

# **ALDCS Sector-Led improvement**

## **Theme 3: Workforce**

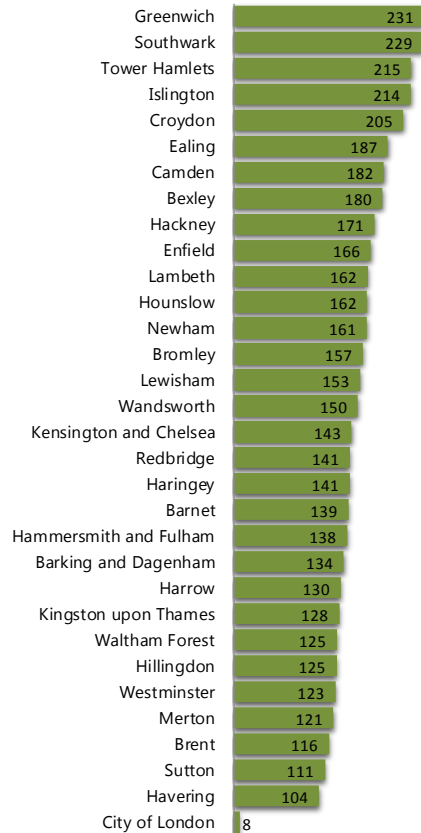
**Data from DfE Children's social work workforce 2018**

## Contents

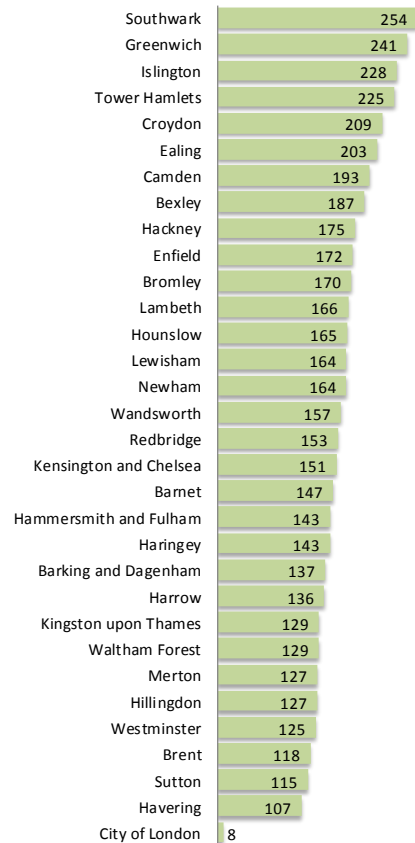
Children and Family social workers by full-time equivalent (FTE) and Headcount.....	2
Children and Family social workers by Age, Gender, Ethnicity (Headcount) .....	3
Agency workers by full-time equivalent (FTE) and Headcount .....	4
Vacancy Rate and Average number of cases per child and family social worker .....	5
Starters and Leavers by FTE and Turnover rate (%) .....	6
Data Notes .....	7

## Children and Family social workers by full-time equivalent (FTE) and Headcount

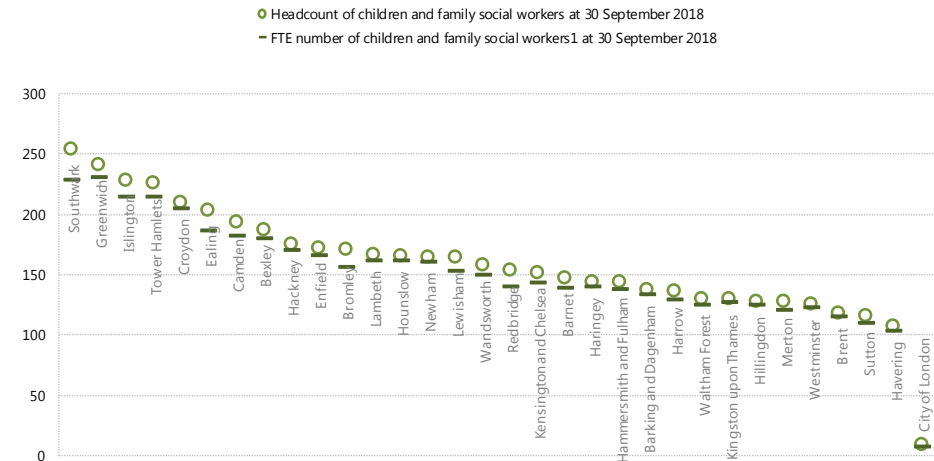
**FTE number of children and family social workers at 30 September 2018**



