

A summary of the adult social care sector and workforce in South Gloucestershire 2023/24



Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with

Across England, the vacancy rate has decreased compared to last year and the number of filled posts has increased. During this period international recruitment increased which has impacted these trends.

Workers in South Gloucestershire had on average 9.2 years of experience in the sector and 72% of the workforce had been working in the sector for at least three years.

We have many resources and tools available to help. Please visit our [values-based recruitment](#) page for more information. Skills for Care have also collaborated with the adult social care sector and people who draw on care and support to develop a [Workforce Strategy](#), which includes [attraction recommendations and commitments](#).

Employment information

We estimate South Gloucestershire had 8,300 adult social care filled posts in the local authority and independent sectors. These included 750 managerial roles, 375 regulated profession roles, 6,000 direct care (including 4,900 care workers), and 1,200 other-non-care proving roles.

The average number of sickness days taken in the last year in South Gloucestershire was 3.2, (4.9 in South West and 5.3 across England). With an estimated directly employed workforce of 7,000, this means employers in South Gloucestershire lost approximately 22,500 days to sickness in 2023/24.

Around half of the workforce (52%) usually worked full-time hours in South Gloucestershire and 48% were part-time.

Less than a quarter (20%) of the workforce were on zero-hours contracts.

Workforce demographics

The majority (78%) of the workforce in South Gloucestershire were female, and the average age was 43.3 years old. Workers aged under 25 made up 9% of the workforce and workers aged 55 and above represented 27%. Given this age profile approximately 2,200 posts will be reaching retirement age in the next 10 years.

Across England 73% of the workforce identified as British, while in the South West region this was 77%. An estimated 72% of the workforce in South Gloucestershire identified as British, 20% identified as of a non-EU nationality and 8% identified as of an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in South Gloucestershire (area), South West (region) and England. All figures represent the independent sector as at March 2024, except social workers which represent the local authority sector as at September 2023. At the time of analysis, the National Living Wage was £10.42.

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker**	£41,500	£39,900	£37,900
Registered nurse	£39,500	£40,500	£39,900
Hourly pay			
National Living Wage	£10.42	£10.42	£10.42

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Qualifications, training and skills

We believe that everyone working in adult social care should be able to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to develop the right skills and knowledge to enable them to provide high-quality care and support.

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