

# Children's Social Care Benchmarking Sector-Led Improvement

## CSC Workforce Data (Public)

Year ending September 2016

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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](mailto:CS.DataManagement@eastsussex.gov.uk) or on 01273 335931.

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








Click the  icon on the home page to return to this page.

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.

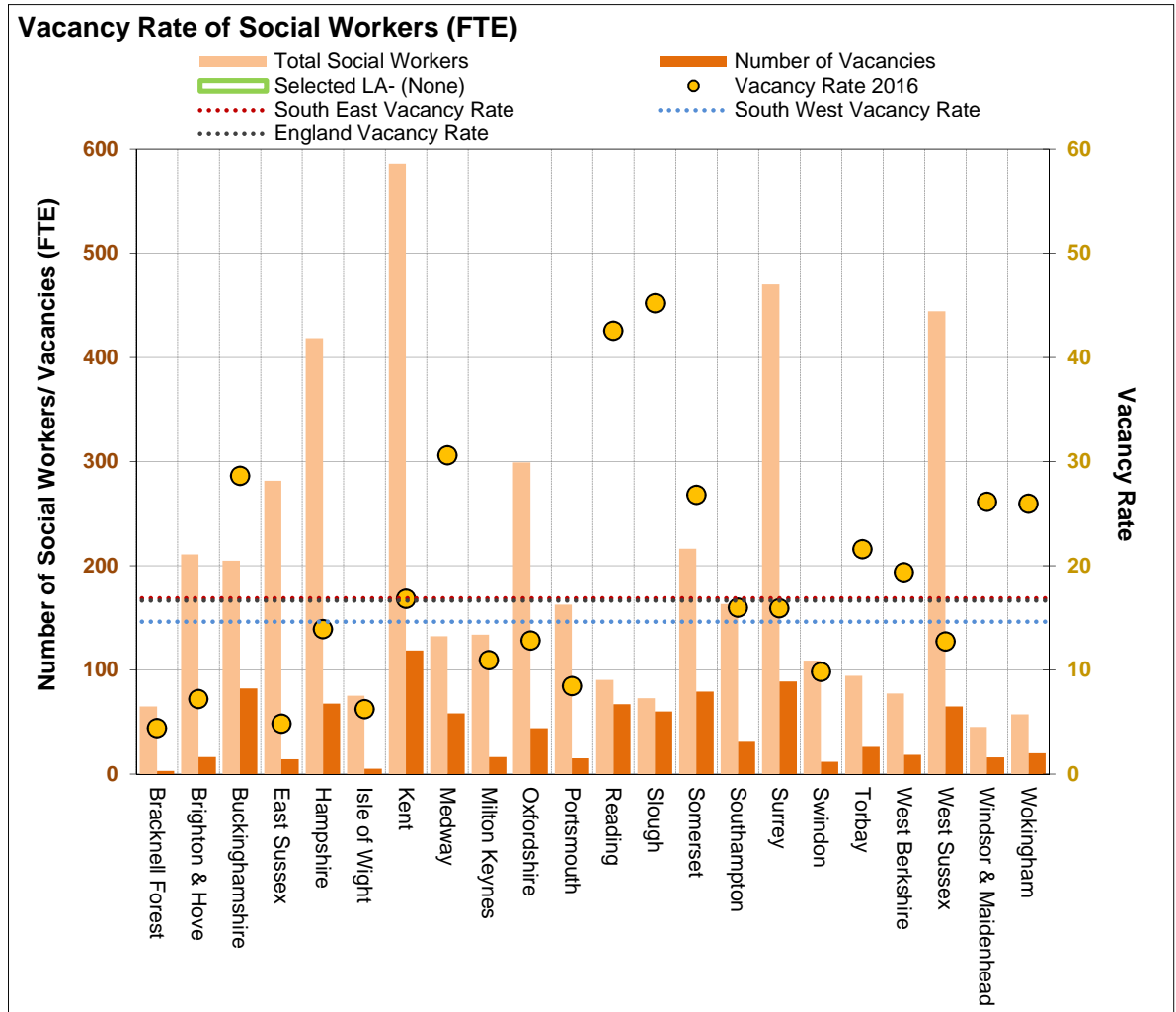
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# Social Worker Vacancies

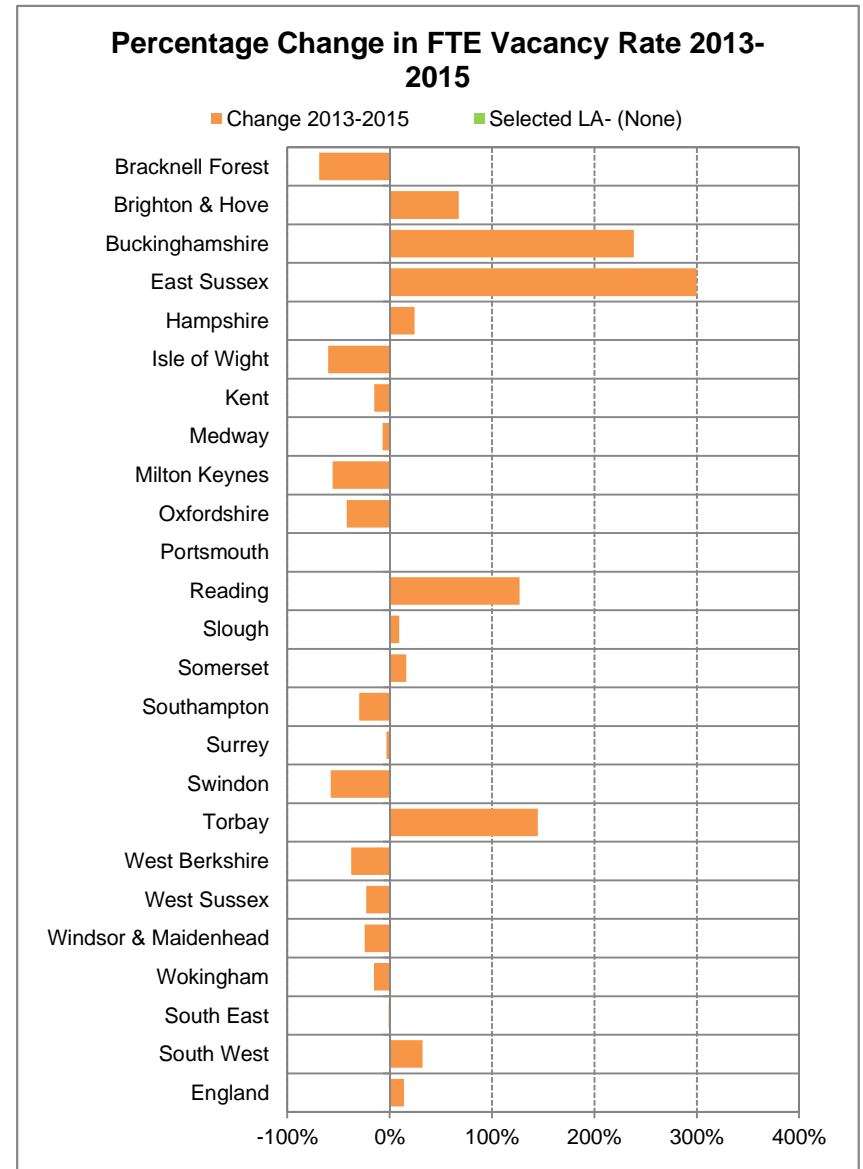
## Vacancy Rate of Social Workers at 30th September 2016 (FTE)

	Total Social Workers	Number of Vacancies	Vacancy Rate 2016
Bracknell Forest	65.0	3.0	4.4
Brighton & Hove	210.8	16.4	7.2
Buckinghamshire	204.8	82.2	28.6
East Sussex	281.6	14.3	4.8
Hampshire	418.6	67.7	13.9
Isle of Wight	75.1	5.0	6.2
Kent	586.1	118.5	16.8
Medway	132.3	58.4	30.6
Milton Keynes	133.8	16.4	10.9
Oxfordshire	299.4	44.0	12.8
Portsmouth	162.6	15.0	8.4
Reading	90.4	67.0	42.6
Slough	72.7	60.0	45.2
Somerset	216.5	79.3	26.8
Southampton	163.2	31.0	16.0
Surrey	470.2	89.0	15.9
Swindon	108.9	11.8	9.8
Torbay	94.4	26.0	21.6
West Berkshire	77.4	18.6	19.4
West Sussex	444.4	64.9	12.7
Windsor & Maidenhead	45.2	16.0	26.1
Wokingham	57.4	20.1	26.0
<b>South East</b>	<b>3,990</b>	<b>810</b>	<b>16.9</b>
<b>South West</b>	<b>2,510</b>	<b>430</b>	<b>14.6</b>
<b>England</b>	<b>27,700</b>	<b>5,540</b>	<b>16.7</b>



