

22-090620-01 ASC Workforce Survey - PUBLIC - Final V4

IPSOS 2023

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Table 1

QT_Role Role

Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
	5455	5379	1	-	-	7	-	-	7	5339	752	1061	1980	936	1044	100	1538	1441	206	
75%bcde fghijkor svFGHl		98%Zbcde fgh	*	-	-	2%bcdf	-	-	4%bcdf	86%Zjk	37%	47%j	78%or	77%or	78%or	68%r	86%Zlmn oqr	82%Zlor	35%	
1077	15%acefg himpuvEF JKLM	49 1%	800 99%Zacde fgh	1 1%	218 86%Zacef gh	8 2%a	1 1%	1 1%	6 4%a	668 11%	1010 50%Zik	710 31%Zi	347 14%	127 10%	220 16%mp	43 29%Zlmn pqr	197 11%	286 16%mp	84 14%mp	
97	1%abfqr sHJKL	-	-	97 99%Zabd efgh	33 13%Zabef gh	-	-	-	-	64 1%	93 5%Zi	74 3%Zi	57 2%qr	11 1%	46 3%Zmpqr	1 *	24 1%r	11 1%	2 *	
336	5%abcdi npqtuCF GHIJKLM	-	-	-	-	336 94%Zabc dh	101 97%Zabc dh	97 98%Zabc dh	138 83%Zabcd	157 3%	141 7%Zi	275 12%Zij	108 4%npq	104 9%Zinop q	3 *	2 1%np	5 *	9 1%	179 31%Zlmnopq	
101	1%abcil mnpqtFH JKL	-	-	-	-	101 28%Zabc dgh	101 97%Zabcd egh	-	-	22 *	17 1%	88 4%Zij	* *	* *	- -	- -	1 *	4 *	90 16%Zlmnopq	
97	1%abcfi lmnpqtF HJKL	-	-	-	-	97 27%Zabcd fh	-	97 98%Zabcd efh	-	24 *	26 1%i	86 4%Zij	4 *	* *	3 *	- -	1 *	* *	85 15%Zlmnopq	
150	2%abcfn pqrsCGH IJKL	-	-	-	2 1%ab	138 39%Zabcd fg	-	-	150 91%Zabcd efg	121 2%	111 6%Zi	112 5%Zi	114 4%Znpqr	112 9%Zinop qr	2 *	2 1%npq	5 *	5 *	3 1%	
255	4%abcde fgijlnp qtuFGHJ KM	56 1%	6 1%	-	-	4 1%	2 2%cd	1 1%	1 1%	-	-	123 5%Zij	49 2%	27 2%	22 2%	1 1%	23 1%	20 1%	112 19%Zlmnopq	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 1

QT_Role Role

Base : All respondents working in Adult Social Care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Direct Care	5455	468	4392	551	44	342	538	1589	1169	1794	-	-	-	68	2629	879	1391	468
	75%bcde fghjkor svFGHI	52%	77%sv	97%Zstv	59%	81%	78%	75%	73%	75%	-	-	-	23%FGH	99%ZL	100%ZL	94%Z	100%ZL
Managerial/supervisory general	1077	130	928	13	5	48	94	366	269	300	1	334	607	67	2	2	45	-
	15%acef ghimpuv EFJKLM	14%u	16%uv	2%	7%u	11%	14%	17%E	17%E	13%	1%	100%ZFI	100%ZFI	23%ZF	*	*	3%JKM	-
Managerial/supervisory: registered managers	97	3	94	-	*	4	6	35	21	32	97	-	-	-	-	-	-	-
	1%abfqr sHJKL	*	2% s	-	*	1%	1%	2%	1%	1%	88%ZGHI	-	-	-	-	-	-	-
Professional: overall	336	182	137	-	18	12	15	44	73	191	-	-	-	-	-	-	-	-
	5%abcd inpqtu CFGHIJ KLM	20%Ztu	2%	-	24%Ztu	3%	2%	2%	5%C	8%ZABCD	-	-	-	-	-	-	-	-
Professional: Social worker	101	93	5	-	3	6	5	21	28	41	-	-	-	-	-	-	-	-
	1%abci Imnpqt FHJKL	10%Ztu	*	-	5%Ztu	1%	1%	1%	2%	2%	-	-	-	-	-	-	-	-
Professional: OT	97	86	6	-	5	3	2	15	19	59	-	-	-	-	-	-	-	-
	1%abcfi ImnpqtF HJKL	9%Ztu	*	-	6%Ztu	1%	*	1%	1%	2%ZBCD	-	-	-	-	-	-	-	-
Professional: Nurse/ nursing associate/ allied health professional	150	3	137	-	9	4	8	13	30	95	12	-	-	-	-	-	-	-
	2%abcfn pqrsCGH IJKL	*	2% s	-	13%Zstu	1%	1%	1%	2%C	4%ZABC	11%ZGHI	-	-	-	-	-	-	-
Other	255	126	121	1	7	17	33	87	55	63	-	-	-	157	14	-	42	-
	4%abcd efgijl npqtuF GHJKM	14%Ztu	2%	*	9%Ztu	4%	5%	4%E	3%	3%	-	-	-	54%ZFGH	1%	-	3%JKM	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 2

QT_Role Role

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Direct Care	5455	1791	1335	1364	940	2315	1729	342	831	1707	2441	3371	1058	466	204	1543	1057	1197	1639
	75% vA	77%	73%	74%	68%	78% bcf	73%	96% Zij	93% Zij	83% Zj	65%	75% l	69%	81% Zkl	75%	77% p	70%	74%	78% Zpqs
Managerial/supervisory general	1077	445	401	397	350	453	454	9	18	170	863	657	270	69	50	305	248	255	260
	15% ghir xyzCDE	19% Ze	22% Ze	21% Ze	25%	15%	19% Ze	3%	2%	8% gh	23% Zghi	15%	18% Zkm	12%	18%	15%	16% r	16% r	12%
Managerial/supervisory: registered managers	97	43	37	36	31	59	54	*	*	7	88	63	25	5	2	18	26	28	26
	1% hiwx	2%	2%	2%	2%	2%	2% Z	*	*	*	2% Zghi	1%	2%	1%	1%	1%	2%	2%	1%
Professional: overall	336	17	18	21	15	91	76	3	23	109	197	209	92	22	7	68	112	65	90
	5% abcef gwxz	1%	1%	1%	1%	3% abc	3% abc	1%	3%	5% gh	5% gh	5%	6%	4%	3%	3%	7% Zoqrs t	4%	4%
Professional: Social worker	101	*	*	1	-	*	*	-	3	24	72	62	29	6	3	31	33	19	18
	1% abcef wx	*	*	*	-	*	*	-	*	1%	2% h	1%	2%	1%	1%	2%	2% r	1%	1%
Professional: OT	97	4	3	1	1	2	4	*	9	36	51	55	34	5	1	22	29	25	20
	1% abcef wx	*	*	*	*	*	*	*	1%	2%	1%	1%	2% k	1%	*	1%	2% t	2% t	1%
Professional: Nurse/ nursing associate/ allied health professional	150	16	18	23	16	99	82	3	11	50	85	99	32	12	4	16	53	25	56
	2% abowx	1%	1%	1%	1%	3% Zabc	3% Zabc	1%	1%	2%	2%	2%	2%	2%	1%	1%	4% Zoqs	2%	3% oq
Other	255	38	36	32	34	56	35	1	16	71	161	158	75	11	9	61	58	64	71
	4% abcef gE	2%	2%	2%	2%	2%	1%	*	2%	3% g	4% gh	4%	5% Zm	2%	3%	3%	4%	4%	3%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 2
QT_Role Role
Base : All respondents working in Adult Social Care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Direct Care	5455	4371	998	1325	312	1348	1276	518	192	3801	108	393	722	1512	1810	3326
	75%jlp vA	76%p	75%	56%	61%	84%Zuv	90%Zuvw	87%Zuv	96%Zuvw y	72%	85%A	85%ZA	88%ZA	85%ZA	75%	75%
Managerial/supervisory general	1077	838	222	556	140	209	88	42	2	905	11	27	53	149	378	664
	15%ghir xyzCDE	15%	17%r	24%Zwxy z	27%Zwxy z	13%xyz	6%z	7%z	1%	17%ZCDE	8%	6%	6%	8%	16%	15%
Managerial/supervisory: registered managers	97	77	19	71	11	6	2	6	*	80	2	4	6	16	28	67
	1%hiwx	1%	1%	3%Zwx	2%wx	*	*	1%	*	2%	2%	1%	1%	1%	1%	2%
Professional: overall	336	278	47	262	22	7	15	14	-	247	3	29	27	71	109	214
	5%abcef gwxz	5%	3%	11%Zvwxy z	4%wxz	*	1%	2%w	-	5%	3%	6%	3%	4%	5%	5%
Professional: Social worker	101	82	16	92	2	3	1	1	-	79	1	5	7	20	34	63
	1%abcef wx	1%	1%	4%Zvwxy z	*	*	*	*	-	1%	1%	1%	1%	1%	1%	1%
Professional: OT	97	89	6	91	3	1	2	1	-	84	1	3	3	12	31	64
	1%abcef wx	2%t	*	4%Zvwxy z	1%	*	*	*	-	2%	1%	1%	*	1%	1%	1%
Professional: Nurse/ nursing associate/ allied health professional	150	117	27	89	18	2	13	14	-	93	2	21	19	44	48	96
	2%abowx	2%o	2%	4%Zwx	3%wx	*	1%w	2%w	-	2%	1%	5%ZA	2%	2%	2%	2%
Other	255	197	48	134	29	35	30	12	6	211	2	8	13	30	84	160
	4%abcef gE	3%	4%	6%Zwxy	6%wxy	2%	2%	2%	3%	4%DE	2%	2%	2%	2%	3%	4%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Table 3

QT_Role Role

Base : All respondents working in Adult Social Care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Direct Care	5455	4344	963	478	461	2198	1443	221	106
	75%afgh	73%	90%Za	97%Zd	84%Z	90%Zfgh	67%gh	38%	51%g
Managerial/supervisory general	1077	999	67	5	62	168	448	201	63
	15%bce	17%Zb	6%	1%	11%c	7%	21%Ze	35%Zef	30%Zef
Managerial/supervisory: registered managers	97	91	5	1	4	6	44	26	5
	1%e	2%	*	*	1%	*	2%e	5%Zef	2%e
Professional: overall	336	302	22	9	12	34	144	72	20
	5%be	5%b	2%	2%	2%	1%	7%Ze	13%Zef	9%Ze
Professional: Social worker	101	96	4	*	3	12	42	27	4
	1%e	2%b	*	*	1%	*	2%e	5%Zef	2%e
Professional: OT	97	94	3	-	3	7	40	23	8
	1%e	2%b	*	-	1%	*	2%e	4%Zef	4%Ze
Professional: Nurse/ nursing associate/ allied health professional	150	123	16	9	6	16	65	26	9
	2%e	2%	2%	2%	1%	1%	3%e	5%Ze	4%e
Other	255	243	9	-	9	41	83	51	14
	4%bce	4%b	1%	-	2%	2%	4%e	9%Zef	7%Ze
None of the above	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

