

Social Worker Turnover

CFL Qualified Social Workers
Workforce Information to 30/04/2023
 (Excludes Bank Staff)

Turnover Type

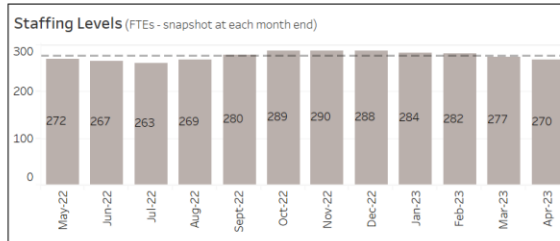
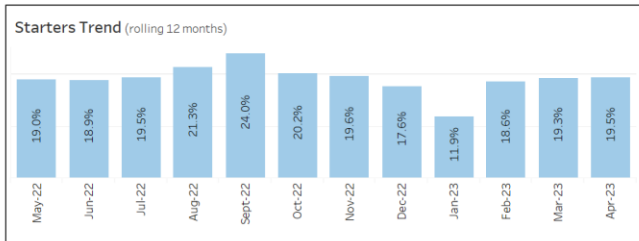
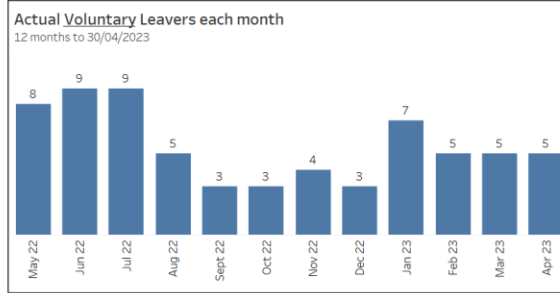
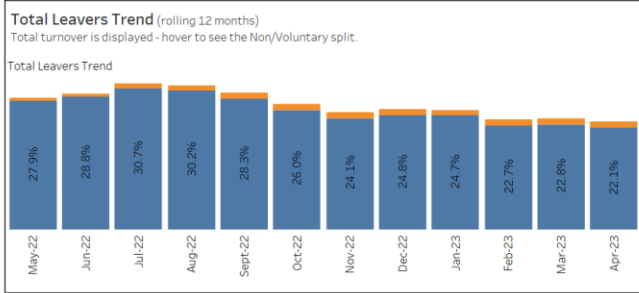
- Non Voluntary
- Voluntary

Social worker roles

- Advanced Social Worker
- Senior Social Worker
- Social Worker
- Team Manager
- Service Manager

Quadrant
All

Teams
All



Tenure in years Leavers in the 12 months to 30/04/2023

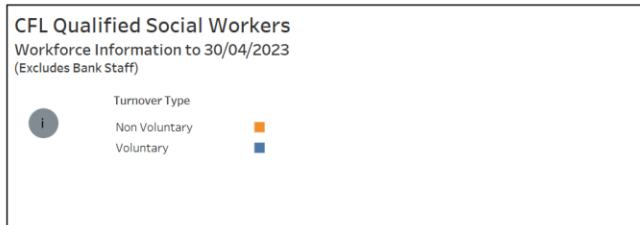
Tenure (years)	Percentage
< 1	17.14%
1-2	30.00%
2-3	10.00%
3-4	7.14%
4+	35.71%