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

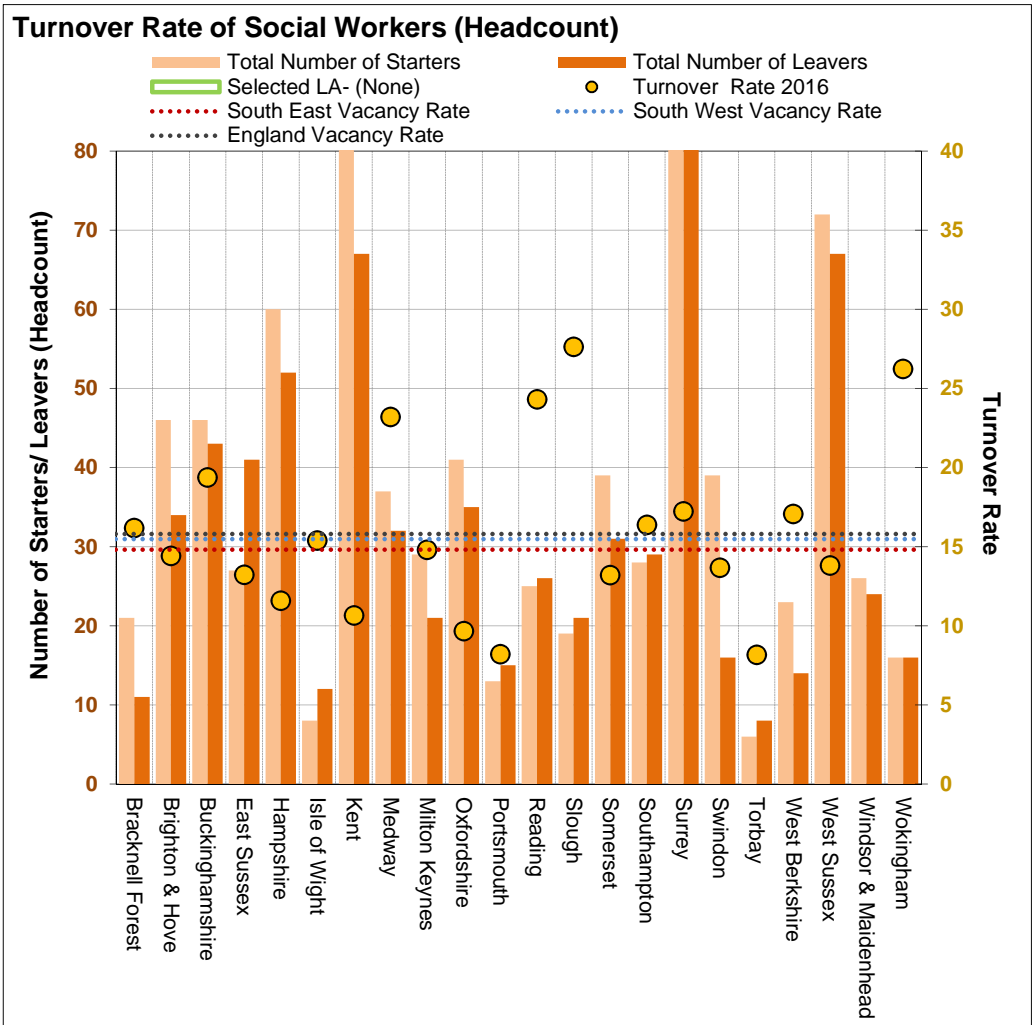
	Vacancy Rate (%) 2014	Vacancy Rate (%) 2015	Vacancy Rate (%) 2016	Trend	Change 2013-2015
Bracknell Forest	14.1	13.3	4.4		-69%
Brighton & Hove	4.3	5.6	7.2		67%
Buckinghamshire	8.5	33.3	28.6		239%
East Sussex	1.2	2.4	4.8		300%
Hampshire	11.2	13.4	13.9		25%
Isle of Wight	15.6	9.8	6.2		-60%
Kent	19.8	19.8	16.8		-15%
Medway	32.8	37.1	30.6		-7%
Milton Keynes	24.7	21.0	10.9		-56%
Oxfordshire	22.1	13.4	12.8		-42%
Portsmouth		2.9	8.4		
Reading	18.8	18.8	42.6		127%
Slough	41.3	35.2	45.2		10%
Somerset	23.1	35.1	26.8		16%
Southampton	22.7	20.3	16.0		-30%
Surrey	16.4	24.4	15.9		-3%
Swindon	23.1	28.6	9.8		-57%
Torbay	8.8	18.4	21.6		145%
West Berkshire	31.0	19.1	19.4		-37%
West Sussex	16.5	21.4	12.7		-23%
Windsor & Maidenhead	34.5	31.5	26.1		-24%
Wokingham	30.7	25.3	26.0		-15%
South East	17	19	17		-1%
South West	11	18	15		32%
England	15	17	17		14%



# Social Worker Turnover (Headcount)

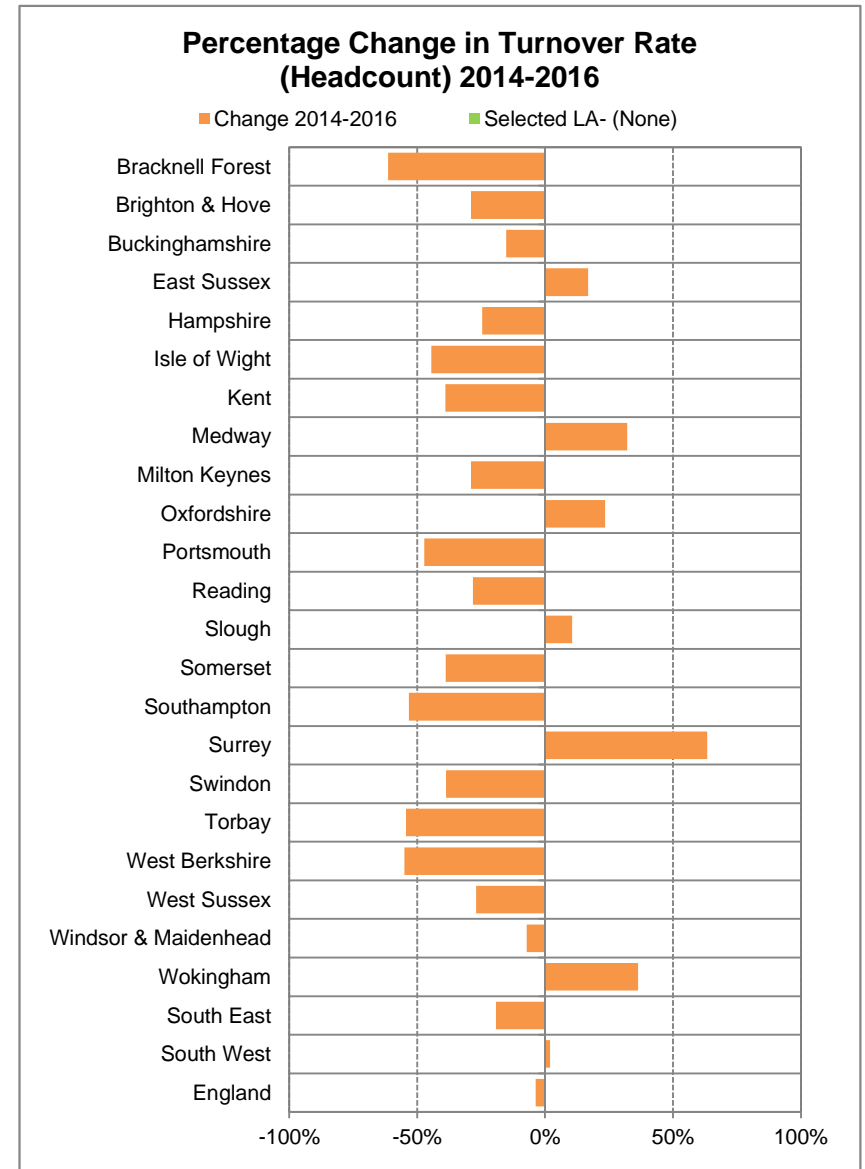
Turnover Rate of Social Workers, Year ending 30th September 2016 (Headcount)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2016
Bracknell Forest	68	21	11	16.2
Brighton & Hove	236	46	34	14.4
Buckinghamshire	222	46	43	19.4
East Sussex	310	27	41	13.2
Hampshire	449	60	52	11.6
Isle of Wight	78	8	12	15.4
Kent	629	108	67	10.7
Medway	138	37	32	23.2
Milton Keynes	142	29	21	14.8
Oxfordshire	362	41	35	9.7
Portsmouth	183	13	15	8.2
Reading	107	25	26	24.3
Slough	76	19	21	27.6
Somerset	235	39	31	13.2
Southampton	177	28	29	16.4
Surrey	534	92	92	17.2
Swindon	117	39	16	13.7
Torbay	98	6	8	8.2
West Berkshire	82	23	14	17.1
West Sussex	485	72	67	13.8
Windsor & Maidenhead	49	26	24	49.0
Wokingham	61	16	16	26.2
South East	4390	740	650	14.8
South West	2780	520	430	15.5
England	29,930	4,990	4,730	15.8