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Table 4

QT_Role Role

Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Direct Care	5455	2629	879	1391	468	-	-	7	-	1
	75%efghi	99%Zcefghi	100%Zcefghi	94%Zefghi	100%Zcefghi	-	-	5%ehi	-	*
Managerial/supervisory general	1077	2	2	45	-	1	1	6	1	792
	15%abcdefgh	*	*	3%abdh	-	1%abd	1%abd	4%abd	1%a	99%Zabc defgh
Managerial/supervisory: registered managers	97	-	-	-	-	-	-	-	97	-
	1%abcei	-	-	-	-	-	-	-	88%Zabcdefgi	-
Professional: overall	336	-	-	-	-	101	97	138	-	-
	5%abcdhi	-	-	-	-	97%Zabcdghi	98%Zabcdghi	90%Zabcdhi	-	-
Professional: Social worker	101	-	-	-	-	101	-	-	-	-
	1%abchi	-	-	-	-	97%Zabcdfghi	-	-	-	-
Professional: OT	97	-	-	-	-	-	97	-	-	-
	1%abcehi	-	-	-	-	-	98%Zabcdegghi	-	-	-
Professional: Nurse/ nursing associate/ allied health professional	150	-	-	-	-	-	-	138	12	-
	2%abcei	-	-	-	-	-	-	90%Zabcdefghi	11%Zabcdefi	-
Other	255	14	-	42	-	2	1	1	-	6
	4%abdefhi	1%	-	3%abdhi	-	2%abdh	1%bd	1%	-	1%
None of the above	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 5
QT_Service Service
Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	6973	4010	838	614	501	861	502	262	162	5126	2347	2870	1634	663	971	239	1373	1813	1445
WeightedBase	6768	5018	807	98	253	356	104	99	165*	5778	1970	2190	2551	1214	1337	146	1324	1768	583
EffectiveBase	3443	2342	456	402	193	283	350	188	74	2772	1033	1218	924	412	516	147	757	1134	755
Residential overall	2497	1905	282	55	77	109	*	4	115	2283	860	799	2497	1212	1285	-	-	-	-
	37%efgo pqrsuvG IL	38%defg	35%fg	57%Zabd efg	30%fg	31%fg	*	4%f	70%Zabc defg	40%Z	44%Zik	36%	98%Zno pqr	100%Zino pqr	96%Zopqr	-	-	-	-
Residential nursing home	1212	912	93	11	26	104	*	*	112	1111	383	349	1212	1212	-	-	-	-	-
	18%bcd f gnopqrs GHL	18%bcd f	12%fg	11%fg	10%fg	29%Zabcd fg	*	*	68%Zabc defg	19%k	19%k	16%	48%Zno pqr	100%Zinop qr	-	-	-	-	-
Residential care home (not nursing)	1285	993	189	45	51	5	-	3	3	1173	477	450	1285	-	1285	-	-	-	-
	19%efgh mopqrs vL	20%efgh	23%Zefg h	46%Zabd efgh	20%efgh	1%	-	3%f	2%	20%	24%Zik	21%	50%Zmopq r	-	96%Zlmop qr	-	-	-	-
Day	142	94	31	1	11	3	-	-	3	121	54	45	-	-	-	142	-	-	-
	2%cfglm npqrF	2%f	4%Zacef g	1%	4%Zacef g	1%	-	-	2%	2%	3%	2%	-	-	-	97%Zlmnp qr	-	-	-
Domiciliary	1310	1064	139	24	49	6	1	1	6	1175	302	289	-	-	-	-	1310	-	-
	19%efgh ijklmno qrsvEIKL	21%efgh	17%efgh	24%Zbef gh	20%efgh	2%	1%	1%	4%	20%jk	15%	13%	-	-	-	-	99%Zlmno qr	-	-
Community	1907	1580	243	12	69	18	3	10	6	1738	476	579	-	-	-	-	-	1735	125
	28%cefg h ijlmnop rvFIJK	31%Zcef gh	30%cefg h	12%efh	27%cefg h	5%	3%	10%efh	3%	30%jk	24%	26%	-	-	-	-	-	98%Zlmn opr	21%lmnop
Other/ multiple services	662	223	88	3	38	196	95	82	20	276	201	381	-	-	-	-	-	-	443
	10%acilm nopqtFJK L	4%	11%ac	3%	15%Zac	55%Zabc dh	91%Zabc degh	82%Zabc deh	12%ac	5%	10%i	17%Zij	-	-	-	-	-	-	76%Zlmnopq
None of the above	249	153	25	3	8	23	6	3	15	186	76	98	54	2	52	4	14	33	15
	4%Impq	3%	3%	3%	3%	7%Zab	5%a	3%	9%Zab	3%	4%	4%i	2%am	*	4%Impq	3%mp	1%	2%am	2%mp

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing

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Table 5

QT_Service Service

Base : All respondents working in Adult Social Care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	6973	2134	4635	62	142	317	459	1835	1506	2847	679	393	549	415	1998	627	1364	3
WeightedBase	6768	898	5595	201*	74*	396	646	1964	1486	2254	110	334	607	292	2645	881	1478	3**
EffectiveBase	3443	1271	2673	45	91	159	239	908	762	1515	455	233	326	210	1189	368	794	3
Residential overall	2497	112	2332	39	15	125	277	719	563	808	66	96	219	85	1198	518	188	-
	37%efgo pqrsuvG IL	12%	42%Zsuv	19%	20%st	32%	43%AE	37%	38%	36%	60%ZGHI	29%	36%	29%	45%ZL	59%ZJL	13%	-
Residential nursing home	1212	33	1144	23	12	60	176	368	248	361	19	40	81	44	612	234	64	-
	18%bcdfg nopqrsGH L	4%	20%Zs	12%st	16%st	15%	27%ZACD E	19%	17%	16%	17%G	12%	13%	15%	23%ZL	27%ZL	4%	-
Residential care home (not nursing)	1285	79	1188	15	3	65	101	351	315	447	46	55	138	41	586	284	124	-
	19%efghm opqrsVL	9%	21%Zsuv	8%	4%	16%	16%	18%	21%	20%	42%ZGHI	17%	23%I	14%	22%ZL	32%ZJL	8%	-
Day	142	43	97	1	-	4	7	38	26	67	1	14	24	7	34	13	45	-
	2%cfglm npqrF	5%Ztv	2%	1%	-	1%	1%	2%	2%	3%	*	4%ZF	4%ZF	2%	1%	1%	3%J	-
Domiciliary	1310	59	1186	61	4	125	154	404	301	319	25	63	112	29	845	131	86	1
	19%efghj klmnoprs vEIKL	7%	21%sv	31%sv	5%	31%ZCDE	24%E	21%E	20%E	14%	23%I	19%I	19%I	10%	32%ZKL	15%L	6%	30%
Community	1907	234	1594	72	7	101	150	542	405	701	12	82	182	26	402	167	1005	-
	28%cefg hijlmnop rvFIJKL	26%v	28%v	36%v	10%	25%	23%	28%	27%	31%B	11%	25%FI	30%FI	9%	15%	19%	68%ZJK	-
Other/ multiple services	662	410	214	11	26	33	39	195	139	257	3	65	49	112	93	35	94	1
	10%acil mnopqtF JKL	46%Ztu	4%	6%	35%Ztu	8%	6%	10%	9%	11%B	3%	19%ZFH	8%F	39%ZFGH	4%	4%	6%J	24%
None of the above	249	39	171	17	22	10	18	66	52	103	3	15	20	32	74	17	60	1
	4%lmpq	4%t	3%	8%t	29%Zstu	2%	3%	3%	4%	5%	3%	4%	3%	11%ZFGH	3%	2%	4%	46%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 6
QT_Service Service
 Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6973	2170	1678	1708	1308	2458	2097	262	606	1989	3991	4203	1705	499	255	975	1334	1939	2670
WeightedBase	6768	2338	1831	1855	1373	2986	2357	311	723	1946	3669	4218	1402	527	239	1841	1414	1526	1955
EffectiveBase	3443	1149	900	930	674	1331	1099	168	315	1105	1802	2103	854	242	116	580	703	1065	1597
Residential overall	2497	768	639	647	489	1781	1150	47	227	771	1434	1581	425	196	97	708	561	538	681
	37%agl	33%	35%	35%	36%	60%Zabc	49%Zabc	15%	31%g	40%gh	39%gh	37%l	30%	37%l	40%l	38%	40%r	35%	35%
Residential nursing home	1212	269	285	309	206	952	547	14	87	352	752	808	181	106	37	348	293	274	292
	18%aghl	12%	16%a	17%a	15%	32%Zabc	23%Zabc	5%	12%g	18%gh	21%Zgh	19%l	13%	20%l	16%	19%r	21%r	18%r	15%
Residential care home (not nursing)	1285	499	354	338	282	829	603	33	141	419	682	773	244	90	60	360	268	263	389
	19%guDE	21%	19%	18%	21%	28%Zabc	26%Zabc	11%	19%g	22%g	19%g	18%	17%	17%	25%	20%	19%	17%	20%
Day	142	-	-	-	-	-	-	5	18	60	58	81	36	9	6	28	19	37	55
	2%abcef	-	-	-	-	-	-	2%	3%	3%j	2%	2%	3%	2%	3%	2%	1%	2%	3%p
Domiciliary	1310	483	478	586	384	982	847	176	221	274	590	880	240	99	38	415	271	281	339
	19%ijtv	21%	26%Za	32%Zab	28%	33%Zab	36%Zabc	57%Zhij	31%Zij	14%	16%	21%l	17%	19%	16%	23%qrt	19%t	18%t	17%t
Community	1907	1087	714	622	500	222	360	63	189	575	1041	1131	454	161	69	477	362	434	622
	28%efgu	46%Zbce	39%Zcef	34%Zef	36%	7%	15%e	20%	26%	30%g	28%g	27%	32%Zk	30%	29%	26%	26%	28%	32%Zops
Other/ multiple services	662	-	-	-	-	-	-	13	46	184	410	388	193	46	19	161	156	170	171
	10%abcef	-	-	-	-	-	-	4%	6%	9%g	11%gh	9%	14%Zkm	9%	8%	9%	11%	11%r	9%
None of the above	249	-	-	-	-	-	-	8	21	81	135	155	55	16	11	50	45	66	87
	4%abcef	-	-	-	-	-	-	2%	3%	4%	4%	4%	4%	3%	4%	3%	3%	4%	4%

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Table 6

QT_Service Service

Base : All respondents working in Adult Social Care in England

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
				Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)		Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
Total (Z)	Female (s)	Male (t)	Degree level or above (u)						White (A)						
6973	5701	1129	2807	553	1316	1174	489	145	5481	124	275	604	1315	2356	4243
6768	5377	1274	2228	479	1468	1307	560	194*	4831	123*	458	816	1745	2270	4139
3443	2813	574	1123	296	730	681	241	94	2779	59	140	331	679	1173	2072
2497	2007	441	755	177	514	521	236	82	1674	51	266	303	744	830	1543
37%agl	37%	35%	34%	37%	35%	40%u	42%uw	42%	35%	41%	58%ZABDE	37%	43%ZA	37%	37%
1212	975	212	409	91	215	212	140	44	671	23	176	213	496	348	805
18%aghl rwa	18%r	17%	18%w	19%	15%	16%	25%Zuw	22%w	14%	18%	38%ZABDE	26%ZA	28%ZA	15%	19%F
1285	1032	228	346	86	299	309	96	38	1003	28	90	90	248	481	738
19%guDE	19%	18%	16%	18%	20%u	24%Zuvy	17%	20%	21%DE	23%D	20%D	11%	14%	21%G	18%
142	111	28	44	15	38	25	6	1	119	1	7	6	18	53	79
2%abcef	2%	2%	2%	3%	3%	2%	1%	*	2%DE	*	2%	1%	1%	2%	2%
1310	1131	163	394	67	288	260	143	49	868	30	84	214	417	382	871
19%ijtv	21%rt	13%	18%	14%	20%v	20%v	26%Zuv	25%v	18%	24%	18%	26%ZA	24%ZA	17%	21%F
1907	1404	474	527	161	494	382	131	50	1416	29	75	236	432	665	1116
28%efgu C	26%	37%Zopq rs	24%	34%Zuy	34%Zuy	29%u	23%	26%	29%CE	24%	16%	29%C	25%C	29%	27%
662	529	119	416	37	89	63	25	10	538	12	23	42	108	230	404
10%abce fghwxyD E	10%	9%	19%Zvwxy z	8%	6%	5%	4%	5%	11%CDE	10%	5%	5%	6%	10%	10%
249	195	49	92	22	44	55	18	3	215	1	2	16	26	110	126
4%abcef CE	4%	4%	4%	5%	3%	4%	3%	1%	4%CDE	1%	1%	2%	1%	5%G	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 7

QT_Service Service

Base : All respondents working in Adult Social Care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6973	6194	652	245	389	1883	2224	839	252
WeightedBase	6768	5547	1048	491	532	2300	2022	537	204
EffectiveBase	3443	3106	373	150	219	1034	1039	373	131
Residential overall	2497	1952	459	239	206	965	707	173	66
	37%	35%	44%Za	49%Z	39%	42%Zfgh	35%	32%	32%
Residential nursing home	1212	812	350	185	152	510	319	80	28
	18%a	15%	33%Za	38%Z	29%Z	22%Zfgh	16%	15%	13%
Residential care home (not nursing)	1285	1140	109	53	54	456	388	93	39
	19%bcd	21%b	10%	11%	10%	20%	19%	17%	19%
Day	142	133	8	1	7	39	36	13	4
	2%	2%b	1%	*	1%	2%	2%	2%	2%
Domiciliary	1310	981	301	173	123	450	370	84	33
	19%	18%	29%Za	35%Zd	23%	20%	18%	16%	16%
Community	1907	1645	221	59	156	653	584	128	46
	28%bc	30%b	21%	12%	29%bc	28%	29%	24%	23%
Other/ multiple services	662	608	42	14	28	106	255	112	47
	10%bcde	11%b	4%	3%	5%	5%	13%Ze	21%Zef	23%Zef
None of the above	249	228	18	5	13	87	71	28	8
	4%b	4%b	2%	1%	2%	4%	3%	5%	4%