Leavers by Category Leavers in the 12 months to 30/04/2023

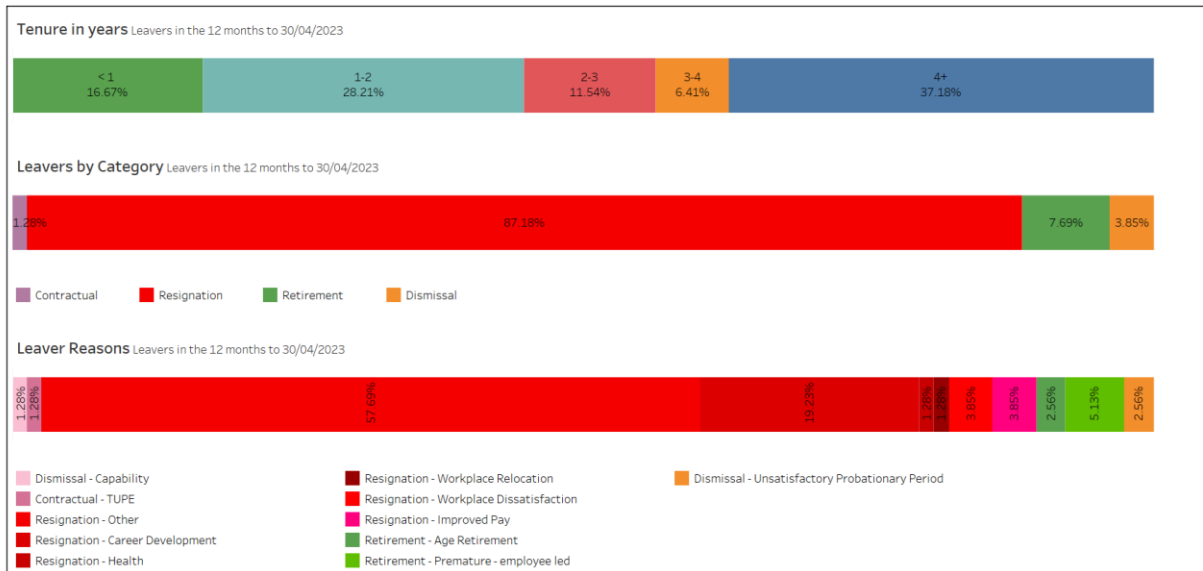
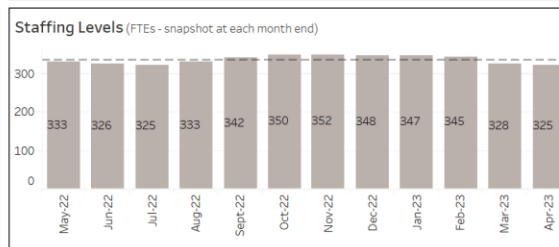
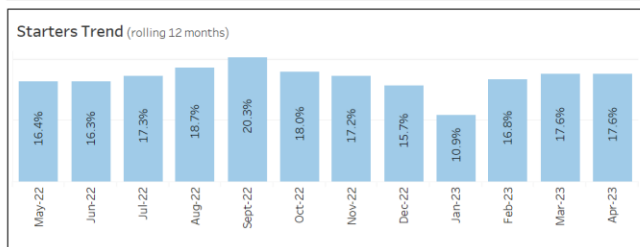
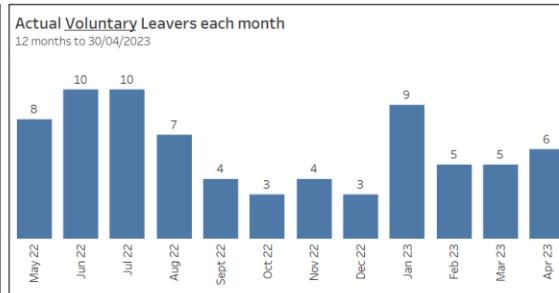
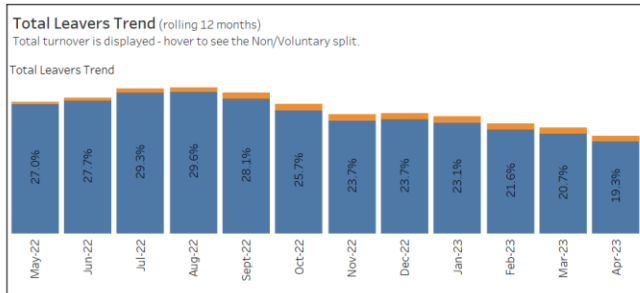
Category	Percentage
Contractual	1.43%
Resignation	85.71%
Retirement	8.57%
Dismissal	4.29%

Leaver Reasons Leavers in the 12 months to 30/04/2023

Reason	Percentage
Dismissal - Capability	1.43%
Dismissal - TUPE	1.43%
Resignation - Other	57.14%
Resignation - Career Development	18.57%
Resignation - Health	3.48%
Resignation - Workplace Relocation	1.43%
Resignation - Workplace Dissatisfaction	4.29%
Resignation - Improved Pay	2.86%
Retirement - Age Retirement	2.86%
Retirement - Premature - employee led	5.71%
Dismissal - Unsatisfactory Probationary Period	2.86%



- Social worker roles
- Advanced Social Worker
 - Senior Social Worker
 - Social Worker
 - Team Manager
 - Service Manager
- Quadrant: All
- Teams: All



Foster Carer Turnover

Information is supplied annually to Ofsted in the form of a prescribed dataset.

Collection year	Total Number of households at 31 March	Number of places at 31 March	Number of Family and Friends households
2018	388	658	
2019	377	643	
2020	393	656	109
2021	398	662	113
2022	397	660	122

(Source: Ofsted Fostering Data Set Return)

Fostering Households approved by fostering panel in year	2020-2021	2021-2022	2022 2023 (to 31/03/23)
General foster carer	31	21	18
Friends and family carer	50	41	37
Fostering to adopt carer	2	4	-
Short breaks – children who are also looked after carer	1	2	-
Short breaks – children who are not otherwise looked after carer	3	0	-
Total	88	62	55

(Source: Surrey Fostering Panel Case Data)

Collection year	Total Number of households deregistered by fostering panel	Number of mainstream fostering households	Number of connected person fostering households
2020-2021	42	11	31
2021-2022	38	24	14
2022-2023	47	31	16

(Source: Surrey Fostering Panel Case Data)