## Change in Turnover Rate of Social Workers at 30th September 2014-2016 (Headcount)

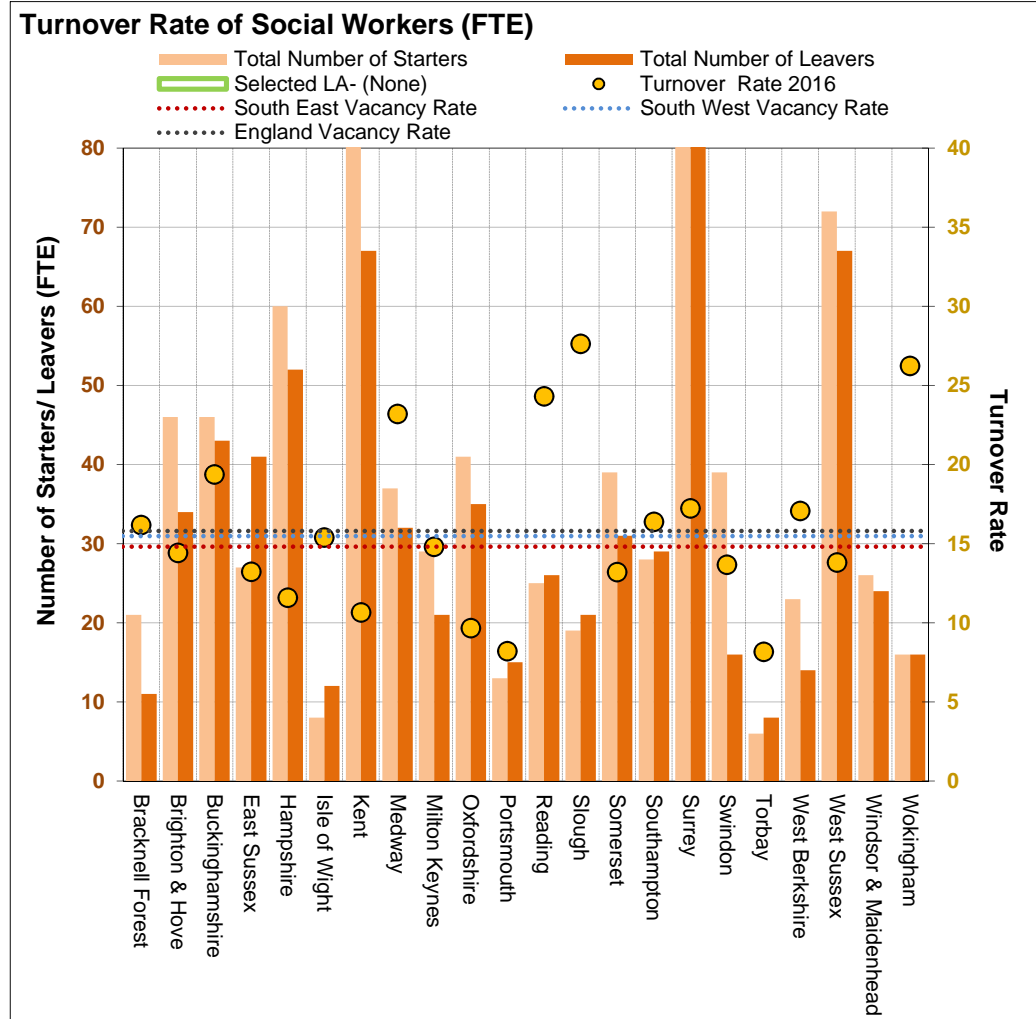
	Turnover Rate (%) 2014	Turnover Rate (%) 2015	Turnover Rate (%) 2016	Trend	Change 2014-2016
Bracknell Forest	41.8	14.5	16.2		-61%
Brighton & Hove	20.3	16.0	14.4		-29%
Buckinghamshire	22.8	14.0	19.4		-15%
East Sussex	11.3	12.0	13.2		17%
Hampshire	15.4	18.2	11.6		-25%
Isle of Wight	27.7	16.9	15.4		-44%
Kent	17.5	13.9	10.7		-39%
Medway	17.6	18.5	23.2		32%
Milton Keynes	20.8	19.0	14.8		-29%
Oxfordshire	7.8	14.5	9.7		23%
Portsmouth	15.5	14.0	8.2		-47%
Reading	33.8	19.4	24.3		-28%
Slough	25.0	14.8	27.6		11%
Somerset	21.6	12.1	13.2		-39%
Southampton	35.0	35.0	16.4		-53%
Surrey	10.5	15.3	17.2		63%
Swindon	22.3	26.7	13.7		-39%
Torbay	17.9	14.0	8.2		-54%
West Berkshire	37.9	15.8	17.1		-55%
West Sussex	18.9	14.3	13.8		-27%
Windsor & Maidenhead	52.8	25.9	49.0		-7%
Wokingham	19.2	27.9	26.2		36%
South East	18.3	16.5	14.8		-19%
South West	15.2	18.2	15.5		2%
England	16.4	16.0	15.8		-4%



# Social Worker Turnover (FTE)

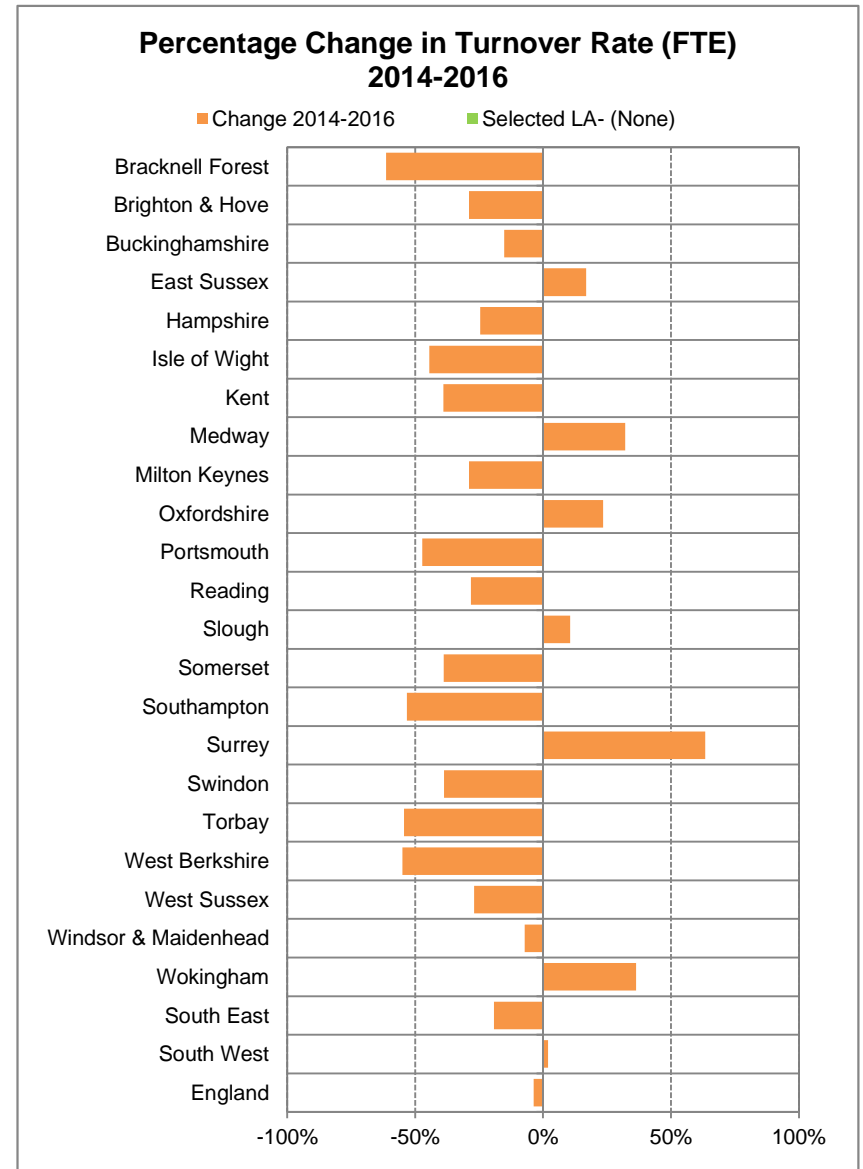
## Turnover Rate of Social Workers, Year ending 30th September 2016 (FTE)

	Total Social Workers	Total Number of Starters	Total Number of Leavers	Turnover Rate 2016
Bracknell Forest	65.0	20.8	11.0	16.9
Brighton & Hove	210.8	42.6	31.1	14.7
Buckinghamshire	204.8	44.3	39.5	19.3
East Sussex	281.6	22.7	36.5	12.9
Hampshire	418.6	58.0	47.9	11.4
Isle of Wight	75.1	8.0	11.5	15.3
Kent	586.1	103.2	58.5	10.0
Medway	132.3	36.0	30.6	23.1
Milton Keynes	133.8	28.0	19.3	14.4
Oxfordshire	299.4	36.5	25.5	8.5
Portsmouth	162.6	9.4	13.9	8.5
Reading	90.4	24.5	25.2	27.9
Slough	72.7	19.0	21.0	28.9
Somerset	216.5	36.2	26.7	12.3
Southampton	163.2	27.3	28.1	17.2
Surrey	470.2	82.8	70.6	15.0
Swindon	108.9	38.5	13.8	12.7
Torbay	94.4	6.0	8.0	8.5
West Berkshire	77.4	20.8	11.9	15.4
West Sussex	444.4	66.8	61.9	13.9
Windsor & Maidenhead	45.2	26.0	24.0	53.1
Wokingham	57.4	15.4	15.2	26.5
South East	3990	690	580	14.5
South West	2510	460	330	13.1
England	27,700	4,720	4,190	15.1