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Table 8

QT_Service Service

Base : All respondents working in Adult Social Care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
6973	1998	627	1364	3	502	262	97	679	825
6768	2645	881	1478	3**	104	99	152*	110	799
3443	1189	368	794	3	350	188	64	455	449
2497	1198	518	188	-	*	4	105	66	279
37%cef	45%Zcefi	59%Zacefi	13%ef	-	*	4%e	69%Zacefi	60%Zacefi	35%cef
1212	612	234	64	-	*	*	104	19	92
18%cefi	23%Zcephi	27%Zcephi	4%ef	-	*	*	68%Zabcephi	17%cefi	11%cef
1285	586	284	124	-	-	3	1	46	188
19%cefg	22%Zcefg	32%Zacefi	8%efg	-	-	3%e	1%	42%Zabcefi	23%Zcefi
142	34	13	45	-	-	-	3	1	31
2%efh	1%	1%	3%aefh	-	-	-	2%	*	4%Zabefh
1310	845	131	86	1	1	1	4	25	139
19%bcefg	32%Zbcefg	15%cefg	6%ef	30%	1%	1%	3%	23%bcefi	17%cefg
1907	402	167	1005	-	3	10	5	12	240
28%abefgh	15%egh	19%efgh	68%Zabefghi	-	3%	10%eg	3%	11%eg	30%abefgh
662	93	35	94	1	95	82	20	3	85
10%abch	4%	4%	6%ah	24%	91%Zabcfghi	82%Zabcfghi	13%abh	3%	11%abch
249	74	17	60	1	6	3	15	3	24
4%	3%	2%	4%	46%	5%ab	3%	10%Zabcfhi	3%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 9
QT_Employer Employer
Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Local authority	890	491	97	3	43	183	91	87	5	511	195	424	110	32	78	43	70	100	501	
	12%achij Impnpqtuv FHJKM	9%c	12%ach	3%	17%ach	51%Zabc dh	88%Zabc deh	88%Zabcd eh	3%	8%	10%	19%Zij	4%	3%	6%am	30%Zlmnp q	4%	6%am	86%Zlmnopq	
Independent	5487	4236	676	94	200	145	7	6	145	4932	1685	1653	2317	1110	1208	92	1266	1494	49	
	76%efgo prsuvi M	77%efg	84%Zaef g	96%Zabd efgh	79%efg	41%fg	6%	6%	88%Zaef g	79%Zk	84%Zik	73%	91%Zopq r	91%Zopq r	90%Zopq r	63%r	71%r	85%Zopr	8%	
Direct payments (individual employer)	528	512	8	-	2	-	-	-	-	521	60	74	36	23	12	2	407	63	9	
	7%bcdef ghijklmn oqrstv F GHIJKL	9%Zbcde fgh	1%	-	1%	-	-	-	-	8%jk	3%	3%	1%	2%	1%	2%	23%Zlmno qr	4%lnr	2%	
Other	328	244	26	1	7	27	6	6	15	274	69	102	88	49	39	8	46	111	24	
	5%cpsF	4%c	3%	1%	3%	8%Zabcd	6%bc	6%c	9%bcd	4%	3%	5%	3%	4%	3%	6%p	3%	6%Zlnpr	4%	
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base

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Table 9

QT_Employer Employer

Base : All respondents working in Adult Social Care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Local authority	890	890	-	-	-	44	63	226	188	368	3	53	38	113	214	59	202	11
	12%achi jlmnpqt uvFHJKM	98%Ztuv	-	-	-	10%	9%	11%	12%	15%ZBCD	3%	16%FH	6%F	39%ZFGH	8%M	7%M	14%JKM	2%
Independent	5487	8	5451	23	4	317	548	1636	1231	1741	106	269	536	156	2254	770	1121	87
	76%efgop rsuvEIM	1%	96%Zsuv	4% s	6% s	75%	80% E	77% E	77% E	73%	96%ZGHI	81% I	88% ZGI	54%	85% ZLM	87% ZLM	76% M	19%
Direct payments (individual employer)	528	-	-	528	-	36	49	170	115	153	-	3	10	2	85	21	52	355
	7%bcdef ghijklmn oqrstvF GHIJKL	-	-	93%Zstv	-	8%	7%	8%	7%	6%	-	1%	2% F	1%	3%	2%	4%	76% ZJKL
Other	328	12	232	14	70	28	26	95	55	121	1	8	23	20	92	31	104	16
	5%ccpsF	1%	4% s	3%	94% Zstu	7%	4%	4%	3%	5%	1%	3%	4%	7% FG	3%	4%	7% ZJK	3%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 10

QT_Employer Employer

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Local authority	890	98	90	96	69	144	100	13	80	345	450	527	242	53	29	224	180	222	256
	12%abcefgtyDE	4%	5%	5%	5%	5%	4%	4%	9%g	17%Zghj	12%g	12%	16%Zkm	9%	11%	11%	12%	14%t	12%t
Independent	5487	2069	1635	1625	1214	2724	2184	282	584	1460	3006	3495	1071	410	202	1528	1140	1215	1581
	76%hiluA	89%Z	89%Z	88%Z	88%	91%Zac	93%Zabc	79%hi	66%	71%	80%Zhi	78%Zlm	70%	72%	74%	77%	76%	75%	76%
Direct payments (individual employer)	528	77	42	61	36	34	16	45	184	153	144	285	123	68	26	178	115	95	140
	7%abcefgjDE	3%ef	2%ef	3%ef	3%	1%	1%	13%Zij	21%Zgij	7%j	4%	6%	8%	12%Zk	9%	9%qt	8%	6%	7%
Other	328	94	65	73	54	84	56	15	42	108	161	159	86	42	18	66	68	80	113
	5%ef	4%f	4%	4%f	4%	3%	2%	4%	5%	5%	4%	4%	6%k	7%Zk	6%	3%	4%	5%	5%o
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 10

QT_Employer Employer

Base : All respondents working in Adult Social Care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Local authority	890	746	123	390	60	183	141	37	14	732	14	45	41	130	294	536
	12%abcefgtyDE	13%t	9%	17%Zvwxyz	12%y	11%y	10%	6%	7%	14%DE	11%	10%	5%	7%	12%	12%
Independent	5487	4316	1078	1703	392	1232	1101	476	158	3852	103	356	732	1495	1855	3351
	76%hilsA	75%	81%Zpqrs	72%	76%	77%u	78%u	80%u	79%	73%	81%	77%	89%ZACE	84%ZAC	77%	75%
Direct payments (individual employer)	528	454	71	144	44	121	116	55	18	454	2	24	13	53	147	354
	7%abcefjDE	8%qt	5%	6%	9%	8%	8%	9%	9%	9%ZBDE	2%	5%D	2%	3%	6%	8%F
Other	328	256	63	121	19	69	54	24	10	215	9	36	37	103	117	199
	5%ef	4%	5%	5%	4%	4%	4%	4%	5%	4%	7%	8%A	4%	6%	5%	4%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 11
QT_Employer Employer
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Local authority	890	834	42	9	33	194	278	136	41
	12%bcde	14%Zb	4%	2%	6%c	8%	13%e	24%Zef	20%Zef
Independent	5487	4395	953	454	474	1971	1648	392	151
	76%ag	73%	89%Za	92%Z	87%Z	81%Zfgh	76%g	68%	72%
Direct payments (individual employer)	528	492	22	10	12	184	156	30	8
	7%bcd	8%b	2%	2%	2%	8%	7%	5%	4%
Other	328	268	50	20	29	99	83	19	10
	5%	4%	5%	4%	5%	4%	4%	3%	5%
None of the above	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-



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Table 12

QT_Employer Employer

Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Local authority	890	214	59	202	11	91	87	5	3	95
	12%abdg	8%dh	7%dh	14%abdg	2%	88%Zabcdghi	88%Zabcdghi	3%	3%	12%abdg
Independent	5487	2254	770	1121	87	7	6	133	106	670
	76%def	85%Zcdef	87%Zcdef	76%def	19%ef	6%	6%	87%Zcdef	96%Zabcdefgi	84%Zcdef
Direct payments (individual employer)	528	85	21	52	355	-	-	-	-	8
	7%abcefg	3%efhi	2%eh	4%efhi	76%Zabcetghi	-	-	-	-	1%
Other	328	92	31	104	16	6	6	15	1	26
	5%h	3%h	4%	7%Zabhi	3%	6%ahi	6%h	10%Zabhi	1%	3%
None of the above	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 13

QT_Age Age

Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Under 25	338	290	23	-	6	5	2	2	1	314	87	121	140	77	63	5	89	81	9
	5%cefrs DEFG	5%bcefg	3%c	-	2%c	2%	2%c	2%c	1%	5%	4%	5%	5%r	6%r	5%r	4%	5%r	5%r	2%
25 to 54	4774	3549	601	71	167	250	83	76	100	4108	1439	1629	1700	839	862	84	1218	1096	423
	66%oqEL	65%	74%Zadh	73%Zah	66%	70%	80%Zacd eh	77%Zadh	61%	66%	72%ZI	72%ZI	67%oq	69%oq	64%	58%	68%oq	62%	73%Zinoq
55 and over	2090	1626	175	26	79	99	18	21	64	1789	474	494	701	294	408	55	479	580	147
	29%bfgj kmrABCH	30%bfg	22%	26%f	31%bfg	28%f	17%	21%	39%bcfg	29%jk	24%	22%	27%	24%	30%mr	38%Zlmp r	27%	33%Zlmp r	25%
None of the above	31	19	8	*	-	1	1	*	-	28	8	10	9	4	5	2	3	11	4
	*	*	1%a	*	-	*	1%	*	-	*	*	*	*	*	*	1%p	*	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 13
QT_Age Age
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Under 25	338	27	288	20	3	49	77	170	39	-	-	6	20	11	136	37	101	17
	5%cefrs DEFG	3%	5%	3%	4%	12%ZDE	11%ZDE	8%ZDE	2%E	-	-	2%F	3%F	4%F	5%	4%	7%Z	4%
25 to 54	4774	611	3717	399	47	334	545	1545	1088	1249	80	215	470	183	1690	620	916	315
	66%oqEL	67%	65%	71%	63%	79%ZDE	79%ZCDE	73%ZE	68%E	52%	73%ZGI	64%	77%ZGI	63%	64%	70%JL	62%	67%
55 and over	2090	264	1656	147	24	39	62	408	458	1116	29	113	110	95	808	223	453	137
	29%bfgj kmrABCH	29%	29%	26%	32%	9%	9%	19%AB	29%ABC	47%ZABC D	27%H	34%H	18%	33%H	31%	25%	31%	29%
None of the above	31	8	23	-	*	3	2	4	5	17	*	-	7	3	10	*	8	-
	*	1%Zt	*	-	*	1%	*	*	*	1%	*	-	1%	1%	*	*	1%	-



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Table 14

QT_Age Age

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Under 25	338	135	125	118	80	159	130	22	43	78	184	221	70	17	12	338	-	-	-
	5%pqrvy	6%	7%Z	6%Z	6%	5%	6%	6%	5%	4%	5%	5%	5%	3%	4%	17%Zpqrs	-	-	-
25 to 54	4774	1593	1298	1320	1029	2029	1585	241	531	1288	2638	2987	968	381	167	1658	1502	1613	-
	66%hixyzA	68%	71%Z	71%Z	75%	68%	67%	68%	60%	62%	70%Zhi	67%	64%	66%	61%	83%Zrs	100%Zorst	100%Zorst	-
55 and over	2090	600	401	411	260	785	629	91	310	694	920	1242	483	174	90	-	-	-	2090
	29%abcjopquwCDE	26%b	22%	22%	19%	26%bc	27%bc	26%	35%Zgj	34%Zgj	24%	28%	32%k	30%	33%	-	-	-	100%Zopqst
None of the above	31	10	8	5	4	12	13	1	4	4	20	15	2	2	4	-	-	-	-
	*qr	*	*	*	*	*	1%	*	*	*	1%	*	*	*	1%l	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 14
QT_Age Age
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Under 25	338	270	54	78	6	97	120	11	7	262	3	22	9	67	150	170
	5%pqrvy D	5%pqr	4%pqr	3%v	1%	6%uvy	8%Zuvy	2%	4%	5%D	2%	5%D	1%	4%D	6%G	4%
25 to 54	4774	3800	903	1753	323	1120	799	342	104	3240	100	386	667	1400	1526	3005
	66%hix yzA	66%r	68%r	74%Zvw yz	63% z	70%Zvxy	57%	58%	52%	62%	79%ZA	84%ZA	81%ZA	79%ZA	63%	68%F
55 and over	2090	1689	373	517	184	384	489	238	89	1737	24	50	142	306	725	1257
	29%abcj opquwCD E	29%opq	28%opq	22%	36%Zuw	24%	35%Zuw	40%Zuw	44%Zuw	33%ZBCD E	19%	11%	17%	17%	30%	28%
None of the above	31	13	5	10	1	4	3	1	-	14	1	3	4	9	11	8
	*qr	*	*r	*	*	*	*	*	-	*	1%	1%	*	*	*	*