**Headcount of children and family social workers at 30 September 2018**

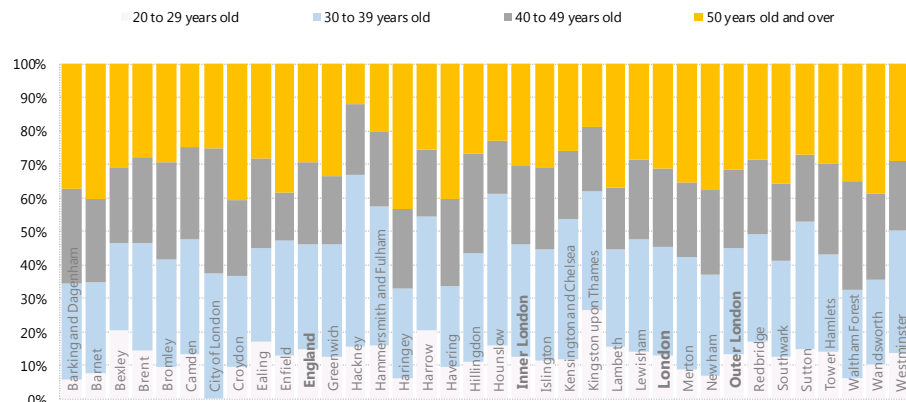


**FTE and Headcount of Children and Family Social Workers (Number)**

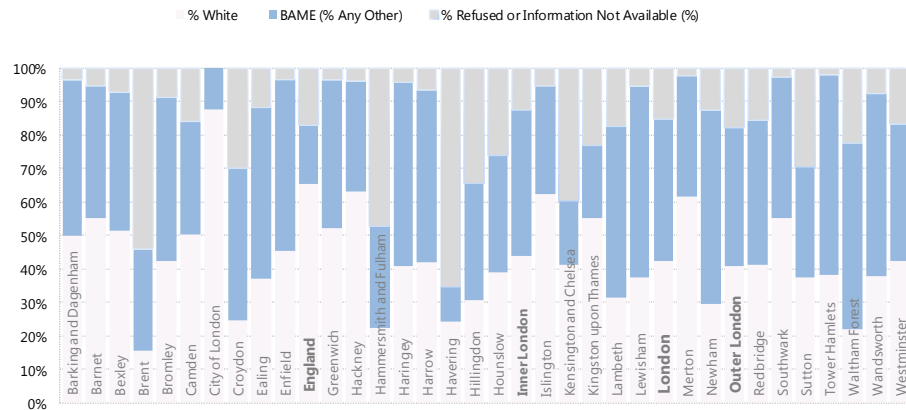


## Children and Family social workers by Age, Gender, Ethnicity (Headcount)

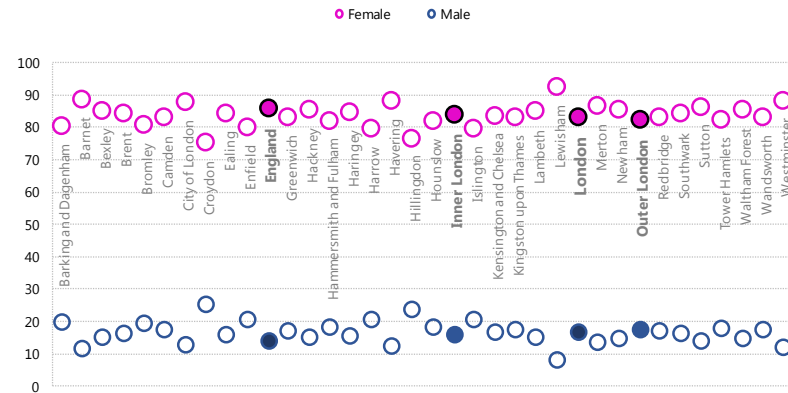
Headcount Children and Family Social Workers by Age (%)