## Change in Turnover Rate of Social Workers at 30th September 2014-2016 (FTE)

	Turnover Rate (%) 2014	Turnover Rate (%) 2015	Turnover Rate (%) 2016	Trend	Change 2014-2016
Bracknell Forest	39.6	15.4	16.9		-57%
Brighton & Hove	17.9	15.2	14.7		-18%
Buckinghamshire	21.8	13.5	19.3		-11%
East Sussex	10.1	11.7	12.9		28%
Hampshire	15.2	17.6	11.4		-25%
Isle of Wight	27.7	17.3	15.3		-45%
Kent	17.4	13.8	10.0		-43%
Medway	16.3	18.8	23.1		42%
Milton Keynes	18.6	19.0	14.4		-22%
Oxfordshire	8.4	14.0	8.5		2%
Portsmouth	18.4	13.7	8.5		-54%
Reading	34.0	18.0	27.9		-18%
Slough	23.2	14.0	28.9		24%
Somerset	21.2	12.3	12.3		-42%
Southampton	36.2	37.8	17.2		-52%
Surrey	13.2	15.4	15.0		14%
Swindon	23.9	26.0	12.7		-47%
Torbay	18.3	14.3	8.5		-54%
West Berkshire	36.9	14.4	15.4		-58%
West Sussex	18.5	13.7	13.9		-25%
Windsor & Maidenhead	56.6	27.3	53.1		-6%
Wokingham	19.4	29.5	26.5		36%
South East	18.6	16.4	14.5		-22%
South West	15.0	16.9	13.1		-12%
England	16.5	15.8	15.1		-8%

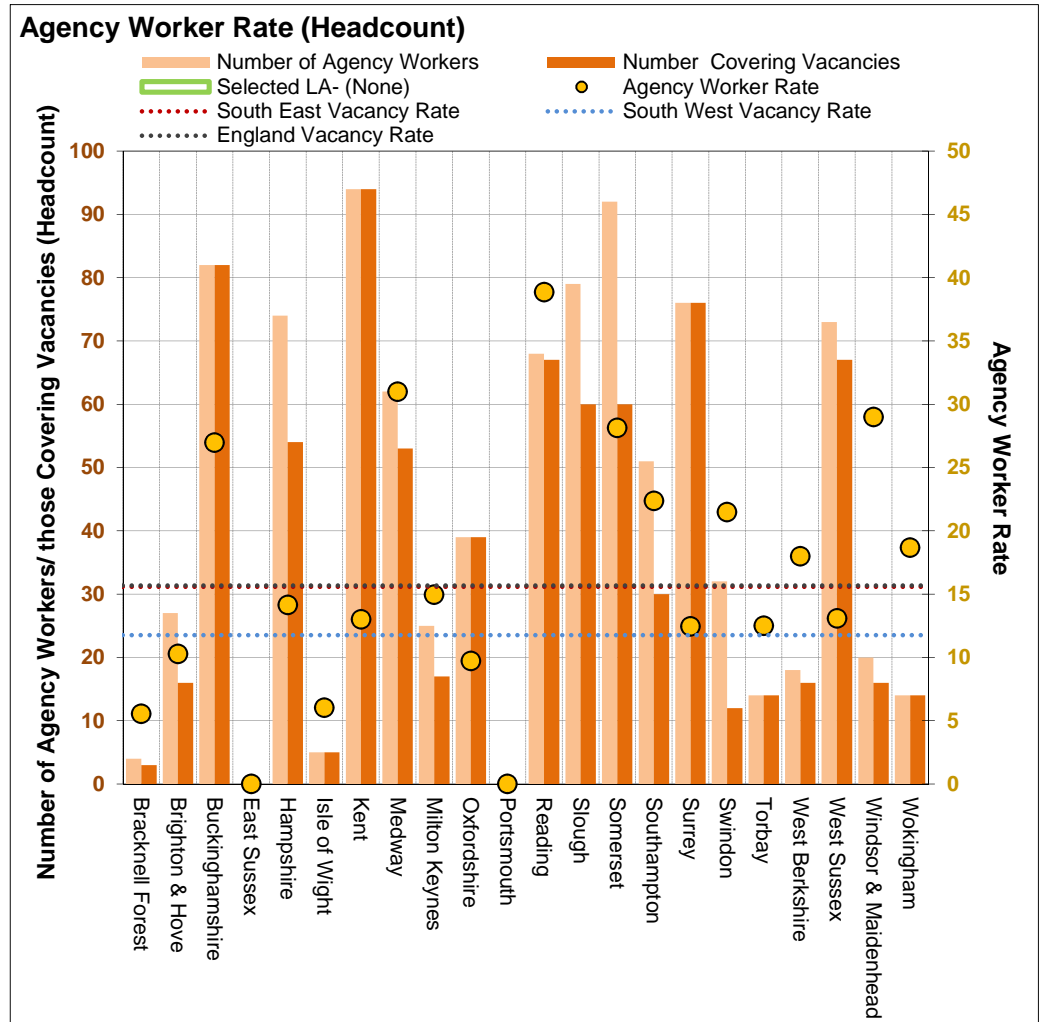




# Agency Worker Rate (Headcount)

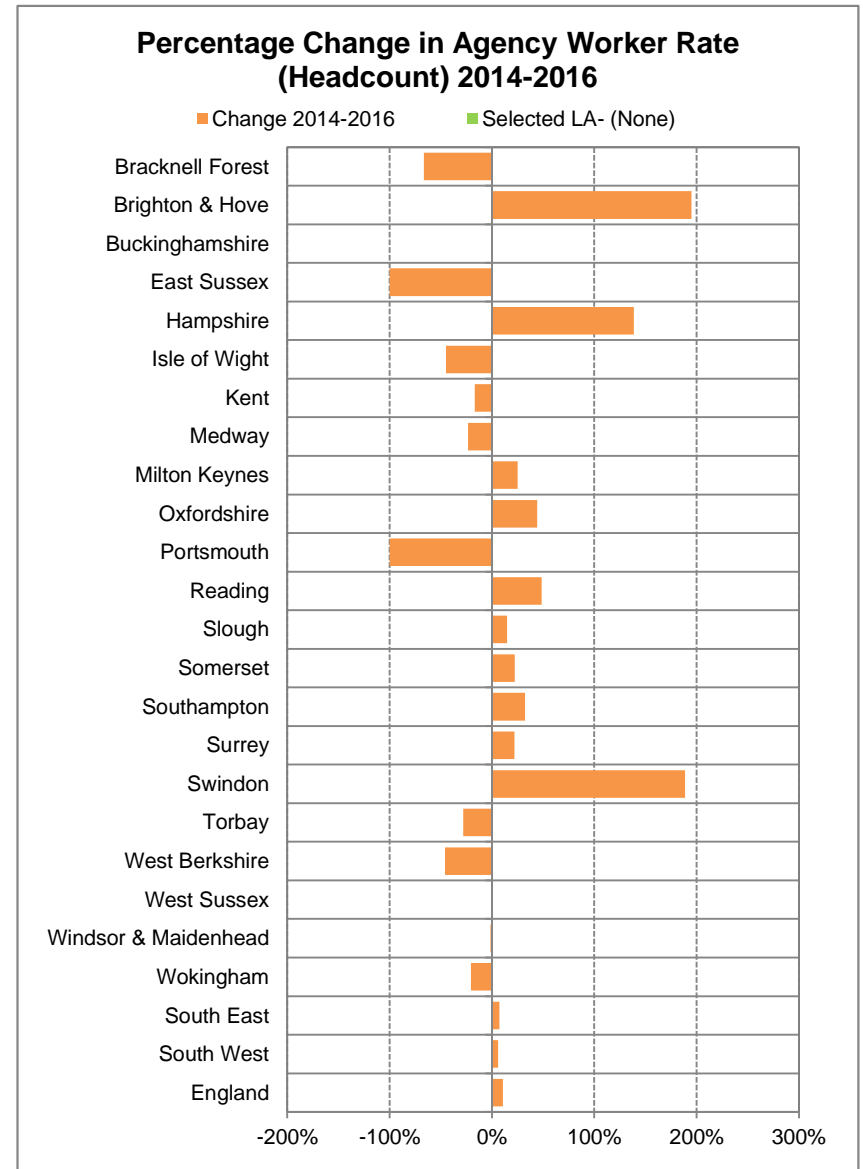
## Agency Worker Rate at 30th September 2016 (Headcount)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	68	4	3	5.6
Brighton & Hove	236	27	16	10.3
Buckinghamshire	222	82	82	27.0
East Sussex	310	0	0	0.0
Hampshire	449	74	54	14.1
Isle of Wight	78	5	5	6.0
Kent	629	94	94	13.0
Medway	138	62	53	31.0
Milton Keynes	142	25	17	15.0
Oxfordshire	362	39	39	9.7
Portsmouth	183	0	0	0.0
Reading	107	68	67	38.9
Slough	76	79	60	51.0
Somerset	235	92	60	28.1
Southampton	177	51	30	22.4
Surrey	534	76	76	12.5
Swindon	117	32	12	21.5
Torbay	98	14	14	12.5
West Berkshire	82	18	16	18.0
West Sussex	485	73	67	13.1
Windsor & Maidenhead	49	20	16	29.0
Wokingham	61	14	14	18.7
<b>South East</b>	<b>4390</b>	<b>810</b>	<b>710</b>	<b>15.6</b>
<b>South West</b>	<b>2780</b>	<b>370</b>	<b>260</b>	<b>11.7</b>
<b>England</b>	<b>29,930</b>	<b>5,570</b>	<b>4,020</b>	<b>15.7</b>