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 15
QT_Age Age
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Under 25	338	296	34	9	24	91	90	37	8
	5%	5%	3%	2%	4%	4%	4%	6%e	4%
25 to 54	4774	3732	911	469	421	1631	1559	406	116
	66%ah	62%	85%Za	95%Zd	77%Z	67%h	72%Zeh	70%h	55%
55 and over	2090	1941	119	15	102	721	516	129	83
	29%bcdfg	32%Zb	11%	3%	19%c	29%tfg	24%	22%	40%Zefg
None of the above	31	22	2	-	2	4	1	3	2
	*	*	*	-	*	*	*	1%f	1%ef



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Table 16
QT_Age Age
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
338	136	37	101	17	2	2	1	-	23
5%eh	5%eh	4%h	7%Zefhi	4%h	2%h	2%h	1%	-	3%h
4774	1690	620	916	315	83	76	91	80	596
66%c	64%	70%ac	62%	67%	80%Zabcdgh	77%Zacg	60%	73%Zacg	75%Zacg
2090	808	223	453	137	18	21	60	29	171
29%efi	31%efi	25%e	31%efi	29%e	17%	21%	40%bethi	27%e	21%
31	10	8	8	-	1	*	-	*	8
*	*	*	1%	-	1%b	*	-	*	1%b



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Table 17
QT_Gender Gender
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4395	2443	555	400	296	618	381	186	94	3211	1576	2024	980	422	558	118	1004	1031	982
WeightedBase	5112	3839	624	71	173	256	86	78	101*	4422	1526	1749	1840	916	925	90*	1307	1177	432
EffectiveBase	2168	1479	311	268	114	195	276	135	38	1767	713	873	576	273	305	76	546	650	507
Female	4070	3063	493	56	131	214	70	72	79	3541	1171	1375	1468	735	734	71	1138	834	376
	80%qBL	80%	79%	79%	76%	84%	82%	92%Zabc defh	78%	80%	77%	79%	80%q	80%q	79%q	79%	87%Zlmn q	71%	87%Zlmnq
Male	957	719	122	15	42	34	13	5	17	816	329	345	333	161	172	18	151	329	52
	19%gprsuEM	19%g	20%g	21%eg	24%eg	13%	15%g	6%	17%	18%	22%	20%	18%pr	18%pr	19%pr	20%pr	12%	28%Zlmn pr	12%
None of the above	84	57	8	*	*	8	3	1	4	65	26	29	39	20	19	1	18	14	5
	2%	1%	1%	*	*	3%	3%cd	1%	4%	1%	2%	2%	2%	2%	2%	1%	1%	1%	1%



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Table 17
QT_Gender Gender
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4395	1354	2827	127	87	278	401	1401	989	1319	443	231	387	236	1117	401	766	148
WeightedBase	5112	637	4005	419*	51*	383	623	1714	1127	1249	80	221	490	193	1826	657	1016	331*
EffectiveBase	2168	798	1660	95	57	144	218	700	496	635	303	135	239	116	703	244	457	93
Female	4070	537	3115	377	40	311	447	1331	910	1056	63	160	385	161	1483	528	750	295
	80%qBL	84%Zt	78%	90%Ztv	79%	81%B	72%	78%	81%B	85%ZBC	79%	73%	79%	83%	81%L	80%	74%	89%ZL
Male	957	90	818	40	10	65	163	356	202	172	16	60	96	23	321	120	248	29
	19%gprs	14%	20%su	10%	19%	17%	26%ZADE	21%E	18%	14%	21%I	27%ZI	20%	12%	18%M	18%M	24%ZJM	9%
None of the above	84	10	72	2	1	7	13	28	16	21	*	*	8	10	23	10	18	7
	2%	2%	2%	*	1%	2%	2%	2%	1%	2%	1%	*	2%	5%ZFG	1%	1%	2%	2%



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Table 18

QT_Gender Gender

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4395	1372	1121	1151	902	1508	1277	173	361	1126	2663	2688	1044	311	165	1018	1378	1999	-
WeightedBase	5112	1728	1423	1439	1109	2189	1716	264	574	1366	2822	3208	1038	398	179*	1996	1502	1613	-**
EffectiveBase	2168	738	625	653	491	851	695	111	186	622	1227	1333	522	151	74	601	732	1111	-
Female	4070	1265	1058	1137	854	1832	1433	229	499	1184	2093	2536	853	325	158	1546	1169	1355	-
	80%abjt	73%	74%	79%ab	77%	84%Zabc	84%Zabc	87%j	87%Zj	87%Zj	74%	79%	82%	82%	88%	77%t	78%t	84%Zopt	-
CDE																			
Male	957	447	349	291	246	319	252	32	64	161	687	629	160	66	19	420	301	236	-
	19%efhi	26%Zcef	25%Zef	20%ef	22%	15%	15%	12%	11%	12%	24%Zghi	20%l	15%	17%	11%	21%qs	20%qs	15%ss	-
qsx																			
None of the above	84	16	16	12	9	38	30	3	11	21	42	43	25	6	2	30	32	23	-
	2%st	1%	1%	1%	1%	2%	2%	1%	2%	2%	1%	1%	2%	1%	1%	1%st	2%st	1%st	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

22-090620-01 ASC Workforce Survey - PUBLIC - Final V4
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Table 18

QT_Gender Gender

Base : All respondents working in Adult Social Care in England

		GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	4395	3600	718	1974	321	878	656	237	70	3297	98	216	448	988	1445	2736
WeightedBase	5112	4070	957	1831	329	1217	919	354	112*	3502	103*	409	676	1467	1676	3176
EffectiveBase	2168	1762	372	774	181	510	390	122	45	1608	48	117	254	528	733	1319
Female	4070	4070	-	1402	267	978	782	280	89	2867	90	289	479	1100	1386	2501
	80%abj tCDE	100%Zopqt	-	77%	81%	80%	85%Zu	79%	80%	82%CDE	87%CD	71%	71%	75%	83%G	79%
Male	957	-	957	394	55	228	123	72	22	592	8	114	192	346	252	647
	19%efhiq sx	-	100%Zopqs	22%xs	17%	19%xs	13%	20%	20%	17%	8%	28%ZAB	28%ZAB	24%ZAB	15%	20%F
None of the above	84	-	-	35	7	11	15	1	-	43	5	5	5	21	38	28
	2%st	-	-	2%	2%	1%	2%	*	-	1%	5%AD	1%	1%	1%	2%G	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 19
QT_Gender Gender
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4395	3770	538	232	290	1130	1516	607	137
WeightedBase	5112	4028	945	478	444	1722	1649	443	124*
EffectiveBase	2168	1830	319	144	169	626	719	264	71
Female	4070	3293	667	318	332	1332	1288	355	96
	80% ^{bc}	82% ^b	71%	67%	75%	77%	78%	80%	77%
Male	957	675	272	159	108	359	342	83	27
	19%	17%	29% ^{Za}	33% ^Z	24%	21%	21%	19%	22%
None of the above	84	59	7	1	4	31	19	6	1
	2%	1%	1%	*	1%	2%	1%	1%	*

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h
* small base



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Table 20
QT_Gender Gender
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	4395	1117	401	766	148	381	186	51	443	549
WeightedBase	5112	1826	657	1016	331*	86	78	92*	80	619
EffectiveBase	2168	703	244	457	93	276	135	32	303	308
Female	4070	1483	528	750	295	70	72	72	63	489
	80% c	81% c	80%	74%	89% Zchi	82% c	92% Zabcehi	78%	79%	79%
Male	957	321	120	248	29	13	5	16	16	122
	19% df	18% df	18% df	24% Zadef	9%	15% f	6%	17%	21% df	20% df
None of the above	84	23	10	18	7	3	1	4	*	8
	2%	1%	1%	2%	2%	3% ah	1%	5%	1%	1%



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Table 21

QT_Ethnicity Ethnicity

Base : All respondents working in Adult Social Care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
White	5645	4134	709	85	220	276	86	89	109	4788	1709	1891	1866	762	1104	126	1422	1384	513
	78%ahlm ABJK	75%	88%Zaef h	87%Zaeh	87%Zaeh	77%h	83%Zah	90%Zaef h	66%	77%	85%Zi	84%Zi	73%lm	63%	83%Zlmq	86%Zlmq	79%lm	78%lm	88%Zlmnpq
Black, Asian and Minority Ethnic	1400	1215	80	11	31	62	15	8	43	1287	241	293	613	408	204	15	335	330	57
	19%bcdf gjkno rs uDEFGHI M	22%Zbcd fg	10%	12%	12%	18%bcg	14%bg	8%	26%bcdf g	21%jk	12%	13%	24%Znop qr	34%Zlno pqr	15%r	10%	19%or	19%or	10%
None of the above	188	135	19	1	2	17	3	2	13	163	58	70	72	43	29	5	33	54	13
	3%F	2%	2%	1%	1%	5%Zacd	3%	2%	8%Zabcd g	3%	3%	3%	3%	4%	2%	4%	2%	3%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 21

QT_Ethnicity Ethnicity

Base : All respondents working in Adult Social Care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
White	5645	775	4333	481	56	217	341	1671	1340	2065	94	299	546	248	1892	633	1150	448
	78%ahlm ABJK	85%Ztv	76%	85%Ztv	75%	51%	50%	79%AB	84%ZABC	87%ZABC	86%Z	90%Z	90%Z	85%Z	72%	72%	78%JK	96%ZJKL
Black, Asian and Minority Ethnic	1400	108	1210	64	17	201	327	416	198	252	15	32	44	30	688	222	291	13
	19%bcd fghknors uDEFGHI M	12%	21%su	11%	23%su	47%ZCDE	48%ZCDE	20%DE	12%	11%	13%H	10%	7%	10%	26%ZLM	25%ZLM	20%M	3%
None of the above	188	26	140	21	2	6	19	39	53	65	1	3	17	14	65	26	37	7
	3%F	3%	2%	4%	2%	1%	3%	2%	3%	3%	1%	1%	3%	5%FG	2%	3%	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 22

QT_Ethnicity Ethnicity

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
White	5645	1855	1430	1466	1103	2184	1881	307	664	1757	2790	3362	1323	440	248	1516	1009	1273	1829
	78% tuyBCDE	79% e	78% e	79% e	80% e	73% e	80% e	86% Zhj	75% e	85% Zhj	74% e	75% e	87% Zkm	77% e	91% Zkm	76% p	67% e	79% pt	87% Zopqst
Black, Asian and Minority Ethnic	1400	452	372	361	254	722	424	45	191	254	878	996	164	116	23	434	447	300	214
	19% glin rvwxzA	19% e	20% e	19% e	19% e	24% Zabc f	18% e	13% e	21% gi	12% e	23% Zgi	22% Zln	11% e	20% ln	8% e	22% rs	30% Zoqr s	19% r	10% e
None of the above	188	31	29	28	16	80	52	3	34	53	94	107	35	18	3	46	46	40	47
	3% awxAC DE	1% e	2% e	2% e	1% e	3% a	2% e	1% e	4% e	3% e	3% e	2% e	2% e	3% e	1% e	2% e	3% e	2% e	2% e

