

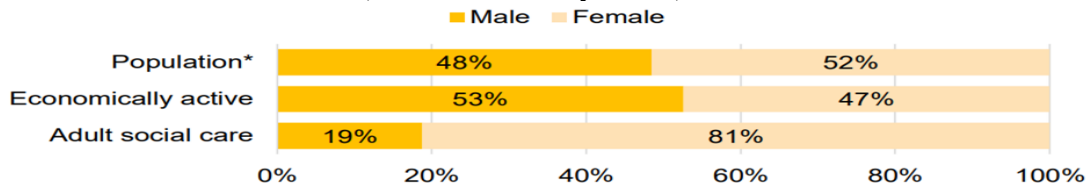
Appendix 1 - EDISJ Data Pertaining to Care Sector

The following gives an overview of EDISJ data from across the care sector. We have highlighted national, regional, or local data to show insights in EDISJ.

Gender

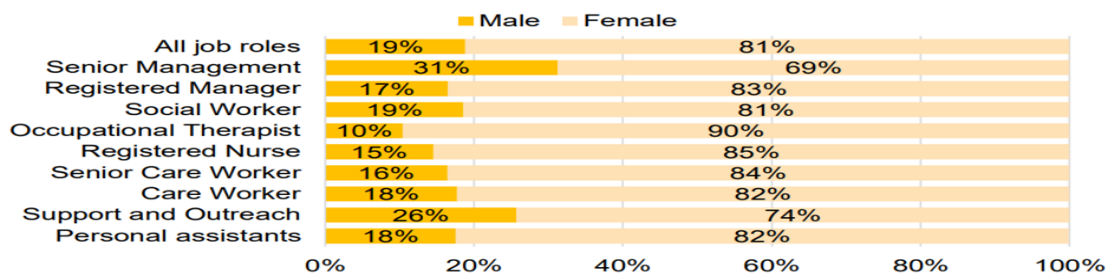
The care sector workforce is made up of around 81% female workers. Male workers remained in the minority at 19%.

Chart 1. Estimated gender of the adult social care workforce, the population, and the economically active population Source: Skills for Care estimates 2022/23, Labour Force Survey 2022/23, Census 2021¹



In Sheffield the gender of the care sector workforce is largely in line with national statistics. The workforce is predominantly female.² In SCC Adults Care and Wellbeing Directorate the workforce follows similar trends in terms of gender. **79.7%** of the workforce is female, this accounts for most of our workforce whilst **20.3%** of the workforce is male.

Chart 2. Estimated proportional gender split in the adult social care workforce by selected job roles Source: Skills for Care estimates, 2022/23



Data from across the care sector shows a majority of the workforce is predominantly female and this translates across most job roles.

Gender Identity

In Sheffield 0.81% of people responded that they had a gender which was different to their birth³. Data gathered from Skills for Care suggest that only 0.02% of the care sector workforce⁴ selected 'other' implying a gender different to their birth. It's worth noting that data collected by Skills for Care is imputed by employers rather than workers. This may have an impact on the accuracy of reporting.

Age

In Sheffield the age profile of the care sector workforce largely follows national trends⁵. In Sheffield City Council our Median Age for our workforce is 49 as of 2023⁶.

Chart 4. Estimated age bands and mean ages of the adult social care workforce by selected job roles Source: Skills for Care estimates 2022/23⁷

¹ [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

² [Sheffield Summary \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

³ [8 - Workforce Data Report.pdf \(sheffield.gov.uk\)](https://sheffield.gov.uk)

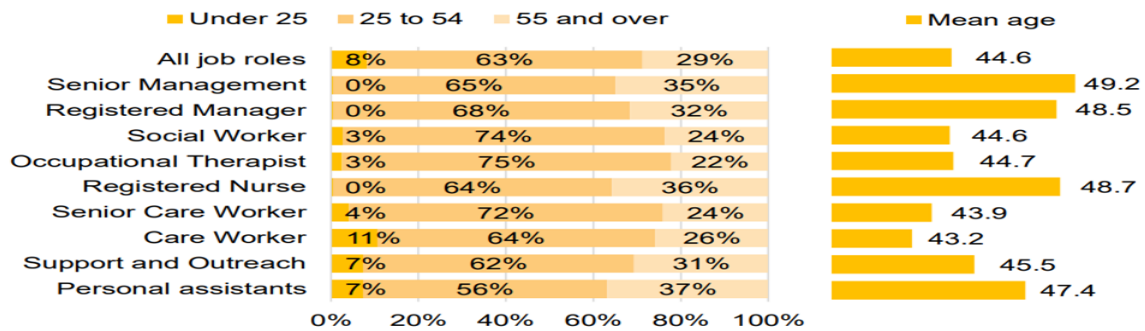
⁴ [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