Headcount Children and Family Social Workers by Ethnicity (%)



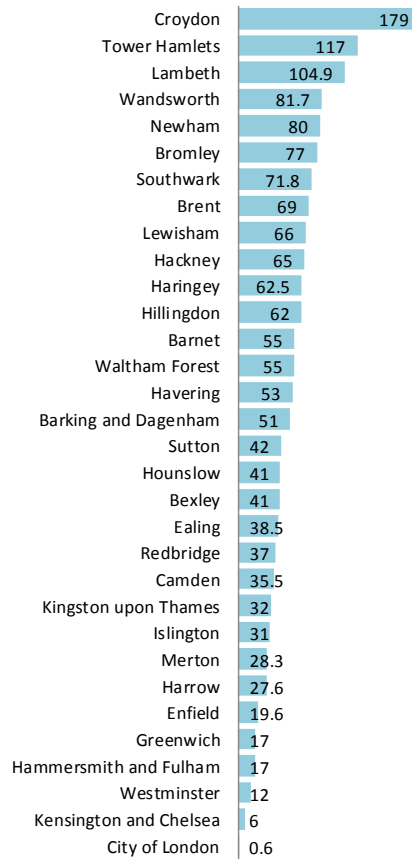
Headcount of Children and Family Social Workers by Gender %



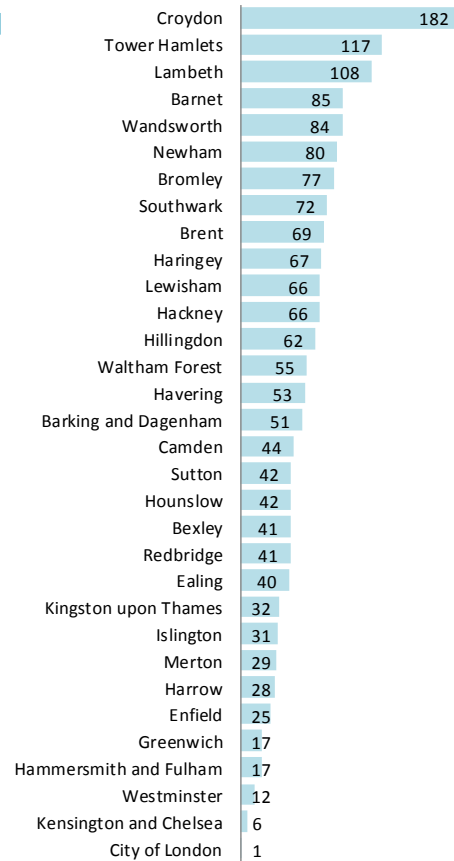
Please note for Ethnicity there are a large proportion of refused or information unavailable and this should be taken into account when looking at Ethnicity figures.