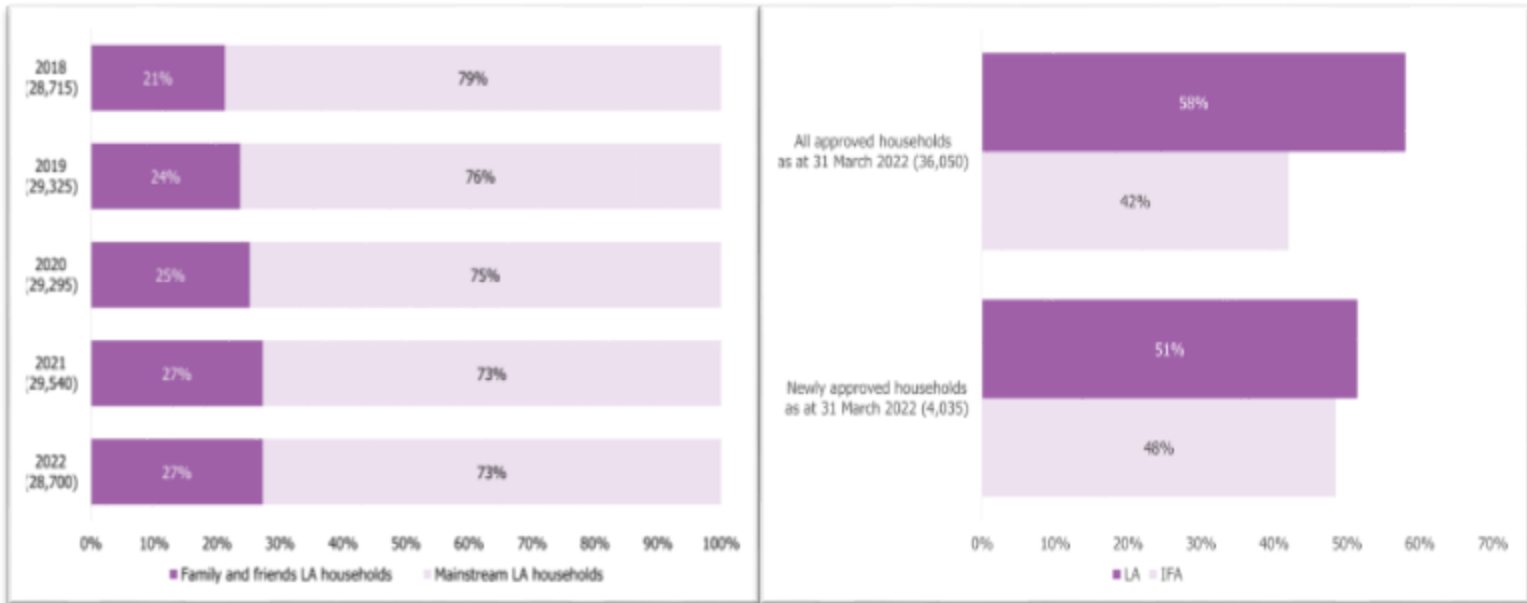
Deregistration reason in 2022-23	Household numbers
Resigned due to retirement	11
Resigned due to change of circumstances	14
Resigned due to difficulty fulfilling the fostering role	3
Resigned as child no longer looked after (Special Guardianship obtained)	8
Resigned due to impact of fostering on emotional well-being	1
Resigned as child no longer in their care	5
Resigned following standards of care investigation	1
Deregistered by the service as no longer suitable to foster	4

(Source: Fostering Service exit interviews and Fostering Panel Case Data)

National Statistics – Fostering in England April 21 – March 22

Ofsted's statistical release covers 146 Local Authority fostering services and 282 Independent Fostering Agencies (IFA) for 1 April 2021 to 31 March 2022. It includes data about fostering households, foster carers, retention, recruitment and capacity.

There is an upward trend in fostering provision provided by family and friends households. Family and friends households made up 27% of all Local Authority fostering households as at 31 March 2022, an increase from 21% in 2017-18. Family and friends households accounted for 60% of households approved in-year that were still active on 31 March 2022, up slightly from 56% in 2017 to 2018. This type of household made up 60% of deregistrations by Local Authorities in the 2021 to 2022 period.



The number of **enquiries** about fostering rose in 2022 compared with previous years and over the past 5 years between 70% and 79% of these were made to IFAs. However there has been a downward trend in the number of **applications** for mainstream fostering over the last 5 years with only 6% of those making initial enquiries going on to make an application. The conversion rate remains different for the LA and IFA sectors. Actual applications were equivalent to 4% of initial enquiries for IFAs and 12% for LAs. For us, in Surrey, over the past 10 months, applications received are equivalent to 16% of initial enquiries.

For both sectors, applications are at their lowest level in several years. Local Authority applications have decreased by 22% since 2018.

Ofsted data shows that in 2021 to 2022, more mainstream fostering households deregistered (5,435) than were approved (4,035), leading to a net decrease in fostering capacity of 4% since 2018. However this masks a difference in the overall trend between the sectors, with IFAs seeing an increase of 3% in households since 2018, and Local Authorities seeing a decrease in capacity of 8% during the same period.

Of mainstream fostering households that held an approved status at some point during 2021 to 2022, 13% had deregistered by the end of the year (5,435 of 41,485).

Local Authority mainstream households tended to stay registered for longer than IFA households. Local Authorities reported that 31% of deregistrations were within 2 years of approval, while 28% had been with their services for 10 or more years. In contrast, a higher proportion of deregistrations were within 2 years among IFAs (34%), and a lower proportion had been registered for 10 or more years (15%).