⁵ [Sheffield Summary \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

⁶ [8 - Workforce Data Report.pdf \(sheffield.gov.uk\)](https://sheffield.gov.uk)

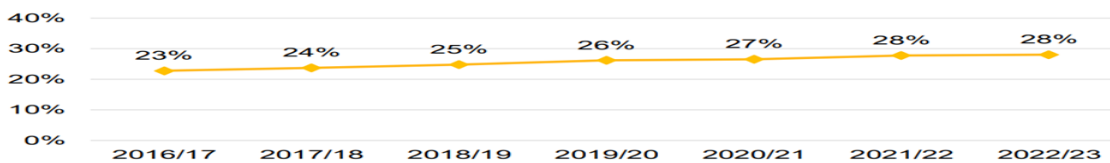
⁷ [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

Appendix 1 - EDISJ Data Pertaining to Care Sector



The chart below shows the proportion of adult social care staff (in the local authority and independent sector) that were aged 55 and over, and how that group has changed since 2016/17⁸.

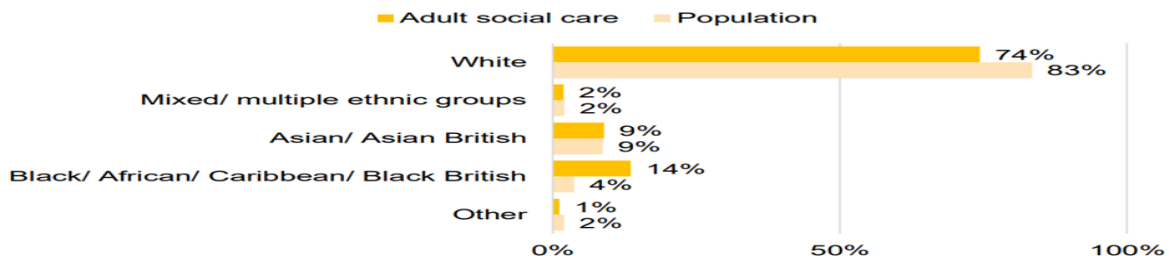
Chart 5. Proportion of the social care workforce who are aged 55 and over (independent and local authority sectors only), 2016/17 to 2022/23 Source: Skills for Care estimates.



Ethnicity

Chart 6 shows that the ethnic profile of the care sector workforce was more diverse than the population of England. There was a notably higher proportion of people with a Black/ African/ Caribbean/ Black British ethnicity within adult social care (14% of the total workforce) compared to the population (4% of the population).

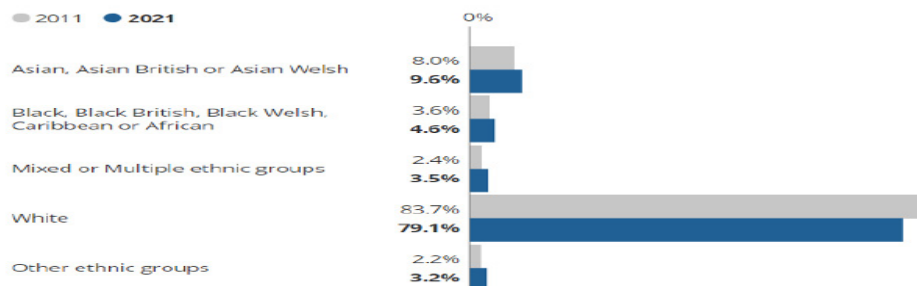
Chart 6. Estimated proportion of the adult social care workforce and the population of England by ethnicity Source: Skills for Care workforce estimates 2022/23, Census 2021



Ethnicity figures in Sheffield largely follow national trends in ethnicity across the care sector⁹. Chart 8 shows wider Sheffield ethnicity data from the wider population. There is a slight under-representation in Asian/Asian British data for Sheffield (6% of the workforce is Asian/Asian British vs 9.6% of the population).

Chart 8. Ethnicity census data for Sheffield from 2021.¹⁰

Percentage of usual residents by ethnic group



⁹ [Sheffield Summary \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk/Sheffield-Summary)

¹⁰ [8 - Workforce Data Report.pdf \(sheffield.gov.uk\)](https://www.sheffield.gov.uk/8-Workforce-Data-Report.pdf)

Appendix 1 - EDISJ Data Pertaining to Care Sector

In Sheffield City Council Adults Care and Wellbeing Directorate our workforce ethnicity breakdown is as follows:

- 80.7% of workforce identified as 'white British'
- 17.7% of workforce identified as 'BAME'

