

A summary of the adult social care sector and workforce in Haringey 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 Haringey was around 5,200 in 2023/24. This was comprised of 4,800 filled posts and 400 vacant posts across all sectors.

Since the previous year, the total number of posts has decreased by 100 (2%), the number of filled posts were similar and the number of vacancies has decreased by 50 (10%).

The estimated 4,800 filled posts were split between local authorities (5%), independent sector providers (72%), posts working for direct payment recipients (12%) and other sectors (11%).

In 2023/24, the CQC register showed there were 87 regulated services in Haringey; 27 were residential and 60 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 London region will increase by 33% (from 255,000 to 340,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 3,700 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

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 Haringey had on average 8.7 years of experience in the sector and 80% 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 Haringey had 3,700 adult social care filled posts in the local authority and independent sectors. These included 325 managerial roles, 100 regulated profession roles, 2,900 direct care (including 2,500 care workers), and 350 other-non-care providing roles.

The average number of sickness days taken in the last year in Haringey was 4.5, (4.2 in London and 5.3 across England). With an estimated directly employed workforce of 3,400, this means employers in Haringey

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.

Skills for Care estimates show that 49% of the direct care providing workforce in Haringey hold a *relevant* adult social care qualification (51% in London and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 31% had