## Change in Agency Worker Rate at 30th September 2013-2016 (Headcount)

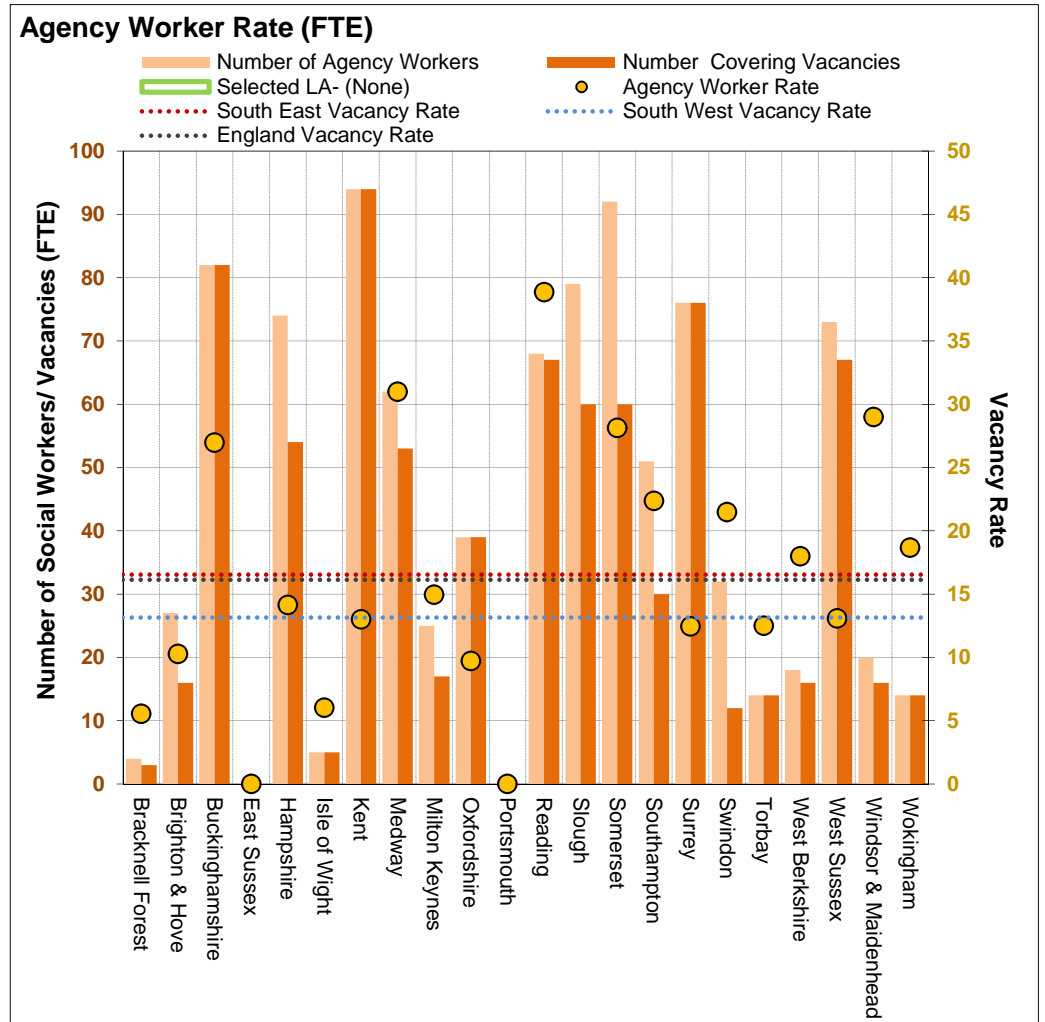
	Agency Worker Rate 2014	Agency Worker Rate 2015	Agency Worker Rate 2016	Trend	Change 2014-2016
Bracknell Forest	16.7	17.9	5.6		-67%
Brighton & Hove	3.5	12.5	10.3		195%
Buckinghamshire	27.0	21.0	27.0		0%
East Sussex	0.9	0.0	0.0		-100%
Hampshire	5.9	12.8	14.1		139%
Isle of Wight	11.0	7.2	6.0		-45%
Kent	15.6	14.2	13.0		-17%
Medway	40.5	34.9	31.0		-23%
Milton Keynes	12.0	10.6	15.0		25%
Oxfordshire	6.7	9.2	9.7		44%
Portsmouth	8.4		0.0		-100%
Reading	26.1	28.0	38.9		49%
Slough	44.3	40.0	51.0		15%
Somerset	23.0	30.5	28.1		22%
Southampton	16.9	25.3	22.4		32%
Surrey	10.2	15.1	12.5		22%
Swindon	7.4	27.9	21.5		189%
Torbay	17.4	17.1	12.5		-28%
West Berkshire	33.3	26.2	18.0		-46%
West Sussex		16.3	13.1		
Windsor & Maidenhead	29.4	15.9	29.0		-1%
Wokingham	23.5	21.8	18.7		-21%
South East	14.5	15.7	15.6		7%
South West	11.1	14.9	11.7		6%
England	14.2	15.1	15.7		11%



# Agency Worker Rate (FTE)

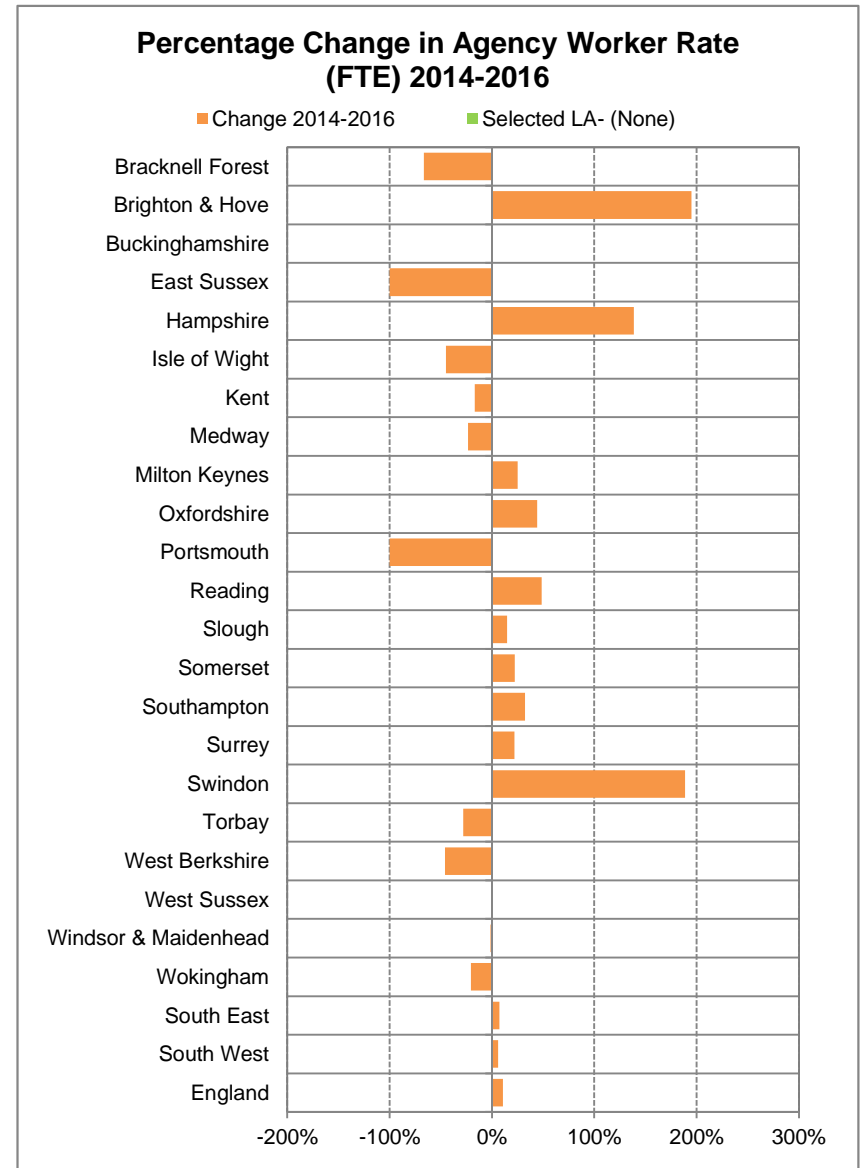
## Agency Worker Rate of Social Workers, Year ending 30th September 2016 (FTE)