## Agency workers by full-time equivalent (FTE) and Headcount

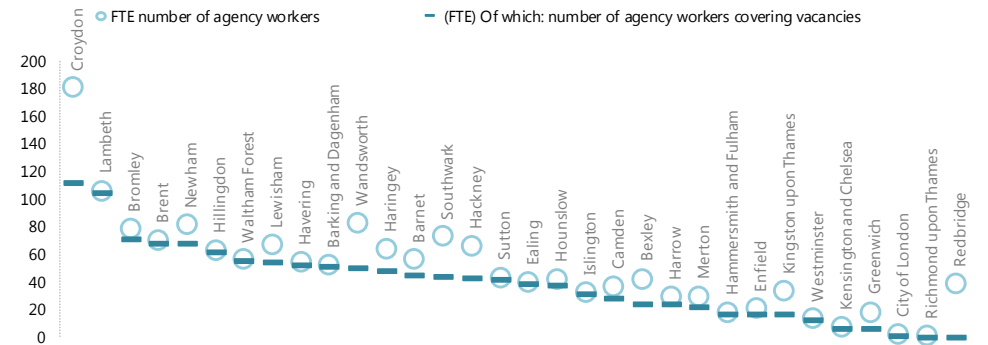
**FTE number of agency workers at 30 September 2018**



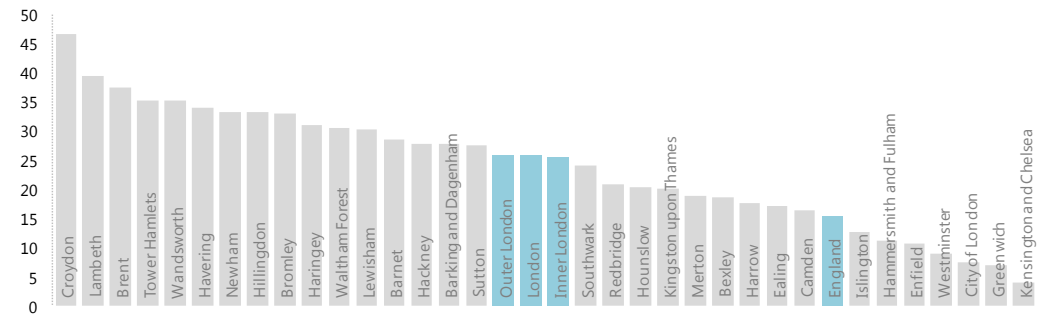
**Headcount of agency workers at 30 September 2018**