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 22
QT_Ethnicity Ethnicity
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
White	5645	4619	955	1579	460	1421	1279	362	175	5252	-	8	35	382	2197	3160
	78%ejkptuyBCDE	80%opt	72%	67%	89%Zuy	89%Zuy	91%Zuy	61%	87%Zuy	100%ZBCDE	-	2%	4%	21%BCD	91%G	71%
Black, Asian and Minority Ethnic	1400	1026	356	713	40	171	114	216	21	-	128	453	787	1400	177	1179
	19%gilnrvwxzA	18%r	27%Zoqrs	30%Zvwxyz	8%	11%	8%	36%Zvwxyz	11%	-	100%ZAE	98%ZAE	96%ZAE	79%ZA	7%	27%F
None of the above	188	126	25	66	15	13	19	15	4	-	-	-	-	-	38	101
	3%awxACDE	2%	2%	3%wx	3%w	1%	1%	2%w	2%	-	-	-	-	-	2%	2%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 23
QT_Ethnicity Ethnicity
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
White	5645	5342	262	6	248	1716	1795	520	177
	78%bcde	89%Zb	25%	1%	45%c	70%	83%Ze	90%Zef	84%e
Black, Asian and Minority Ethnic	1400	543	780	480	284	677	335	49	32
	19%afg	9%	73%Za	97%Zd	52%Z	28%Zfgh	15%g	8%	15%g
None of the above	188	105	24	7	16	54	36	8	1
	3%a	2%	2%	1%	3%	2%	2%	1%	*



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Table 24
QT_Ethnicity Ethnicity
Base : All respondents working in Adult Social Care in England

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
White	5645	1892	633	1150	448	86	89	100	94	703
	78%abg	72%	72%	78%abg	96%Zabcefg	83%Zabg	90%Zabceg	65%	86%Zabcg	88%Zabcefg
Black, Asian and Minority Ethnic	1400	688	222	291	13	15	8	40	15	79
	19%defhi	26%Zcdefhi	25%Zcdefhi	20%defhi	3%	14%dfi	8%d	26%defhi	13%d	10%dfi
None of the above	188	65	26	37	7	3	2	13	1	17
	3%h	2%	3%	2%	2%	3%	2%	9%Zabcdfhi	1%	2%



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Table 25
QT_Regions Region
Base : All respondents working in Adult Social Care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
771	574	98	13	46	38	12	10	18	656	238	255	306	141	165	17	170	133	101
11%qm	10%	12%	13%	18%Zabefg	11%	11%	10%	11%	11%	12%	11%	12%q	12%q	12%q	11%	9%	8%	17%Zlmnpq
684	526	58	13	17	35	14	15	8	574	174	229	264	131	133	17	147	135	82
9%	10%	7%	13%Zabdh	7%	10%	13%Zabdh	15%Zabdh	5%	9%	9%	10%	10%q	11%	10%	11%	8%	8%	14%Zlmnpq
1000	708	133	14	37	57	21	9	28	821	261	273	323	170	153	26	276	248	71
14%um	13%	17%ag	15%	14%	16%	20%Zacg	10%	17%	13%	13%	12%	13%	14%	11%	18%n	15%n	14%	12%
384	311	35	4	14	15	5	3	7	341	82	101	145	77	67	5	62	127	29
5%pu	6%	4%	4%	5%	4%	5%	3%	4%	5%	4%	4%	6%p	6%p	5%	3%	3%	7%Zp	5%
1023	793	111	11	41	47	10	11	28	902	276	308	322	171	151	18	198	358	68
14%pb	14%f	14%	11%	16%	13%	10%	11%	17%	14%	14%	14%	13%	14%	11%	12%	11%	20%Zlmnopr	12%
1130	883	129	17	37	34	12	13	11	1000	300	335	344	143	201	29	357	262	85
16%efhm	16%efh	16%eh	17%efh	15%	10%	11%	13%	7%	16%	15%	15%	13%	12%	15%	20%lmqr	20%Zlmnqr	15%	15%
768	559	89	10	20	54	13	12	30	664	258	285	257	143	114	11	218	183	56
11%ss	10%	11%	10%	8%	15%Zad	13%	12%	18%Zad	11%	13%Z	13%	10%	12%	9%	8%	12%n	10%	10%
770	582	88	10	26	35	6	8	22	668	230	243	344	160	185	15	191	148	30
11%qrs	11%f	11%f	10%f	10%	10%	6%	8%	14%fh	11%	11%	11%	14%Zqr	13%qr	14%Zqr	10%r	11%r	8%r	5%
703	548	66	6	16	40	11	17	12	611	188	226	245	77	168	10	170	173	61
10%cmF	10%c	8%	6%	6%	11%c	11%cd	17%Zabcd	7%	10%	9%	10%	10%	6%	13%Zmo	6%	10%	10%am	10%hm
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 25

QT_Regions Region

Base : All respondents working in Adult Social Care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Eastern	771	141	592	33	5	33	81	227	173	253	15	50	59	31	286	112	152	22
	11%qM	15%Ztuv	10%	6%	7%	8%	12%	11%	11%	11%	13%	15%Z	10%	11%	11%M	13%M	10%M	5%
East Midlands	684	94	550	33	7	58	66	209	161	189	14	20	52	27	279	91	130	27
	9%	10%	10%	6%	9%	14%E	10%	10%	10%	8%	13%ZGH	6%	9%	9%	11%	10%	9%	6%
London	1000	120	822	45	14	76	116	282	219	302	15	56	99	61	402	99	179	27
	14%uM	13%	14%u	8%	19%u	18%	17%	13%	14%	13%	14%	17%	16%	21%ZF	15%M	11%M	12%M	6%
North East	384	53	322	7	1	29	36	97	74	147	4	16	20	14	166	50	84	10
	5%pu	6%u	6%u	1%	2%	7%	5%	5%	5%	6%	4%	5%	3%	5%	6%M	6%	6%	2%
North West	1023	162	759	92	9	53	59	280	248	381	13	51	76	41	328	111	279	68
	14%tpB	18%Zt	13%	16%	12%	12%	9%	13%B	16%B	16%B	12%	15%	13%	14%	12%	13%	19%ZJK	15%
South East	1130	134	823	167	6	48	103	364	248	367	18	45	100	39	385	135	212	151
	16%efhm	15%	14%	30%Zstv	8%	11%	15%	17%	16%	15%	17%	13%	17%	13%	15%	15%	14%	32%ZJKL
South West	768	73	615	69	10	37	70	234	173	252	11	30	78	31	262	101	128	67
	11%rs	8%	11%rs	12%	14%rs	9%	10%	11%	11%	11%	10%	9%	13%	11%	10%	11%	9%	14%L
West Midlands	770	50	662	48	10	52	93	216	157	248	12	42	67	28	306	98	141	36
	11%fqrs	6%	12%rs	9%	13%rs	12%	14%	10%	10%	10%	11%	12%	11%	10%	12%	11%	10%	8%
Yorkshire and the Humber	703	81	538	71	12	40	62	218	135	244	7	25	56	20	230	83	173	61
	10%cmF	9%	9%	13%	16%rs	9%	9%	10%	9%	10%	7%	8%	9%	7%	9%	9%	12%J	13%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 26

QT_Regions Region

Base : All respondents working in Adult Social Care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Eastern	771 11%	247 11%	195 11%	200 11%	149 11%	341 11%	303 13%Z	26 7%	103 12%	190 9%	440 12%l	502 11%	154 10%	55 10%	29 11%	203 10%	140 9%	180 11%	245 12%
East Midlands	684 9%	215 9%	189 10%	205 11%	141 10%	290 10%	218 9%	32 9%	75 8%	206 10%	363 10%	400 9%	176 12%km	42 7%	21 8%	227 11%r	149 10%	136 8%	171 8%
London	1000 14%ilvx A	282 12%	213 12%	213 11%	146 11%	415 14%	329 14%	52 15%	157 18%Zi	214 10%	554 15%l	676 15%l	155 10%	78 14%	42 15%	245 12%	211 14%	250 16%	287 14%
North East	384 5%	155 7%	120 7%	114 6%	83 6%	167 6%	131 6%	24 7%	36 4%	109 5%	209 6%	243 5%	81 5%	26 5%	17 6%	113 6%	81 5%	91 6%	98 5%
North West	1023 14%fcDE	356 15%ef	270 15%f	269 14%f	190 14%	367 12%	270 11%	41 11%	92 10%	347 17%Zhj	524 14%	595 13%	222 15%	118 21%Zkl	36 13%	230 12%	219 15%	247 15%o	322 15%o
South East	1130 16%b	322 14%	238 13%	247 13%	188 14%	432 14%	336 14%	79 22%Zij	153 17%	307 15%	559 15%	693 16%	238 16%	86 15%	39 14%	308 15%	212 14%	244 15%	361 17%
South West	768 11%CE	246 11%	179 10%	185 10%	140 10%	320 11%	266 11%	35 10%	94 11%	215 10%	394 10%	464 10%	189 12%mm	44 8%	30 11%	227 11%	128 9%	185 11%p	224 11%
West Midlands	770 11%	249 11%	208 11%	196 11%	158 11%	379 13%Z	277 12%	34 10%	83 9%	239 12%	393 10%	438 10%	161 11%	73 13%	32 12%	225 11%	191 13%qr	146 9%	203 10%
Yorkshire and the Humber	703 10%DE	266 11%	220 12%Ze	226 12%Ze	177 13%	274 9%	227 10%	34 10%	96 11%	238 12%j	327 9%	455 10%	147 10%	51 9%	28 10%	216 11%	171 11%qr	135 8%	178 9%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 26

QT_Regions Region

Base : All respondents working in Adult Social Care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Eastern	771	592	164	258	59	156	161	77	30	604	12	43	73	152	305	437
	11%	10%	12%	11%	11%	10%	11%	13%	15%	11%E	9%	9%	9%	9%	13%G	10%
East Midlands	684	554	121	206	51	145	142	69	25	514	8	42	62	149	273	364
	9%	10%	9%	9%	10%	9%	10%	12%	12%	10%	6%	9%	8%	8%	11%G	8%
London	1000	771	207	430	42	190	107	127	21	367	26	165	265	583	233	742
	14%ilvx A	13%	15%	18%Zvwxz	8%	12%x	8%	21%Zvwxyz	10%	7%	20%A	36%ZAB	32%ZA	33%ZAB	10%	17%F
North East	384	312	65	105	30	96	88	19	12	310	6	16	38	68	131	236
	5%	5%	5%	4%	6%	6%	6%	3%	6%	6%E	5%	3%	5%	4%	5%	5%
North West	1023	812	195	307	72	247	217	68	26	866	15	28	63	133	341	604
	14%fcDE	14%	15%	13%	14%	15%	15%	11%	13%	16%ZCDE	12%	6%	8%	7%	14%	14%
South East	1130	914	196	358	75	265	224	87	27	860	16	63	97	247	396	679
	16%b	16%	15%	15%	15%	16%	16%	15%	14%	16%D	12%	14%	12%	14%	16%	15%
South West	768	618	135	226	64	191	169	61	16	613	8	25	67	135	246	491
	11%CE	11%	10%	10%	12%	12%	12%	10%	8%	12%CE	6%	5%	8%	8%	10%	11%
West Midlands	770	628	131	272	66	155	138	41	20	526	22	55	113	219	249	462
	11%	11%	10%	12%y	13%y	10%	10%	7%	10%	10%	17%	12%	14%A	12%	10%	10%
Yorkshire and the Humber	703	571	122	197	57	160	165	43	24	593	16	24	45	97	239	425
	10%DE	10%	9%	8%	11%	10%	12%uy	7%	12%	11%ZCDE	12%E	5%	6%	5%	10%	10%
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 27

QT_Regions Region

Base : All respondents working in Adult Social Care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Eastern	771	635	108	76	32	230	269	66	24
	11% ^d	11%	10%	15% ^d	6%	9%	12% ^e	11%	12%
East Midlands	684	573	92	57	34	227	192	55	25
	9%	10%	9%	12%	6%	9%	9%	10%	12%
London	1000	639	309	105	202	399	235	66	38
	14% ^{af}	11%	29% ^{Za}	21% ^Z	37% ^{Zc}	16% ^{Zfg}	11%	11%	18% ^f
North East	384	329	49	15	33	154	104	28	10
	5%	5%	5%	3%	6%	6%	5%	5%	5%
North West	1023	933	77	22	52	332	343	80	18
	14% ^{bc}	16% ^b	7%	4%	10%	14%	16% ^h	14%	9%
South East	1130	967	141	67	72	341	332	106	33
	16%	16%	13%	14%	13%	14%	15%	18% ^{ee}	16%
South West	768	659	95	48	42	243	244	74	20
	11%	11%	9%	10%	8%	10%	11%	13%	10%
West Midlands	770	623	134	74	57	289	220	49	23
	11%	10%	13%	15%	10%	12%	10%	8%	11%
Yorkshire and the Humber	703	633	63	30	23	233	226	53	18
	10% ^{bd}	11% ^b	6%	6%	4%	10%	10%	9%	9%
None of the above	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