	Number of Social Workers	Number of Agency Workers	Number Covering Vacancies	Agency Worker Rate
Bracknell Forest	65	4	3	5.8
Brighton & Hove	211	27	15	11.4
Buckinghamshire	205	71	71	25.8
East Sussex	282	0	0	0.0
Hampshire	419	67	49	13.7
Isle of Wight	75	5	5	6.2
Kent	586	93	93	13.7
Medway	132	62	52	31.9
Milton Keynes	134	25	16	15.7
Oxfordshire	299	39	39	11.5
Portsmouth	163	0	0	0.0
Reading	90	68	67	42.9
Slough	73	79	60	52.1
Somerset	217	88	59	28.9
Southampton	163	51	30	23.8
Surrey	470	76	76	13.9
Swindon	109	32	12	22.6
Torbay	94	14	14	12.9
West Berkshire	77	18	16	18.7
West Sussex	444	72	65	13.9
Windsor & Maidenhead	45	20	16	30.7
Wokingham	57	14	14	19.2
<b>South East</b>	<b>3990</b>	<b>790</b>	<b>690</b>	<b>16.5</b>
<b>South West</b>	<b>2510</b>	<b>380</b>	<b>280</b>	<b>13.1</b>
<b>England</b>	<b>27,700</b>	<b>5,330</b>	<b>3,870</b>	<b>16.1</b>



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

	Agency Worker Rate 2014	Agency Worker Rate 2015	Agency Worker Rate 2016	Trend	Change 2014-2016
Bracknell Forest	17.7	17.2	5.8		-67%
Brighton & Hove	3.9	13.6	11.4		191%
Buckinghamshire	28.4	18.3	25.8		-9%
East Sussex	1.0	0.0	0.0		-100%
Hampshire	6.4	13.3	13.7		115%
Isle of Wight	11.3	7.5	6.2		-45%
Kent	16.2	15.0	13.7		-16%
Medway	41.6	35.7	31.9		-23%
Milton Keynes	12.3	11.1	15.7		28%
Oxfordshire	8.2	11.0	11.5		40%
Portsmouth	7.8		0.0		-100%
Reading	27.4	28.3	42.9		56%
Slough	45.6	41.1	52.1		14%
Somerset	24.3	31.3	28.9		19%
Southampton	17.3	26.7	23.8		37%
Surrey	11.5	16.4	13.9		21%
Swindon	7.0	29.1	22.6		222%
Torbay	17.7	18.4	12.9		-27%
West Berkshire	33.1	26.4	18.7		-43%
West Sussex	12.2	17.4	13.9		14%
Windsor & Maidenhead	31.4	16.8	30.7		-2%
Wokingham	24.5	22.8	19.2		-21%
South East	15.5	16.5	16.5		7%
South West	11.7	15.3	13.1		12%
England	14.9	15.5	16.1		8%



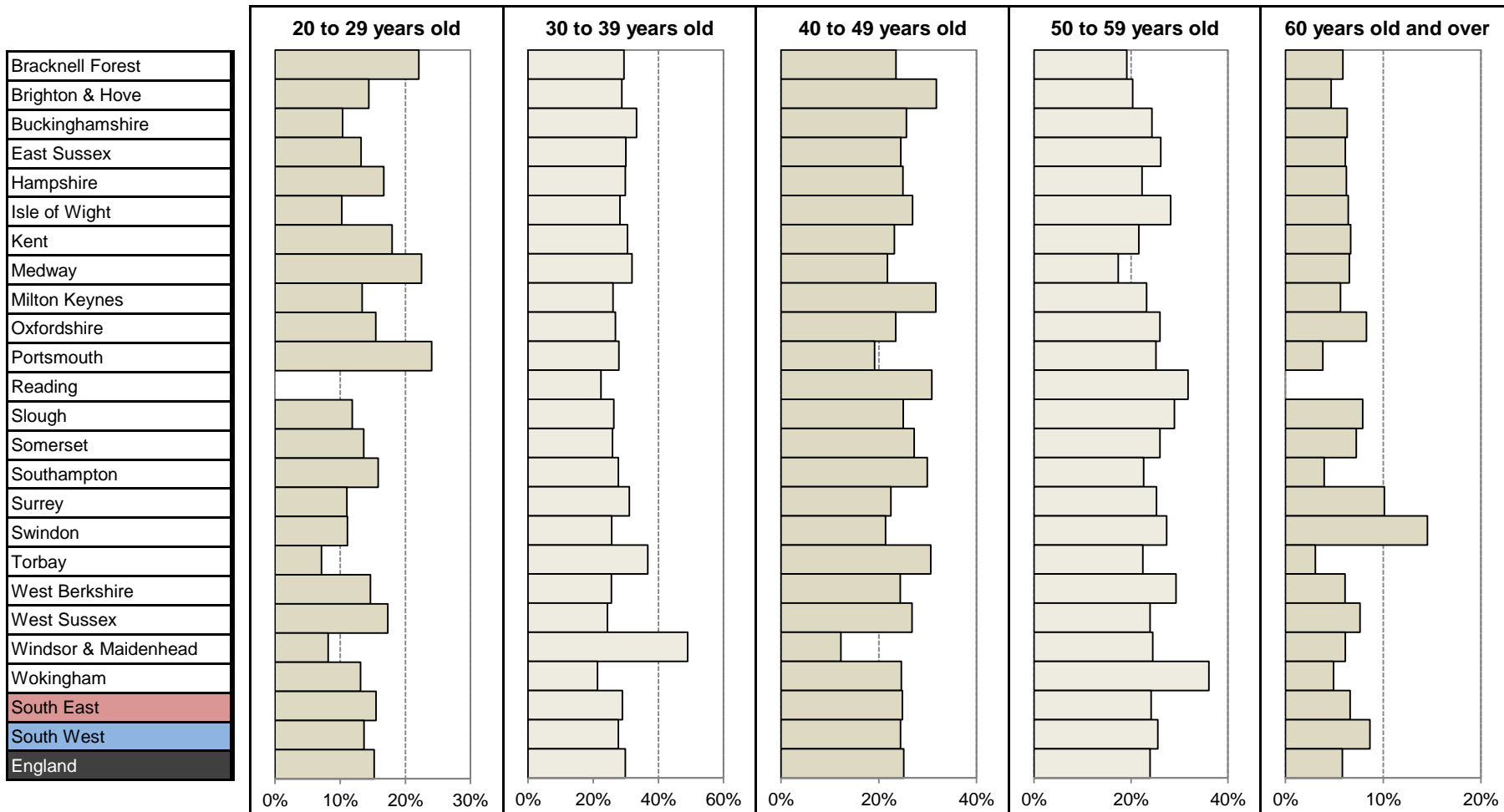
## Age (Headcount)

## Children's Social Care Benchmarking

### Age breakdown of Social Care Workforce at 30th September 2016 (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	68	15	20	16	13	4	22.1%	29.4%	23.5%	19.1%	5.9%
Brighton & Hove	236	34	68	75	48	11	14.4%	28.8%	31.8%	20.3%	4.7%
Buckinghamshire	222	23	74	57	54	14	10.4%	33.3%	25.7%	24.3%	6.3%
East Sussex	310	41	93	76	81	19	13.2%	30.0%	24.5%	26.1%	6.1%
Hampshire	449	75	134	112	100	28	16.7%	29.8%	24.9%	22.3%	6.2%
Isle of Wight	78	8	22	21	22	5	10.3%	28.2%	26.9%	28.2%	6.4%
Kent	629	113	192	146	136	42	18.0%	30.5%	23.2%	21.6%	6.7%
Medway	138	31	44	30	24	9	22.5%	31.9%	21.7%	17.4%	6.5%
Milton Keynes	142	19	37	45	33	8	13.4%	26.1%	31.7%	23.2%	5.6%
Oxfordshire	362	56	97	85	94	30	15.5%	26.8%	23.5%	26.0%	8.3%
Portsmouth	183	44	51	35	46	7	24.0%	27.9%	19.1%	25.1%	3.8%
Reading	107	x	24	33	34	x	x	22.4%	30.8%	31.8%	x
Slough	76	9	20	19	22	6	11.8%	26.3%	25.0%	28.9%	7.9%
Somerset	235	32	61	64	61	17	13.6%	26.0%	27.2%	26.0%	7.2%
Southampton	177	28	49	53	40	7	15.8%	27.7%	29.9%	22.6%	4.0%
Surrey	534	59	166	120	135	54	11.0%	31.1%	22.5%	25.3%	10.1%
Swindon	117	13	30	25	32	17	11.1%	25.6%	21.4%	27.4%	14.5%
Torbay	98	7	36	30	22	3	7.1%	36.7%	30.6%	22.4%	3.1%
West Berkshire	82	12	21	20	24	5	14.6%	25.6%	24.4%	29.3%	6.1%
West Sussex	485	84	118	130	116	37	17.3%	24.3%	26.8%	23.9%	7.6%
Windsor & Maidenhead	49	4	24	6	12	3	8.2%	49.0%	12.2%	24.5%	6.1%
Wokingham	61	8	13	15	22	3	13.1%	21.3%	24.6%	36.1%	4.9%
South East	4390	680	1270	1090	1060	290	15.5%	28.9%	24.8%	24.1%	6.6%
South West	2780	380	770	680	710	240	13.7%	27.7%	24.5%	25.5%	8.6%
England	29,930	4,550	8,940	7,520	7,170	1740	15.2%	29.9%	25.1%	24.0%	5.8%