**FTE number of agency workers at 30 September 2018**

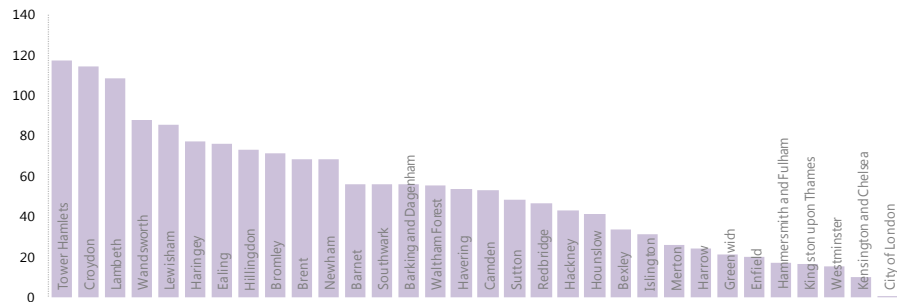


**FTE Agency rate (%)**

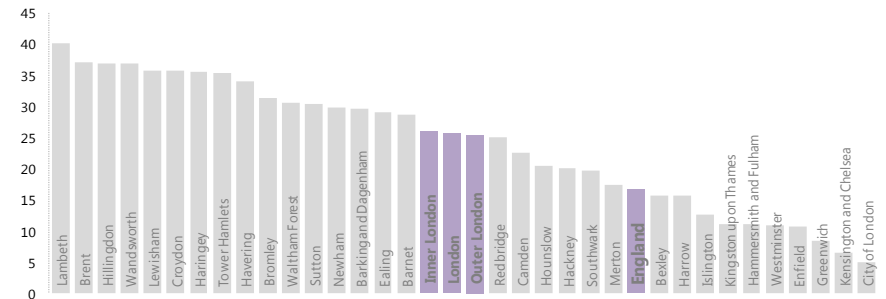


## Vacancy Rate and Average number of cases per child and family social worker

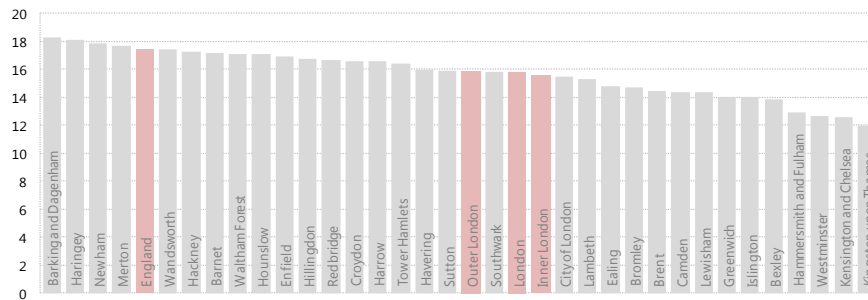
Number of FTE vacancies at 30 September 2018



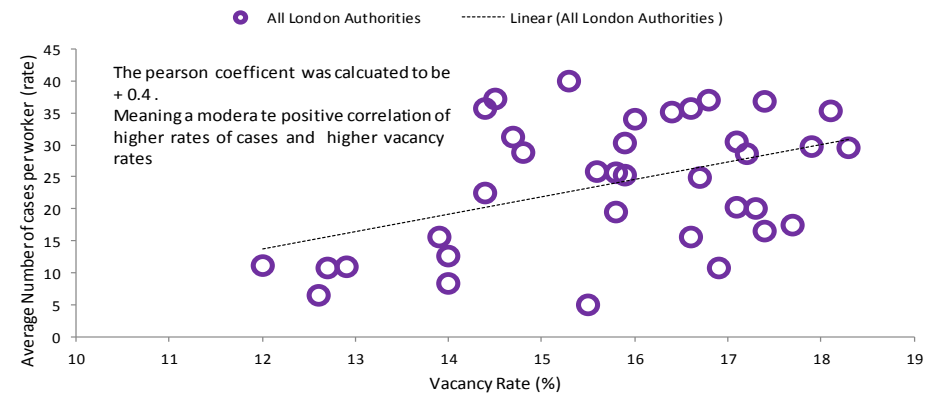
FTE Vacancy rate (%)



Average number of cases per child and family social worker during year ending 30 September 2018 (%)

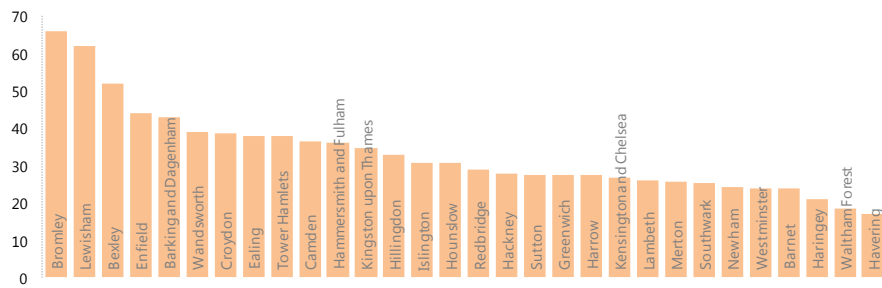


Average Number of cases per worker (rate) and Vacancy rate (%)

