

A summary of the adult social care sector and workforce in Windsor & Maidenhead 2023/24



Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government, and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The information within this summary has been produced by Skills for Care using the Adult Social Care Workforce Data Set (ASC-WDS). We use the data collected by the ASC-WDS to create workforce models that, in turn, allow for estimates of the whole adult social care workforce and its characteristics to be produced. The * notation indicates the figure has been suppressed.

Size and structure of the workforce

In 2023/24 the adult social care sector in England had an estimated 18,500 organisations with 40,000 care-providing locations and a workforce of around 1.84 million posts.



The total number of posts in Windsor & Maidenhead was around 3,900 in 2023/24. This was comprised of 3,700 filled posts and 175 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 150 (4%), the number of filled posts has increased by 175 (5%) and the number of vacancies has decreased by 50 (20%).

The estimated 3,700 filled posts were split between local authorities (0%), independent sector providers (94%), posts working for direct payment recipients (3%) and other sectors (3%).

In 2023/24, the CQC register showed there were 65 regulated services in Windsor & Maidenhead; 38 were residential and 27 were non-residential services.

If the workforce grows proportionally to the projected number of people aged 65 and over then the total number of adult social care posts in the South East region will increase by 33% (from 290,000 to 385,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 3,500 filled posts in the independent sector and local authority only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2023 and March 2024, and local authority information dates from September 2023.

For information about changes in the workforce since March 2024, using monthly monitoring of the ASC-WDS, please see our [Workforce Intelligence website](#).

Recruitment and retention

Skills for Care estimates that the staff turnover rate in Windsor & Maidenhead was 15.9%, which was lower than the region average of 26.7% and lower than England at 24.8%. Not all turnover results in workers leaving the sector, around half (52%) of starters were recruited from within the adult social care sector, therefore although employers need to recruit to these posts, the sector retains their skills and experience.



We estimate that the vacancy rate in Windsor & Maidenhead was 4.8%, which was lower than the regional average of 8.1% and lower than England at 8.1%.

Across England, the vacancy rate has decreased compared to last year and the

Qualifications, training and skills