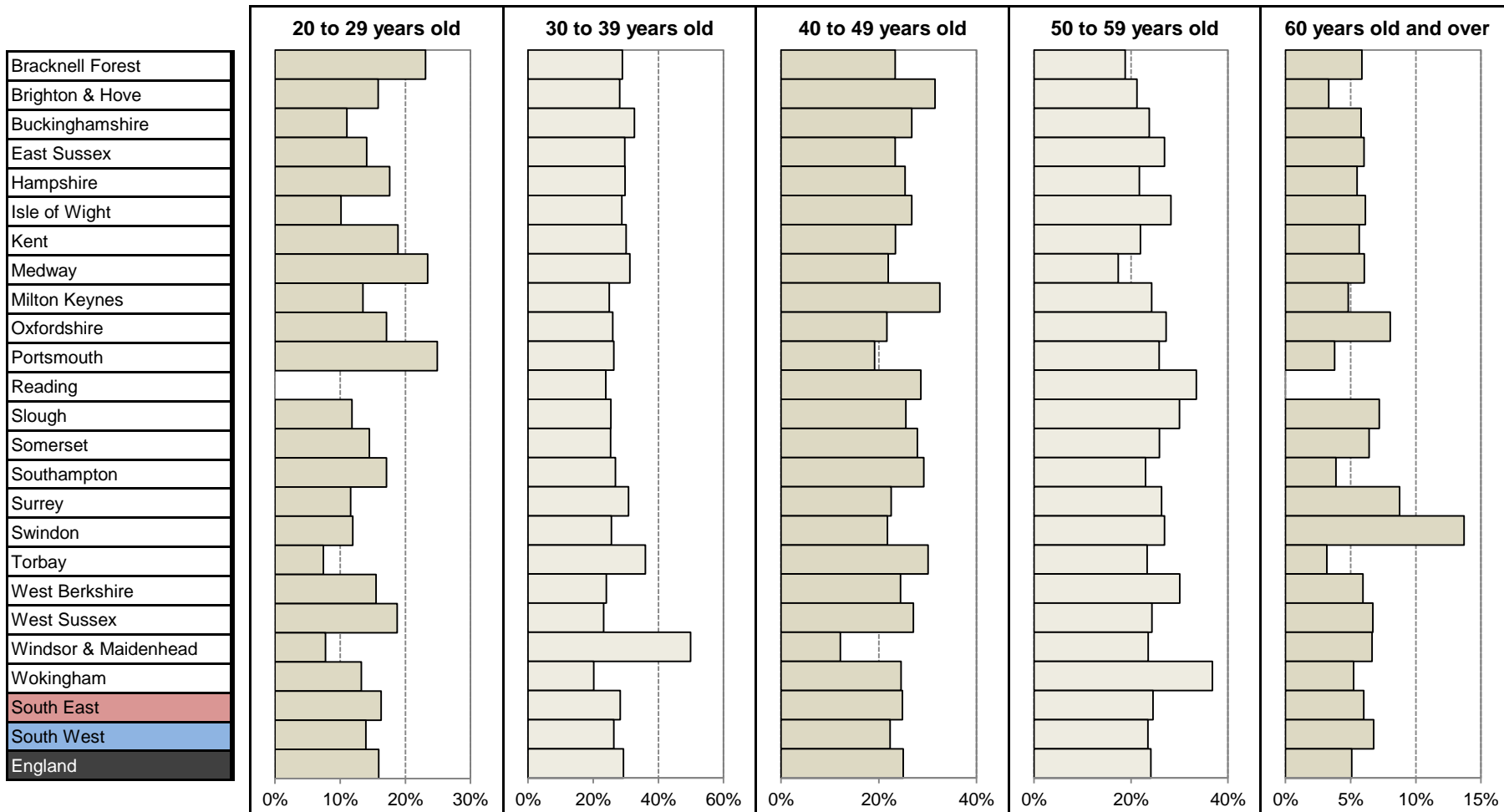
## Age breakdown of Social Care Workforce at 30th September 2016 (Headcount)



### Age breakdown of Social Care Workforce at 30th September 2016 (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	65	15.0	18.8	15.2	12.2	3.8	23.1%	28.9%	23.3%	18.8%	5.9%
Brighton & Hove	211	33.4	59.3	66.4	44.7	7.0	15.8%	28.1%	31.5%	21.2%	3.3%
Buckinghamshire	205	22.6	66.9	54.8	48.6	11.9	11.0%	32.7%	26.7%	23.7%	5.8%
East Sussex	282	39.6	83.5	65.8	75.7	17.0	14.1%	29.7%	23.4%	26.9%	6.0%
Hampshire	419	73.6	124.7	106.3	90.9	23.0	17.6%	29.8%	25.4%	21.7%	5.5%
Isle of Wight	75	7.6	21.6	20.1	21.2	4.6	10.1%	28.8%	26.8%	28.2%	6.1%
Kent	586	110.7	176.5	137.2	128.6	33.2	18.9%	30.1%	23.4%	21.9%	5.7%
Medway	132	31.0	41.3	29.0	23.0	8.0	23.4%	31.2%	21.9%	17.4%	6.0%
Milton Keynes	134	18.1	33.4	43.5	32.4	6.5	13.5%	25.0%	32.5%	24.2%	4.8%
Oxfordshire	299	51.2	77.9	64.8	81.5	24.1	17.1%	26.0%	21.6%	27.2%	8.0%
Portsmouth	163	40.5	42.8	31.1	42.0	6.1	24.9%	26.3%	19.2%	25.8%	3.8%
Reading	90	x	21.6	25.9	30.3	x	x	23.9%	28.6%	33.5%	x
Slough	73	8.6	18.5	18.6	21.8	5.2	11.8%	25.4%	25.6%	30.0%	7.2%
Somerset	217	31.3	54.9	60.4	56.0	13.9	14.5%	25.4%	27.9%	25.9%	6.4%
Southampton	163	27.9	43.8	47.6	37.6	6.3	17.1%	26.8%	29.2%	23.0%	3.9%
Surrey	470	54.5	144.9	105.9	123.7	41.2	11.6%	30.8%	22.5%	26.3%	8.8%
Swindon	109	13.0	27.8	23.7	29.3	14.9	11.9%	25.6%	21.8%	26.9%	13.7%
Torbay	94	7.0	34.0	28.4	22.0	3.0	7.4%	36.0%	30.1%	23.3%	3.2%
West Berkshire	77	12.0	18.6	18.9	23.2	4.6	15.5%	24.1%	24.4%	30.0%	5.9%
West Sussex	444	83.2	103.0	120.2	108.1	29.8	18.7%	23.2%	27.1%	24.3%	6.7%
Windsor & Maidenhead	45	3.5	22.6	5.5	10.7	3.0	7.7%	49.9%	12.2%	23.6%	6.6%
Wokingham	57	7.6	11.6	14.1	21.1	3.0	13.2%	20.2%	24.6%	36.8%	5.2%
South East	3990	650	1130	990	980	240	16.3%	28.3%	24.8%	24.6%	6.0%
South West	2510	350	660	560	590	170	13.9%	26.3%	22.3%	23.5%	6.8%
England	27700	4410	8120	6920	6670	1410	15.9%	29.3%	25.0%	24.1%	5.1%