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Table 28

QT_Regions Region

Base : All respondents working in Adult Social Care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
771	286	112	152	22	12	10	17	15	98
11% d	11% d	13% d	10% d	5%	11% d	10% d	11%	13% d	12% d
684	279	91	130	27	14	15	7	14	56
9%	11% i	10%	9%	6%	13% Zcdgi	15% Zcdgi	4%	13% Zcdgi	7%
1000	402	99	179	27	21	9	26	15	133
14% d	15% df	11% d	12% d	6%	20% Zabcdfh	10%	17% d	14% d	17% bcdh
384	166	50	84	10	5	3	6	4	34
5%	6% d	6%	6%	2%	5%	3%	4%	4%	4%
1023	328	111	279	68	10	11	26	13	109
14% e	12%	13%	19% Zabefhi	15%	10%	11%	17%	12%	14%
1130	385	135	212	151	12	13	9	18	127
16% eg	15%	15%	14%	32% Zabcefgghi	11%	13%	6%	17% eg	16% g
768	262	101	128	67	13	12	29	11	89
11%	10%	11%	9%	14% c	13% c	12%	19% Zac	10%	11%
770	306	98	141	36	6	8	21	12	87
11% e	12% e	11% e	10% e	8%	6%	8%	13%	11% e	11% e
703	230	83	173	61	11	17	11	7	66
10% h	9%	9%	12% ah	13% h	11% h	17% Zabceghi	7%	7%	8%
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 29

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)									JOB RESPONSIBILITIES			SERVICE						
	Total (Z)	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Care worker or assistant care worker	2645	2645	-	-	-	-	-	-	-	2602	155	267	1224	613	611	34	854	356	94
	37%bcde fghjkoq rsuFGHI KLM	48%Zbcde fgh	-	-	-	-	-	-	-	42%Zjk	8%	12%j	48%Zoqr	51%Zoqr	46%Zoqr	23%r	48%Zoqr	20%r	16%
Senior care worker	881	881	-	-	-	-	-	-	-	825	502	443	525	234	291	13	131	152	30
	12%bcde fghpqrs uFGHIJLM	16%Zbcde fgh	-	-	-	-	-	-	-	13%	25%Zik	20%Zi	21%Zopq r	19%Zopq r	22%Zopqr	9%	7%	9%r	5%
Support or outreach worker	1478	1478	-	-	-	-	-	-	-	1394	106	343	200	64	136	48	86	950	112
	20%bcde fghjklm npuFGHI JKM	27%Zbcde fgh	-	-	-	-	-	-	-	22%jk	5%	15%j	8%p	5%	10%mp	33%Zlmnp r	5%	54%Zlmn opr	19%lmnp
Personal assistant	468	468	-	-	-	-	-	-	-	463	39	64	-	-	-	-	468	-	-
	6%bcdef ghijklmn oqrstvF GHIJKL	9%Zbcde fgh	-	-	-	-	-	-	-	7%jk	2%	3%	-	-	-	-	26%Zlmno qr	-	-
Social Worker	104	-	-	-	-	104	104	-	-	22	18	89	*	*	-	-	1	4	93
	1%abcil mnpqTFH JKL	-	-	-	-	29%Zab cdgh	100%Zabcd egh	-	-	*	1%i	4%Zij	*	*	-	-	*	*	16%Zimnopq
Occupational Therapist	99	-	-	-	-	99	-	99	-	25	27	88	4	*	3	-	1	*	87
	1%abcfi lmnopqF HJKL	-	-	-	-	28%Zabcd fh	-	100%Zabcd efh	-	*	1%i	4%Zij	*	*	*	-	*	*	15%Zimnopq
Registered Nurse	133	-	-	-	-	133	-	-	133	101	94	98	97	96	1	2	2	5	3
	2%abcfn pqrsCFG HIJKL	-	-	-	-	38%Zabcd fg	-	-	81%Zabcd efg	2%	5%Zi	4%Zi	4%Znpqr	8%Zlnop qr	*	1%npq	*	*	1%
Nursing Associate	19	-	-	-	-	19	-	-	19	18	10	14	9	9	-	1	2	-	1
	*a	-	-	-	-	5%Zabcd fg	-	-	12%Zabcd fg	*	1%	1%	*	1%q	-	1%npq	*	-	*
Registered Manager (e.g. in a care home)	110	-	-	98	35	-	-	-	12	75	105	84	67	19	48	1	26	11	2
	2%abefq rsHJKL	-	-	100%Zabd efg	14%Zabef g	-	-	-	8%Zabef g	1%	5%Zi	4%Zi	3%Zqr	2%r	4%Zpqr	*	1%r	1%	*
Deputy or other manager role, team leader or supervisor	799	-	799	-	217	-	-	-	-	534	725	535	282	92	190	31	139	227	62
	11%acefg himpuvFJ KLM	-	99%Zacde fgh	-	86%Zacef gh	-	-	-	-	9%	36%Zik	24%Zi	11%p	8%	14%Zmp	21%Zlmnp qr	8%	13%mp	11%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 29

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Care worker or assistant care worker	2645	221	2307	95	23	145	280	731	550	921	-	-	-	-	2645	-	-	-
	37%bcde fghjkoq rsuFGHI KLM	24%u	41%Zsu	17%	31%u	34%	41%	34%	35%	39%C	-	-	-	-	100%ZKLM	-	-	-
Senior care worker	881	62	793	21	5	81	95	256	190	258	-	-	-	-	-	881	-	-
	12%bcdef ghpqrsuF GHIJLM	7%	14%Zsu	4%	7%	19%ZCDE	14%	12%	12%	11%	-	-	-	-	-	100%ZJLM	-	-
Support or outreach worker	1478	204	1194	68	12	91	131	433	338	482	-	-	-	-	-	-	1478	-
	20%bcde fghijklm npuFGHI JKM	22%u	21%u	12%	16%	22%	19%	20%	21%	20%	-	-	-	-	-	-	100%ZJKM	-
Personal assistant	468	11	90	366	1	29	41	162	104	131	-	-	-	-	-	-	-	468
	6%bcdef ghijklmn oqrstvF GHIJKL	1%	2%	65%Zstv	1%	7%	6%	8%E	7%	5%	-	-	-	-	-	-	-	100%ZJKL
Social Worker	104	95	5	-	4	6	6	23	29	41	-	-	-	-	-	-	-	-
	1%abci lmnpqt FHJKL	10%Ztu	*	-	5%Ztu	1%	1%	1%	2%	2%	-	-	-	-	-	-	-	-
Occupational Therapist	99	88	6	-	5	3	2	15	19	60	-	-	-	-	-	-	-	-
	1%abcf ilmnpq tFHJKL	10%Ztu	*	-	7%Ztu	1%	*	1%	1%	3%ZBCD	-	-	-	-	-	-	-	-
Registered Nurse	133	3	120	-	10	-	8	9	25	92	-	-	-	-	-	-	-	-
	2%abcf pqrsCFG HIJKL	*	2% ^s	-	14%Zstu	-	1%	*	2%C	4%ZABCD	-	-	-	-	-	-	-	-
Nursing Associate	19	1	14	-	4	4	1	9	3	3	-	-	-	-	-	-	-	-
	*a	*	*	-	5%Zstu	1%	*	*	*	*	-	-	-	-	-	-	-	-
Registered Manager (e.g. in a care home)	110	3	107	-	*	4	6	40	24	36	110	-	-	-	-	-	-	-
	2%abefq rsHJKL	*	2% ^s	-	*	1%	1%	2%	2%	2%	100%ZGHI	-	-	-	-	-	-	-
Deputy or other manager role, team leader or supervisor	799	96	692	8	3	34	69	274	202	219	-	217	509	74	-	-	-	-
	11%acef ghimpuv FJKLM	11%u	12%uv	1%	4%	8%	10%	13%E	13%E	9%	-	65%ZFI	84%ZFGI	25%ZF	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 29

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Senior manager, director or owner	77	-	-	-	-	-	-	-	-	23	67	26	28	16	12	3	15	11	2	
	1%abcis FJKL	-	-	-	-	-	-	-	-	*	3%Zik	1%l	1%	1%	1%	2%r	1%	1%	*	
Other specific management role (may be above or below RM)	141	-	-	-	-	-	-	-	-	36	86	70	41	19	22	6	26	24	19	
	2%abcef IFJKL	-	-	-	-	-	-	-	-	1%	4%Zi	3%Zi	2%	2%	2%	4%lpq	1%	1%	3%Zlmpq	
Other care related role (e.g. activities or care coordinator, practitioner)	74	-	-	-	-	-	-	-	-	48	25	41	32	23	9	3	14	4	15	
	1%abqFJ KL	-	-	-	-	-	-	-	-	1%	1%	2%Zi	1%q	2%q	1%	2%q	1%	*	3%Zlnpq	
Commissioning or assessment role	46	-	-	-	-	-	-	-	-	4	2	33	-	-	-	-	*	-	39	
	1%aijlp qtJL	-	-	-	-	-	-	-	-	*	*	1%Zij	-	-	-	-	*	-	7%Zlmnopq	
Other associated role (trainer, chaplain)	59	-	-	-	-	-	-	-	-	35	26	27	17	12	5	2	9	5	3	
	1%aqJL	-	-	-	-	-	-	-	-	1%	1%i	1%i	1%	1%	*	1%q	*	*	1%	
Other adult social care role	35	12	8	-	1	-	-	-	-	19	8	17	4	3	1	2	2	7	11	
	*J	*	1%a	-	*	-	-	-	-	*	*	1%i	*	*	*	2%lmnp	*	*	2%Zlmnpq	
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63	-	-	-	-	-	-	-	-	16	12	13	20	13	7	1	12	13	11	
	1%abiJL	-	-	-	-	-	-	-	-	*	1%	1%	1%	1%	1%	1%	1%	1%	2%Zlnpq	
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 29

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Senior manager, director or owner	77	3	74	-	-	7	7	11	22	30	-	46	21	9	-	-	-	-
	1%abcis FJKL	*	1% s	-	-	2%	1%	1%	1%	1%	-	14% ZFHI	4% ZF	3% ZF	-	-	-	-
Other specific management role (may be above or below RM)	141	27	113	-	*	9	16	52	25	40	-	55	31	55	-	-	-	-
	2% abcef IFJKL	3% Ztu	2%	-	1%	2%	2%	2%	2%	2%	-	16% ZFH	5% ZF	19% ZFH	-	-	-	-
Other care related role (e.g. activities or care coordinator, practitioner)	74	17	52	4	1	2	7	28	21	15	-	6	19	49	-	-	-	-
	1% abqFJ KL	2% Zt	1%	1%	2%	1%	1%	1%	1%	1%	-	2% F	3% ZF	17% ZFGH	-	-	-	-
Commissioning or assessment role	46	40	5	-	1	3	5	19	8	11	-	2	*	44	-	-	-	-
	1% aijlp qtJL	4% Ztu	*	-	2% tu	1%	1%	1%	1%	*	-	*	*	15% ZFGH	-	-	-	-
Other associated role (trainer, chaplain)	59	4	48	4	3	*	4	30	6	20	-	7	19	33	-	-	-	-
	1% aqJL	*	1%	1%	5% Zstu	*	1%	1% D	*	1%	-	2% ZF	3% ZF	11% ZFGH	-	-	-	-
Other adult social care role	35	19	16	-	1	1	6	14	7	7	-	1	7	27	-	-	-	-
	* J	2% Ztu	*	-	1%	*	1%	1%	*	*	-	*	1%	9% ZFGH	-	-	-	-
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63	15	47	-	1	4	2	21	17	18	-	-	-	-	-	-	-	-
	1% abiJL	2% Zt	1%	-	1% u	1%	*	1%	1%	1%	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 30

