

APPENDIX – Summary of the Workforce Data

Children’s and Adults’ Services demographic data (n = 700)

GENDER	Female	Male	Unspecified
Adults and directorate support (n=347)	78.4%	21.6%	0.3%
Children and Families (n=353)	87.3%	12.7%	0.0%
TOTAL	82.9%	17.0%	0.1%

DISABILITY	No	Not Known	Yes
Adults (and Directorate support)	86.5%	8.9%	4.6%
Children and Families	81.0%	15.0%	4.0%
TOTAL	83.7%	12.0%	4.3%

AGE	<25	25-34	35 -44	45-54	55- 64	65+
Adults	0.9%	8.9%	18.7%	30.3%	35.4%	5.8%
Children and Families	2.6%	23.3%	28.4%	25.6%	17.6%	2.6%
TOTAL	1.7%	16.2%	23.6%	27.9%	26.5%	4.1%

ETHNICITY	White	Black	Asian	Mixed	Other	Unknown	BAME
Adults	38.0%	31.1%	19.0%	5.2%	0.6%	6.1%	55.9%
Children and Families	31.4%	27.2%	17.0%	9.1%	1.4%	13.9%	54.7%
TOTAL	34.7%	29.1%	18.0%	7.1%	1.0%	10.0%	56.3%

Adult social workers – Source: Adult Social Care Workforce Data Set (ASC-WDS)¹

Nb. The social worker data listed in the table below was extracted from the ASC-WDS and therefore excludes social work managers and supervisors (who are recorded separately).

The following table summarises the local authority workforce statistics for social workers compared to all social care roles for i) Ealing local authority and ii) London local authorities combined:

Statistic (Sept 2019) (Sample size)	Ealing LA social workers* (n=150)	All Ealing LA social care roles (n=450)	London LA social workers* (n=3,000)	All London LA social care roles (n=12,300)
Average age (yrs)	44	47	46	48
55+ years old	25%	38%	26%	32%
Female	77%	78%	77%	76%
BAME ethnicity	62%	59%	56%	52%

¹The Adult Social Care Workforce Data Set, Skills for Care

<https://www.skillsforcare.org.uk/adult-social-care-workforce-data/adult-social-care-workforce-data.aspx>

Average time in role	6.1 yrs	9.6 ars	5.7 yrs	7.9 yrs
Average time in sector	12.2 yrs	16.1 yrs	9.9 yrs	11.9 yrs
Agency worker rate	27%	18%	27%	17%
Vacancy rate	Not given	Not given	15.0%	12.1%
Turnover rate	24.5%	13.1%	17.1%	12.7%

Ealing's adult social care workforce has a long job tenure, averaging 9.6 years' experience in the role and 16.1 years in the sector, with an over-representation of workers aged over 55, although turnover was in line with the regional average. Ealing's social workers are generally younger than the rest of the adult social care workforce, though this is representative of the regional social worker population. Ealing's social workers are also less experienced than their social care counterparts, spending less time on average in their role and in the sector, but not when compared to the London social worker population. However, the turnover of social workers was significantly higher than the regional norm though could be the result of increased retirements, so warrants further monitoring and exploration.

Children's social workers – Source: Children's social worker workforce 2019² (n = 215)

Nb. The social worker data summarised below includes social work managers and supervisors and registered social workers without a caseload, such as Independent Reviewing Officers.

SOCIAL WORKERS (FTE)	Permanent	Agency	TOTAL	Agency worker rate
Ealing	203	44	247	17.9%
Outer London	2,855	838	3,693	22.7%
London	5,162	1,616	6,778	23.8%

AGE (FTE figures)	20 - 29 yrs	30 - 39 yrs	40 - 49 yrs	50+ yrs
Ealing	18.2%	27.7%	26.0%	28.1%
Outer London	14.8%	32.2%	23.9%	29.2%
London	14.2%	32.4%	23.3%	30.1%

ETHNICITY (headcount)	White	Mixed	Asian	Black	Other	Unknown	BAME
Ealing	32.1%	6.5%	14.4%	29.3%	0.5%	17.2%	50.7%
Outer London	38.6%	4.9%	8.3%	29.4%	1.5%	17.4%	44.0%
London	40.4%	4.8%	7.9%	29.9%	1.8%	15.3%	44.3%

TIME IN SERVICE (FTE)	0 – 2 yrs	2-5 yrs	5-10 yrs	10-20 yrs	20+ yrs
Ealing	38.9%	26.7%	15.3%	14.4%	4.7%
Outer London	43.7%	29.9%	12.7%	10.1%	3.5%
London	39.5%	27.6%	14.5%	14.0%	4.4%

² Official Statistics, Children's social work workforce 2019

<https://www.gov.uk/government/statistics/childrens-social-work-workforce-2019>

VACANCIES (FTE)	Permanent SWs	No. of vacancies	Vacancy rate	% of vacancies covered by agency
Ealing	203	33	14.0%	100%
Outer London	2,855	785	21.6%	83%
London	5,162	1,649	24.2%	78%

AGENCY WORKERS (FTE)	Covering vacancy	Other agency SWs	% covering vacancies
Ealing	33	11	75%
Outer London	650	188	78%
London	1,297	319	80%

TURNOVER (FTE)	No. of starters	No. of leavers	Joiner rate	Turnover rate
Ealing	47	42	23.1%	20.6%
Outer London	774	526	27.1%	18.4%
London	1,232	913	23.9%	17.7%

Ealing's social worker workforce is reflective of the comparative London social worker population, although Ealing has a slightly higher representation of under 30-year olds and a higher proportion are from a Black or Asian minority ethnic group (BAME). Ealing, like many other London authorities has a young workforce with a short tenure (e.g. 39% have less than two years' service) that could impact on practice standards and service delivery if development and retention of workers are not maintained.

Ealing's children's social worker recruitment statistics compare favourably with the London social worker workforce: For example, Ealing has lower agency and vacancy rates compared to the rest of London. Furthermore, Ealing's permanent workforce expanded significantly between September 2018 and September 2019 (by 8.6%) which reflects relative success recruiting social workers onto permanent contracts. Nonetheless, there remains a high reliance on agency staff which is indicative of further demand for services and a shortfall in the supply of workers.