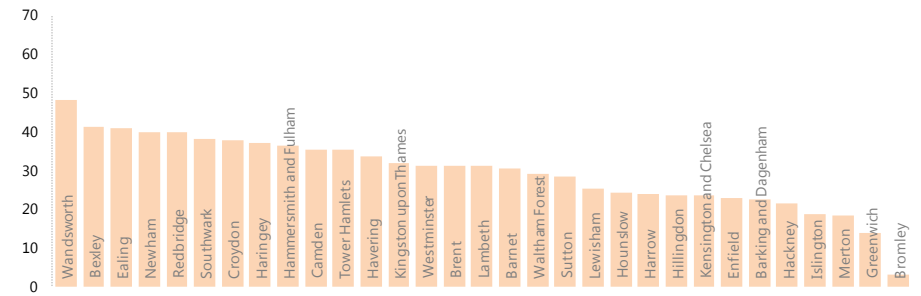


## Starters and Leavers by FTE and Turnover rate (%)

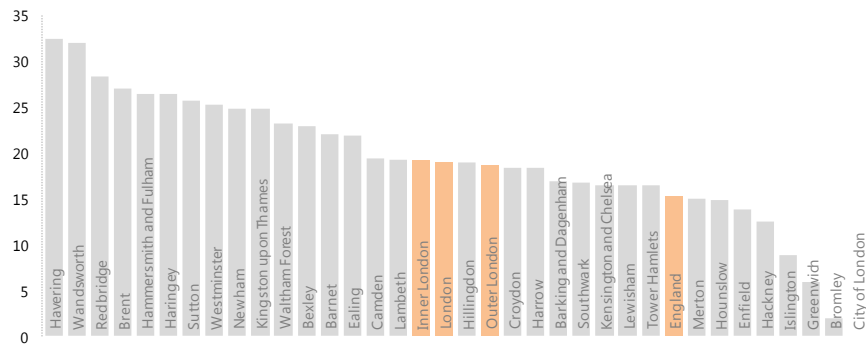
FTE number of starters during year ending 30 September 2018



FTE number of Leavers during year ending 30 September 2018



Turnover rate (%)



Please refer to notes exception to the Starter and Leaver data as this refers to start and leave data for the local authority.

Turnover rates have been calculated in the DfE dataset as follows:

$100 * (\text{Number of FTE leavers during the year} / \text{Number of FTE children and family social workers at 30 September})$

## Data Notes

1. Children and family social workers included in this table are those who have registered with the Health and Care Professionals Council and either work in a local authority in a children's services department or (if working in an authority where the services are joined up) work exclusively on children and families work. This includes social workers regardless of managerial responsibilities or caseloads.
2. Full-time Equivalent (FTE) figures are calculated by aggregating the total number of hours that children and family social workers are contracted to work and dividing by the standard hours for their grade. In this way, part-time staff are converted into an equivalent number of 'full-time' staff. FTE figures exclude social workers for whom FTE information was missing or not known and may therefore underestimate the true total. Refer to the technical document for more information.
3. Starters are defined as children and family social workers starting their employment at a local authority, rather than joining the social worker profession.
4. Leavers are defined as children and family social workers ending their employment at a local authority, rather than leaving the social worker profession.
5. Turnover rates have been calculated as follows:  $100 * (\text{Number of FTE leavers during the year} / \text{Number of FTE children and family social workers at 30 September})$
6. Agency worker rates have been calculated as follows:  $100 * \{ \text{Number of FTE agency workers} / (\text{Number of FTE children and family social workers} + \text{Number of FTE agency workers}) \}$  and relate to a snapshot at 30 September.
7. Children and family social worker vacancies including vacancies covered by agency workers, on a FTE basis only.
8. Vacancy rates have been calculated as follows:  $100 * \{ \text{Number of FTE vacancies} / (\text{Number FTE of children's social workers} + \text{Number of FTE vacancies}) \}$  and relate to a snapshot at 30 September.
9. Absence rate has been calculated as follows:  $100 * \{ \text{Number of days missed due to sickness absence} / (\text{Number of FTE children and family social workers} \times 253) \}$ , where 253 is the number of working days in a year accounting for bank holidays. Number of days absence is counted during year ending 30 September.
10. Kingston upon Thames and Richmond upon Thames submit a joint return through Achieving for Children, a social enterprise company created by the Royal Borough of Kingston upon Thames and the London Borough of Richmond upon Thames to provide their children's services. As a result, their social work workforce data is not available at an individual local authority level and is instead reported together against Kingston upon Thames. This reporting arrangement has no impact upon regional- and national-level aggregations.