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Care worker or assistant care worker	2645	770	640	750	460	1611	1089	209	400	853	1132	1735	444	192	87	741	523	562	808
	37% vA	33%	35%	40% Zab	33%	54% Zabc	46% Zabc	59% Zhij	45% Zj	41% Zj	30%	39% l	29%	34%	32%	37%	35%	35%	39% qt
Senior care worker	881	303	249	221	183	519	367	30	47	235	558	519	164	98	28	248	201	209	223
	12% hz	13%	14%	12%	13%	17% Zabc	16% Zc	8%	5%	11% h	15% Zghi	12%	11%	17% Zkl	10%	12%	13%	13%	11%
Support or outreach worker	1478	727	455	396	304	163	252	58	213	482	695	879	339	126	56	419	264	333	453
	20% efu	31% Zbce	25% Zef	21% ef	22%	5%	11% ee	16%	24% gj	23% Zgj	18%	20%	22%	22%	21%	21%	18%	21%	22% ps
Personal assistant	468	-	-	-	-	1	1	44	167	118	95	249	120	47	34	155	88	88	137
	6% abcef	-	-	-	-	*	*	12% Zij	19% Zij	6% j	3%	6%	8% k	8%	13% Zk	8% t	6%	5%	7%
Social Worker	104	*	*	1	-	*	*	-	3	25	74	64	30	6	3	32	33	20	18
	1% abcef	*	*	*	-	*	*	-	*	1%	2% h	1%	2%	1%	1%	2%	2% r	1%	1%
Occupational Therapist	99	4	3	1	1	2	4	*	9	36	53	56	35	6	1	23	29	26	21
	1% abcef	*	*	*	*	*	*	*	1%	2%	1%	1%	2% Zk	1%	*	1%	2% t	2% t	1%
Registered Nurse	133	13	16	17	12	80	66	3	11	52	67	88	27	12	4	15	40	20	59
	2% abcw	1%	1%	1%	1%	3% abc	3% abc	1%	1%	3%	2%	2%	2%	2%	1%	1%	3% oq	1%	3% Zoqs
Nursing Associate	19	3	2	5	5	10	8	-	2	2	14	10	3	4	1	1	12	4	1
	*	*	*	*	*	*	*	-	*	*	*	*	*	1%	*	*	1% Zors	*	*
Registered Manager (e.g. in a care home)	110	46	41	40	35	70	64	*	*	8	100	71	28	6	3	19	29	33	29
	2% hiwx	2%	2%	2%	3%	2%	3% Z	*	*	*	3% Zghi	2%	2%	1%	1%	1%	2%	2%	1%
Deputy or other manager role, team leader or supervisor	799	355	317	311	277	351	354	4	10	137	644	500	183	50	38	237	192	191	171
	11% ghir	15% Ze	17% Ze	17% Ze	20%	12%	15% Ze	1%	1%	7% gh	17% Zghi	11%	12%	9%	14%	12% r	13% r	12% r	8%
Senior manager, director or owner	77	27	26	27	16	34	37	-	-	9	62	51	19	3	3	8	9	28	31
	1% hxE	1%	1%	1%	1%	1%	2%	-	-	*	2% hi	1%	1%	*	1%	*	1%	2% ops	1% o
Other specific management role (may be above or below RM)	141	46	46	41	42	58	44	*	3	25	111	82	45	8	4	34	34	26	47
	2% hwx	2%	2%	2%	3%	2%	2%	*	*	1%	3% Zghi	2%	3%	1%	2%	2%	2%	2%	2%
Other care related role (e.g. activities or care coordinator, practitioner)	74	13	11	17	12	35	30	2	4	32	34	45	19	4	5	14	16	19	25
	1%	1%	1%	1%	1%	1%	1%	1%	*	2%	1%	1%	1%	1%	2%	1%	1%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 30

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Care worker or assistant care worker	2645	2167	444	578	132	600	660	270	131	1735	54	219	413	839	799	1685
	37%ajlu	38%t	33%	25%	26%	37%uv	47%Zuvw	46%Zuvw	65%Zuvw	33%	42%	47%ZA	50%ZA	47%ZA	33%	38%F
Senior care worker	881	722	148	238	50	257	162	94	9	569	18	113	100	283	295	552
	12%hz	13%	11%	10%	10%	16%Zuvx	11%z	16%uvz	4%	11%	14%	25%ZADE	12%	16%ZA	12%	12%
Support or outreach worker	1478	1084	363	396	87	365	346	124	46	1085	32	60	201	354	588	788
	20%efu	19%	27%Zopq	17%	17%	23%uv	25%Zuv	21%	23%	21%C	25%C	13%	25%C	20%	24%G	18%
Personal assistant	468	398	62	131	35	137	106	32	7	425	5	4	6	37	144	303
	6%abcef	7%t	5%	6%	7%	9%Zu	8%	5%	3%	8%ZCDE	4%D	1%	1%	2%	6%	7%
Social Worker	104	83	17	95	2	3	1	1	-	80	1	5	7	21	35	65
	1%abcef	1%	1%	4%Zvwxy	*	*	*	*	-	2%	1%	1%	1%	1%	1%	1%
Occupational Therapist	99	91	6	92	3	1	2	1	-	86	1	3	3	12	32	65
	1%abcef	2%t	*	4%Zvwxy	1%	*	*	*	-	2%E	1%	1%	*	1%	1%	1%
Registered Nurse	133	103	24	77	15	2	9	14	-	83	1	21	15	37	41	90
	2%abcow	2%	2%	3%Zwx	3%wx	*	1%	2%wx	-	2%	*	5%ZA	2%	2%	2%	2%
Nursing Associate	19	16	3	13	2	1	3	-	-	16	-	1	2	3	8	8
	*	*	*	1%	*	*	*	-	-	*	-	*	*	*	*	*
Registered Manager (e.g. in a care home)	110	87	22	81	12	6	2	6	*	89	3	4	7	20	32	76
	2%hiwx	2%	2%	3%Zwxy	2%wx	*	*	1%	*	2%	3%	1%	1%	1%	1%	2%
Deputy or other manager role, team leader or supervisor	799	638	148	393	103	172	72	26	1	655	8	23	48	127	260	516
	11%ghir	11%r	11%r	17%Zwxy	20%Zwxy	11%xyz	5%z	4%	*	12%CDE	7%	5%	6%	7%	11%	12%
Senior manager, director or owner	77	56	18	50	11	7	2	2	1	73	-	-	*	*	20	48
	1%hx	1%	1%	2%Zwx	2%wx	*	*	*	1%	1%DE	-	-	*	*	1%	1%
Other specific management role (may be above or below RM)	141	106	32	84	28	12	4	7	-	114	3	6	7	23	49	90
	2%hwx	2%	2%	4%Zwxy	5%Zwxyz	1%	*	1%	-	2%	2%	1%	1%	1%	2%	2%
Other care related role (e.g. activities or care coordinator, practitioner)	74	64	6	22	11	18	17	5	-	64	-	-	5	6	35	36
	1%	1%	*	1%	2%	1%	1%	1%	-	1%E	-	-	1%	*	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 30

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Commissioning or assessment role	46 1% abcef	*	*	*	*	*	*	-	4	11	30	29	15	2	*	10	13	13	10
Other associated role (trainer, chaplain)	59 1% E	9	7	8	7	15	17	1	4	15	39	24	25	6	3	17	8	13	22
Other adult social care role	35 *	3	3	3	3	3	2	2	5	9	17	22	10	1	2	9	4	11	12
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63 1%	18	15	16	15	31	23	2	8	16	37	40	17	3	2	16	8	17	21
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 30

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali tication (y)	No quali fications (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Commissioning or assessment role	46	42	4	30	7	4	3	1	-	39	1	2	3	7	18	26
	1%abcef	1%	*	1%Zwx	1%wx	*	*	*	-	1%	*	*	*	*	1%	1%
Other associated role (trainer, chaplain)	59	39	20	36	5	5	7	3	-	59	-	-	-	-	25	32
	1%E	1%	1%	2%Zwx	1%	*	*	1%	-	1%DE	-	-	-	-	1%	1%
Other adult social care role	35	30	3	17	7	4	3	1	-	29	-	1	2	3	13	22
	*	1%	*	1%	1%wx	*	*	*	-	1%	-	*	*	*	1%	*
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63	46	16	24	5	10	13	3	6	53	1	*	3	8	20	40
	1%	1%	1%	1%	1%	1%	1%	1%	3%Zw	1%	1%	*	*	*	1%	1%
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 31

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Care worker or assistant care worker	2645	1984	581	318	251	1166	620	77	48
	37%afgh	33%	54%Za	65%Zd	46%Z	48%Zfgh	29%g	13%	23%g
Senior care worker	881	675	171	91	75	338	271	40	23
	12%g	11%	16%Za	18%Z	14%	14%g	13%g	7%	11%
Support or outreach worker	1478	1249	200	67	126	546	419	75	33
	20%cg	21%	19%	14%	23%c	22%g	19%g	13%	16%
Personal assistant	468	447	19	2	16	147	146	39	6
	6%bcd	7%b	2%	*	3%	6%	7%	7%	3%
Social Worker	104	98	4	*	4	12	42	28	5
	1%e	2%	*	*	1%	*	2%e	5%Zef	2%e
Occupational Therapist	99	96	3	-	3	8	41	23	8
	1%e	2%b	*	-	1%	*	2%e	4%Zef	4%Ze
Registered Nurse	133	109	14	7	5	13	57	21	12
	2%e	2%	1%	1%	1%	1%	3%e	4%Ze	6%Ze
Nursing Associate	19	16	3	2	1	4	7	-	-
	*	*	*	*	*	*	*	-	-
Registered Manager (e.g. in a care home)	110	103	6	1	5	6	47	31	6
	2%e	2%	1%	*	1%	*	2%e	5%Zef	3%e
Deputy or other manager role, team leader or supervisor	799	743	47	4	43	143	343	143	26
	11%bce	12%b	4%	1%	8%c	6%	16%Ze	25%Zefh	12%e
Senior manager, director or owner	77	71	2	-	2	*	14	27	16
	1%e	1%	*	-	*	*	1%e	5%Zef	8%Zef
Other specific management role (may be above or below RM)	141	133	7	1	6	8	59	32	16
	2%e	2%b	1%	*	1%	*	3%e	6%Zef	8%Zef
Other care related role (e.g. activities or care coordinator, practitioner)	74	72	2	1	2	15	26	11	3
	1%	1%	*	*	*	1%	1%	2%e	1%
Commissioning or assessment role	46	44	1	-	1	8	14	11	3
	1%	1%	*	-	*	*	1%	2%Zef	2%e
Other associated role (trainer, chaplain)	59	59	1	-	1	14	28	4	2
	1%	1%	*	-	*	1%	1%	1%	1%
Other adult social care role	35	34	2	-	2	9	9	5	1
	*	1%	*	-	*	*	*	1%	*
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63	58	4	-	4	11	20	8	2
	1%	1%	*	-	1%	*	1%	1%e	1%
I do not work in adult social care	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

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Table 32

QJob_role Which of the following adult social care roles best describes the role you currently work in?
Please answer in terms of the role you spend most of your time doing.

Base : All respondents who work in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Care worker or assistant care worker	2645	2645	-	-	-	-	-	-	-	-
	37%bcdefghi	100%Zbcdefghi	-	-	-	-	-	-	-	-
Senior care worker	881	-	881	-	-	-	-	-	-	-
	12%acdefghi	-	100%Zacdefghi	-	-	-	-	-	-	-
Support or outreach worker	1478	-	-	1478	-	-	-	-	-	-
	20%abdefghi	-	-	100%Zabdefghi	-	-	-	-	-	-
Personal assistant	468	-	-	-	468	-	-	-	-	-
	6%abcefgghi	-	-	-	100%Zabcefgghi	-	-	-	-	-
Social Worker	104	-	-	-	-	104	-	-	-	-
	1%abchi	-	-	-	-	100%Zabcdfghi	-	-	-	-
Occupational Therapist	99	-	-	-	-	-	99	-	-	-
	1%abcehi	-	-	-	-	-	100%Zabcdegghi	-	-	-
Registered Nurse	133	-	-	-	-	-	-	133	-	-
	2%abcehi	-	-	-	-	-	-	88%Zabcdefghi	-	-
Nursing Associate	19	-	-	-	-	-	-	19	-	-
	*	-	-	-	-	-	-	12%Zabcdefghi	-	-
Registered Manager (e.g. in a care home)	110	-	-	-	-	-	-	-	110	-
	2%abcei	-	-	-	-	-	-	-	100%Zabcdefgi	-
Deputy or other manager role, team leader or supervisor	799	-	-	-	-	-	-	-	-	799
	11%abcdefgh	-	-	-	-	-	-	-	-	100%Zabc defgh
Senior manager, director or owner	77	-	-	-	-	-	-	-	-	-
	1%abchi	-	-	-	-	-	-	-	-	-
Other specific management role (may be above or below RM)	141	-	-	-	-	-	-	-	-	-
	2%abcehi	-	-	-	-	-	-	-	-	-
Other care related role (e.g. activities or care coordinator, practitioner)	74	-	-	-	-	-	-	-	-	-
	1%abchi	-	-	-	-	-	-	-	-	-
Commissioning or assessment role	46	-	-	-	-	-	-	-	-	-
	1%ac	-	-	-	-	-	-	-	-	-
Other associated role (trainer, chaplain)	59	-	-	-	-	-	-	-	-	-
	1%ac	-	-	-	-	-	-	-	-	-
Other adult social care role	35	-	-	-	-	-	-	-	-	-
	*a	-	-	-	-	-	-	-	-	-
Roles less involved in care e.g. receptionist, cook, cleaner, caretaker, administrative assistant, senior manager	63	-	-	-	-	-	-	-	-	-
	1%aci	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 33

