



## Workforce demographics

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.

The majority (85%) of the workforce in Bexley were female, and the average age1

Workers in Bexley had on average 9.2 years of experience in the sector and 75% 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 Bexley had 5,000 adult social care filled posts in the local authority and independent sectors. These included 500 managerial roles, 200 regulated profession roles, 3,800 direct care (including 3,100 care workers), and 550 other-non-care proving roles.

The average number of sickness days taken in the last year in Bexley was 5.3, (4.2 in London and 5.3 across England). With an estimated directly employed workforce of 4,500, this means employers in Bexley lost approximately 23,500 days to sickness in 2023/24.

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

Around a third (29%) of the workforce were on zero-hours contracts.