## Age breakdown of Social Care Workforce at 30th September 2016 (FTE)





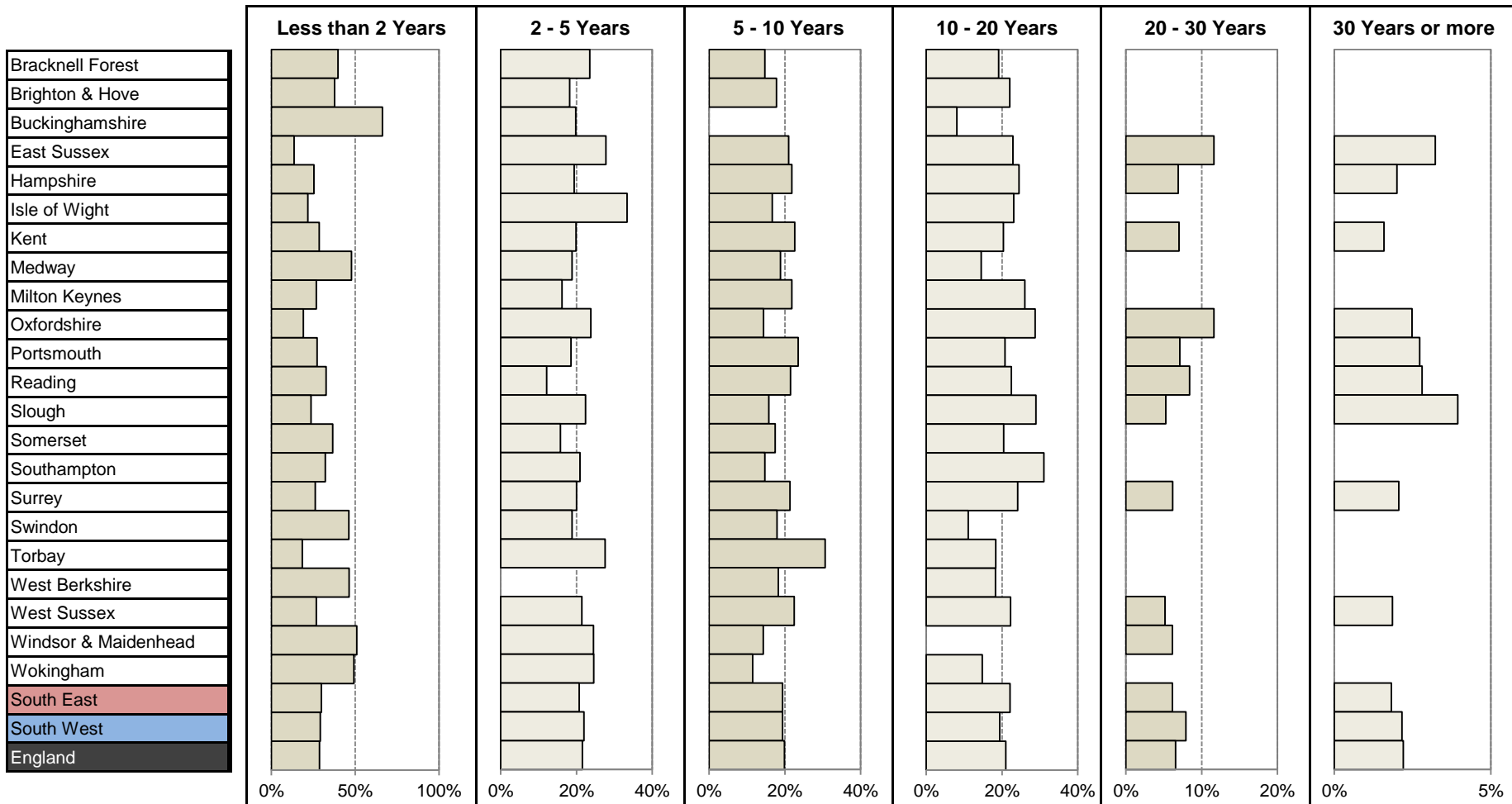
## Time in Service (Headcount)

## 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	68	27	16	10	13	x	x	39.7%	23.5%	14.7%	19.1%	x	x
Brighton & Hove	236	89	43	42	52	x	x	37.7%	18.2%	17.8%	22.0%	x	x
Buckinghamshire	222	147	44	x	18	x	0	66.2%	19.8%	x	8.1%	x	0.0%
East Sussex	310	42	86	65	71	36	10	13.5%	27.7%	21.0%	22.9%	11.6%	3.2%
Hampshire	449	114	87	98	110	31	9	25.4%	19.4%	21.8%	24.5%	6.9%	2.0%
Isle of Wight	78	17	26	13	18	x	x	21.8%	33.3%	16.7%	23.1%	x	x
Kent	629	180	125	142	128	44	10	28.6%	19.9%	22.6%	20.3%	7.0%	1.6%
Medway	138	66	26	26	20	0	0	47.8%	18.8%	18.8%	14.5%	0.0%	0.0%
Milton Keynes	142	38	23	31	37	x	x	26.8%	16.2%	21.8%	26.1%	x	x
Oxfordshire	362	69	86	52	104	42	9	19.1%	23.8%	14.4%	28.7%	11.6%	2.5%
Portsmouth	183	50	34	43	38	13	5	27.3%	18.6%	23.5%	20.8%	7.1%	2.7%
Reading	107	35	13	23	24	9	3	32.7%	12.1%	21.5%	22.4%	8.4%	2.8%
Slough	76	18	17	12	22	4	3	23.7%	22.4%	15.8%	28.9%	5.3%	3.9%
Somerset	235	86	37	41	48	x	x	36.6%	15.7%	17.4%	20.4%	x	x
Southampton	177	57	37	26	55	x	x	32.2%	20.9%	14.7%	31.1%	x	x
Surrey	534	140	107	114	129	33	11	26.2%	20.0%	21.3%	24.2%	6.2%	2.1%
Swindon	117	54	22	21	13	x	x	46.2%	18.8%	17.9%	11.1%	x	x
Torbay	98	18	27	30	18	x	x	18.4%	27.6%	30.6%	18.4%	x	x
West Berkshire	82	38	x	15	15	x	0	46.3%	x	18.3%	18.3%	x	0.0%
West Sussex	485	130	104	109	108	25	9	26.8%	21.4%	22.5%	22.3%	5.2%	1.9%
Windsor & Maidenhead	49	25	12	7	x	3	x	51.0%	24.5%	14.3%	x	6.1%	x
Wokingham	61	30	15	7	9	0	0	49.2%	24.6%	11.5%	14.8%	0.0%	0.0%
South East	4390	1310	910	850	970	270	80	29.8%	20.7%	19.4%	22.1%	6.2%	1.8%
South West	2780	810	610	540	540	220	60	29.1%	21.9%	19.4%	19.4%	7.9%	2.2%
England	29,930	8,610	6,460	5,950	6,290	1,960	660	28.8%	21.6%	19.9%	21.0%	6.5%	2.2%

## Time in Service of Social Care Workforce at 30th September 2016 (Headcount)



## Time in Service (FTE)

## Children's Social Care Benchmarking

### Time in Service of Social Care Workforce at 30th September 2016 (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	65	27	16	8	13	x	x	40.9%	24.6%	12.9%	19.7%	x	x
Brighton & Hove	211	84	40	35	44	x	x	40.0%	18.9%	16.5%	20.7%	x	x
Buckinghamshire	205	135	41	x	16	x	0	66.1%	20.2%	x	8.0%	x	0.0%
East Sussex	282	40	79	59	62	33	10	14.1%	27.9%	20.8%	21.9%	11.8%	3.6%
Hampshire	419	112	82	91	100	27	7	26.7%	19.5%	21.8%	24.0%	6.4%	1.7%
Isle of Wight	75	17	26	11	18	x	x	22.6%	34.1%	15.0%	23.4%	x	x
Kent	586	173	119	132	115	38	9	29.5%	20.3%	22.6%	19.6%	6.4%	1.6%
Medway	132	66	25	23	19	0	0	49.7%	18.7%	17.3%	14.2%	0.0%	0.0%
Milton Keynes	134	34	22	29	36	x	x	25.7%	16.7%	21.4%	27.1%	x	x
Oxfordshire	299	65	70	40	86	32	7	21.7%	23.2%	13.3%	28.7%	10.6%	2.4%
Portsmouth	163	43	31	39	32	13	5	26.3%	19.1%	23.9%	19.9%	7.7%	3.1%
Reading	90	34	13	18	17	7	2	37.1%	13.9%	19.5%	19.3%	7.7%	2.4%
Slough	73	18	17	11	21	4	3	24.5%	22.8%	15.4%	28.5%	5.0%	3.9%
Somerset	217	83	34	36	43	x	x	38.2%	15.6%	16.5%	20.0%	x	x
Southampton	163	54	35	23	49	x	x	33.3%	21.3%	14.2%	30.0%	x	x
Surrey	470	130	94	98	108	30	10	27.7%	20.0%	20.9%	22.9%	6.5%	2.1%
Swindon	109	53	20	18	11	x	x	48.5%	18.5%	16.7%	10.1%	x	x
Torbay	94	18	27	28	17	x	x	19.1%	28.6%	29.1%	17.9%	x	x
West Berkshire	77	37	x	13	15	x	0	48.2%	x	16.8%	18.7%	x	0.0%
West Sussex	444	122	99	97	95	24	8	27.4%	22.4%	21.8%	21.4%	5.3%	1.8%
Windsor & Maidenhead	45	23	10	7	x	3	x	51.9%	23.2%	14.4%	x	6.1%	x
Wokingham	57	29	15	6	8	0	0	50.9%	26.1%	9.9%	13.1%	0.0%	0.0%
South East	3990	1240	840	750	850	230	70	31.1%	21.1%	18.8%	21.3%	5.8%	1.8%
South West	2510	760	550	480	480	200	40	30.3%	21.9%	19.1%	19.1%	8.0%	1.6%
England	27,700	8230	6050	5390	5670	1780	580	29.7%	21.8%	19.5%	20.5%	6.4%	2.1%

## Time in Service of Social Care Workforce at 30th September 2016 (FTE)

