
Reading	103	20	22	22	26	10	3	19	21	21	25	10	3
Slough	81	41	19	x	16	x	0	51	23	x	20	x	0
Somerset	214	57	37	46	52	x	x	27	17	21	24	x	x
Southampton	177	30	32	20	62	21	12	17	18	11	35	12	7
Surrey	483	100	113	105	120	32	13	21	23	22	25	7	3
Swindon	101	36	24	20	12	4	5	36	24	20	12	4	5
West Berkshire	76	33	6	22	12	3	0	43	8	29	16	4	0
West Sussex	407	84	75	106	103	27	12	21	18	26	25	7	3
Windsor & Maidenhead	58	34	12	6	3	x	x	59	21	10	5	x	x
Wokingham	61	29	12	4	9	7	0	48	20	7	15	11	0
South East	4130	1130	820	960	840	290	80	27	20	23	20	7	2
South West	2650	700	560	520	600	230	50	26	21	19	22	9	2
England	28,530	7,820	5,670	6,090	6,270	2030	650	27	20	21	22	7	2

\*Excludes those where no Age data is available- 30 for South West and 40 for England

## Time in Service of Social Care Workforce at 30th September 2015 (Headcount)





## Time in Service (FTE)

## Children's Social Care Benchmarking

### Time in Service of Social Care Workforce at 30th September 2015 (FTE)

	Number of FTE Social Workers*	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	52	17	15	x	11	x	0	33	29	x	21	x	0
Brighton & Hove	202	74	31	41	45	x	x	37	15	20	22	x	x
Buckinghamshire	208	128	47	25	8	0	0	61	23	12	4	0	0
East Sussex	305	54	67	69	70	36	10	18	22	23	23	12	3
Hampshire	389	107	64	218	0	0	0	28	16	56	0	0	0
Isle of Wight	74	26	18	11	16	x	x	34	24	15	21	x	x
Kent	513	141	108	99	114	44	7	28	21	19	22	9	1
Medway	144	50	26	30	24	11	4	35	18	21	17	7	3
Milton Keynes	121	27	20	30	33	8	3	22	16	25	27	7	2
Oxfordshire	284	51	66	42	82	37	7	18	23	15	29	13	2
Portsmouth	168	57	23	35	34	14	6	34	14	21	20	8	4
Reading	95	19	21	20	23	10	2	19	23	21	24	11	2
Slough	77	40	18	x	15	x	0	52	23	x	19	x	0
Somerset	198	55	33	43	47	x	x	28	17	22	24	x	x
Southampton	164	29	31	18	57	19	10	17	19	11	35	12	6
Surrey	438	96	104	95	104	28	12	22	24	22	24	6	3
Swindon	92	35	23	17	10	4	4	37	25	18	10	4	5
West Berkshire	72	32	5	21	11	3	0	45	7	28	15	4	0
West Sussex	375	82	71	97	90	26	10	22	19	26	24	7	3
Windsor & Maidenhead	54	32	11	6	x	x	x	59	20	11	x	x	x
Wokingham	58	28	10	4	9	7	0	49	18	6	15	11	0
South East	3790	1090	760	870	750	260	70	29	20	23	20	7	2
South West	2390	650	510	450	530	200	40	27	21	19	22	8	2
England	26,240	7430	5280	5490	5650	1820	570	28	20	21	21	7	2

\*Excludes those where no Age data is available- 40 for South West and 260 for England

## Time in Service of Social Care Workforce at 30th September 2015 (FTE)