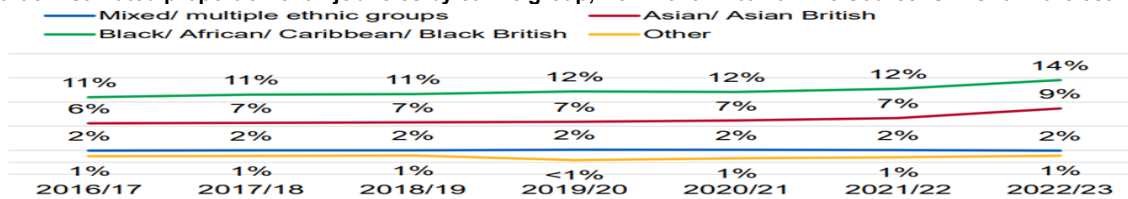
Ethnicity breakdown by job role

Table 2. Estimated proportion of the adult social care workforce by ethnic group for selected job roles Source: Skills for Care estimates, 2022/23

	White	Mixed/ multiple ethnic groups	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other
All job roles	73%	2%	9%	14%	1%
Senior Management	83%	2%	7%	8%	<1%
Registered Manager	81%	1%	7%	11%	1%
Social Worker	72%	3%	6%	18%	1%
Occupational Therapist	83%	1%	4%	11%	1%
Registered Nurse	56%	3%	21%	18%	2%
Senior Care Worker	75%	2%	12%	11%	1%
Care Worker	70%	2%	10%	17%	1%
Support and Outreach	75%	2%	5%	18%	1%
Personal assistants	84%	1%	7%	5%	2%

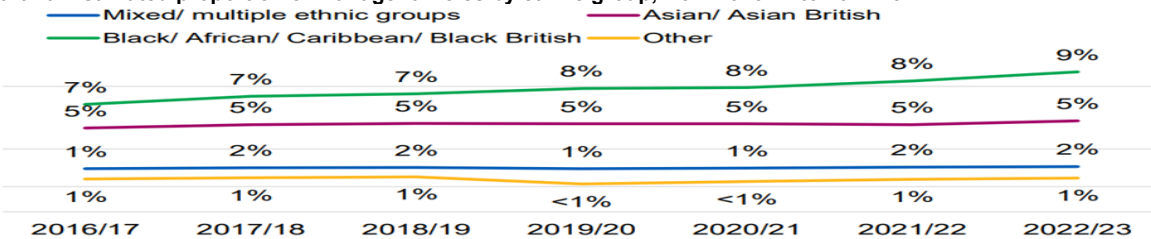
Nationally the proportion of workers with a Black/ African/ Caribbean/ Black British ethnicity background has slowly increased from 11% in 2016/17 to 14% in 2022/23. The number of people with an Asian/ Asian British ethnicity background has also slowly increased from 6% in 2016/17 to 9% in 2022/23¹¹.

Chart 9. Estimated proportion of all job roles by ethnic group, from 2016/17 to 2022/23 Source: Skills for Care estimate



Managerial roles have seen a slight increase in the number of people with a Black/ African/ Caribbean/ Black British ethnicity background, rising from 7% in 2016/17 to 9% in 2022/23. The chart below shows the proportion of people with other ethnicities has remained consistent.

Chart 10. Estimated proportion of managerial roles by ethnic group, from 2016/17 to 2022/23



Sheffield City Council workforce data suggests a similar trend. There has been a small increase in the representation of BAME workforce at senior management level. Relatively speaking the data suggests an under representation for BAME employees at manager level¹².

Table 3. Shows the % of Sheffield City Council BAME Employees for 20/21

SCC Grade	% of Workforce
1 – 5	18
6 – 9	16.1
10 – 11	14.5

¹⁰ - [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)
¹² - [Workforce Data Report.pdf \(sheffield.gov.uk\)](https://www.sheffield.gov.uk)

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Chief Officer Grades	10.5
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Disability

The 2021 UK census reported that in 2021 in England, 17.7% of people were disabled. Within social care occupations, the LFS identified 24% of workers as disabled according to the Disability Discrimination Act 1995 (DDA) definition. The ASC-WDS estimate showed a lower prevalence of disability among workers, at 2%. The ASC-WDS disability records are likely to be under-reported because the information was provided by the employer, rather than the individuals themselves¹³.

In Sheffield, population data suggest for working adults 19% of people are declared as having a disability. Within Adults Care and Wellbeing Directorate there is 16.3% workforce with a disability declared.

Key Actions

- Review ways in which we can encourage more men to join the care sector.
- Encourage more younger workers to begin careers within the care sector.
- Review discrepancy levels between Asian/Asian British care sector workforce and general population.
- Improve data for our Adults Care and Wellbeing staff to allow further analysis into ethnicity for future reports.
- Encourage more diversity in our top earners and in senior management roles.
- Review data from the care sector in relation to disabilities
- Encourage more people who have disabilities to work within the care sector.
- Encourage flexible ways of working for care sector staff.
- Encourage Disability Confidence throughout the care sector.

¹³ [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)