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	776	-	-	614	233	97	-	-	162	512	706	558	369	134	235	11	219	98	28
WeightedBase	263	..	..	98	35	152*	..	..	165*	194	210	197	173*	124*	49	4**	30	16*	6**
EffectiveBase	177	-	-	402	137	64	-	-	74	119	155	134	99	53	165	3	110	40	14
Registered Nurse	12	-	-	-	2	-	-	-	12	10	12	10	10	8	2	-	1	*	-
	5% c	-	-	-	6% ce	-	-	-	7% ce	5%	6%	5%	6%	7%	4%	-	5%	2%	-
Nursing Associate	*	-	-	-	*	-	-	-	*	*	*	*	-	-	-	-	*	-	-
	*	-	-	-	1%	-	-	-	*	*	*	*	-	-	-	-	1% l	-	-
Registered Manager/ Assistant	25	-	-	-	-	25	-	-	25	18	17	15	15	15	-	-	2	1	-
Registered Manager (e.g. in a care home)	9% cdnCF	-	-	-	-	16% cd	-	-	15% cd	9%	8%	8%	8% n	12% n	-	-	6% n	8% n	-
No	111	-	-	-	-	111	-	-	111	91	81	87	89	89	-	2	1	4	3
	42% cdnpqCF	-	-	-	-	73% Zcd	-	-	68% Zcd	47%	39%	44%	52% npq	72% Zlnpq	-	54%	4% n	22% np	53%
None of these	97	-	-	97	33	-	-	-	-	64	92	73	57	11	46	1	24	11	2
	37% ehmE	-	-	99% Zdeh	93% Zeh	-	-	-	-	33%	44%	37%	33% m	9%	94% Zlmpq	13%	78% Zlm	66% Zlm	26%
Don't know	2	-	-	*	-	2	-	-	2	2	*	*	-	-	-	-	*	-	-
	1%	-	-	*	-	1%	-	-	1%	1%	*	*	-	-	-	-	1%	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 33

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	776	65	697	-	14	29	37	232	161	317	679	-	-	-	-	-	-	-
WeightedBase	263	8**	241	-**	14**	8**	15**	58*	52**	130*	110	-**	-**	-**	-**	-**	-**	-**
EffectiveBase	177	21	159	-	9	8	8	61	29	83	455	-	-	-	-	-	-	-
Registered Nurse	12	*	12	-	*	*	*	4	4	4	12	-	-	-	-	-	-	-
	5% c	1%	5%	-	*	4%	2%	7%	7%	3%	11% Z	-	-	-	-	-	-	-
Nursing Associate	*	-	*	-	-	-	-	*	-	*	*	-	-	-	-	-	-	-
	*	-	*	-	-	-	-	*	-	*	*	-	-	-	-	-	-	-
Registered Manager/ Assistant	25	-	24	-	1	-	-	-	7	18	-	-	-	-	-	-	-	-
Registered Manager (e.g. in a care home)	9% cdnCF	-	10%	-	6%	-	-	-	13%	14% C	-	-	-	-	-	-	-	-
No	111	3	100	-	8	2	8	9	19	73	-	-	-	-	-	-	-	-
	42% cdnp	44%	41%	-	60%	25%	54%	15%	37%	56% ZC	-	-	-	-	-	-	-	-
None of these	97	3	94	-	*	4	6	35	21	32	97	-	-	-	-	-	-	-
	37% ehmE	39%	39%	-	*	48%	37%	61% ZE	39%	24%	88% Z	-	-	-	-	-	-	-
Don't know	2	-	2	-	-	2	-	*	-	*	*	-	-	-	-	-	-	-
	1%	-	1%	-	-	22%	-	*	-	*	*	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 34

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	776	322	290	296	268	461	430	3	10	83	670	478	206	50	27	63	182	249	280
WeightedBase	263	63	59*	62*	51*	160*	138*	3**	13**	61**	182	169	58*	22**	8**	35**	81*	57*	90*
EffectiveBase	177	106	88	74	75	95	86	2	4	28	163	106	47	13	10	21	34	88	77
Registered Nurse	12	3	3	3	3	10	8	-	*	*	11	8	3	1	*	2	3	4	3
	5%	5%	5%	5%	5%	6%	6%	-	1%	*	6%	5%	5%	5%	6%	4%	4%	8%	4%
Nursing Associate	*	*	*	*	*	*	*	-	-	*	*	*	-	*	-	-	-	*	*
	*	1%	1%	1%	*	*	*	-	-	*	*	*	-	1%	-	-	-	*	*
Registered Manager/ Assistant	25	6	7	8	6	12	12	-	2	7	14	12	9	3	1	-	13	4	8
Registered Manager (e.g. in a care home)	9%	10%	12%	12%	11%	8%	9%	-	16%	12%	8%	7%	16%	12%	15%	-	16%	7%	9%
No	111	6	8	12	8	77	61	3	9	42	58	78	20	8	2	15	36	17	44
	42%abcj q	10%	13%	19%	15%	48%abc	44%abc	94%	65%	69%	32%	46%	34%	36%	32%	41%	45%	29%	49%q
None of these	97	42	37	36	31	59	54	*	*	7	88	63	25	5	2	18	26	28	26
	37%	68%Zef	62%Zef	58%Zef	61%	37%	39%	6%	3%	12%	48%Z	37%	43%	21%	29%	50%	32%	48%r	29%
Don't know	2	*	*	*	*	*	*	-	-	-	2	2	-	-	-	-	2	*	-
	1%	*	*	*	*	*	*	-	-	-	1%	1%	-	-	-	-	2%	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 34

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	776	653	116	551	94	43	21	49	1	635	16	30	56	129	225	531
WeightedBase	263	206	49*	171	29**	10**	15**	20**	***	187	4**	26**	25**	61*	81*	173
EffectiveBase	177	136	44	126	28	16	9	9	1	165	12	9	16	31	52	121
Registered Nurse	12	10	2	9	1	-	*	1	-	8	1	*	1	3	4	8
	5%	5%	4%	6%	5%	-	2%	4%	-	5%	30%	1%	5%	6%	5%	5%
Nursing Associate	*	*	*	*	-	-	-	-	-	*	-	-	*	*	-	*
	*	*	*	*	-	-	-	-	-	*	-	-	1%	*	-	*
Registered Manager/ Assistant Registered Manager (e.g. in a care home)	25	20	5	17	2	-	-	1	-	13	-	7	5	11	4	20
	9%	9%	10%	10%	5%	-	-	5%	-	7%	-	26%	19%	19%A	5%	12%
No	111	87	18	60	15	2	12	12	-	72	1	14	11	27	40	66
	42%abcj	42%	36%	35%	52%	25%	84%	57%	-	38%	14%	54%	43%	44%	49%	38%
None of these	97	77	19	71	11	6	2	6	*	80	2	4	6	16	28	67
	37%	37%	39%	41%	37%	60%	15%	27%	100%	43%	52%	14%	23%	26%	34%	39%
Don't know	2	*	2	2	-	*	-	-	-	*	*	-	2	2	*	2
	1%	*	4%ks	1%	-	2%	-	-	-	*	2%	-	7%	3%	*	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 35

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	776	733	37	6	29	49	344	190	40
WeightedBase	263	229	23**	9**	12**	24**	112*	52*	18**
EffectiveBase	177	178	13	3	11	19	68	47	7
Registered Nurse	12	11	1	-	1	1	3	4	1
	5%	5%	3%	-	7%	3%	2%	9%	5%
Nursing Associate	*	*	*	-	*	-	*	*	-
	*	*	1%	-	2%	-	*	*	-
Registered Manager/ Assistant	25	20	-	-	-	5	5	7	6
Registered Manager (e.g. in a care home)	9%	9%	-	-	-	21%	4%	13%	35%
No	111	92	14	7	5	8	58	14	1
	42%	40%	61%	75%	46%	34%	52%g	28%	8%
None of these	97	91	5	1	4	6	44	26	5
	37%	40%	23%	6%	37%	24%	39%	50%	28%
Don't know	2	*	2	2	-	2	*	-	-
	1%	*	8%	19%	-	8%	*	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 36

QJob_role_Reg Do you currently work in this /either of these adult social care role(s)?

Base : All respondents who work as a Registered Nurse, Nursing Associate or Registered Manager in ASC in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
776	-	-	-	-	-	-	97	679	-
263	..**	..**	..**	..**	..**	..**	152*	110	..**
177	-	-	-	-	-	-	64	455	-
12	-	-	-	-	-	-	-	12	-
5%	-	-	-	-	-	-	-	11%Zg	-
*	-	-	-	-	-	-	-	*	-
*	-	-	-	-	-	-	-	*	-
25	-	-	-	-	-	-	25	-	-
9%h	-	-	-	-	-	-	16%h	-	-
111	-	-	-	-	-	-	111	-	-
42%h	-	-	-	-	-	-	73%Zh	-	-
97	-	-	-	-	-	-	-	97	-
37%g	-	-	-	-	-	-	-	88%Zg	-
2	-	-	-	-	-	-	2	*	-
1%	-	-	-	-	-	-	1%	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 37

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	6970	4007	838	614	501	861	502	262	162	5123	2347	2869	1634	663	971	239	1371	1813	1445
WeightedBase	6765	5015	807	98	253	356	104	99	165*	5775	1970	2190	2551	1214	1337	146	1322	1768	583
EffectiveBase	3441	2340	456	402	193	283	350	188	74	2770	1033	1217	924	412	516	147	755	1134	755
Care home services with nursing	1192	902	93	11	26	104	-	-	113	1091	377	342	1192	1192	-	-	-	-	-
	18%bcd gnopqrs GHL	18%bcd g	12%fg	11%fg	10%fg	29%Zabcd fg	-	-	68%Zabc defg	19%k	19%k	16%	47%Znop qr	98%Zlnop qr	-	-	-	-	-
Care home services without nursing	1337	1039	191	46	51	5	-	3	3	1224	499	468	1337	-	1337	-	-	-	-
	20%efgh mopqrs vL	21%efgh	24%efgh	47%Zabd efgh	20%efgh	1%	-	3%f	2%	21%	25%Zik	21%	52%Zmopq r	-	100%Zlnop qr	-	-	-	-
Homecare services (Domiciliary care)	1135	903	134	24	47	6	1	1	6	1007	287	251	-	-	-	-	1135	-	-
	17%efgh klmnop svEIL	18%efgh	17%efgh	24%Zabe fgh	19%efgh	2%	1%	1%	4%	17%jk	15%k	11%	-	-	-	-	86%Zlmno qr	-	-
Live-in care	187	171	5	1	3	-	-	-	-	178	17	39	-	-	-	-	187	-	-
	3%bcfg jlmnoqr sFHL	3%bcfg	1%	1%e	1%	-	-	-	-	3%jk	1%	2%	-	-	-	-	14%Zlmno qr	-	-
Support and outreach services	419	353	45	1	14	6	3	*	3	385	84	102	-	-	-	-	-	419	-
	6%cefgj klmnop sFIJK	7%cefg	6%ceg	1%	6%ceg	2%	3%g	*	2%	7%jk	4%	5%	-	-	-	-	-	24%Zlmno pr	-
Extra care housing services	70	58	8	2	3	-	-	-	-	62	20	20	-	-	-	-	-	70	-
	1%lmnpr	1%	1%	2%efg	1%	-	-	-	-	1%	1%	1%	-	-	-	-	-	4%Zlmno pr	-
Shared lives	67	65	1	*	*	1	1	-	-	60	10	12	-	-	-	-	-	67	-
	1%lmnpr	1%b	*	*	*	*	1%	-	-	1%	*	1%	-	-	-	-	-	4%Zlmno pr	-
Supported living services	1213	987	174	8	43	2	*	-	2	1114	327	386	-	-	-	-	-	1213	-
	18%cefg hlmnop svFIJK	20%cefg h	21%cefg h	8%efgh	17%cefg h	1%	*	-	1%	19%	17%	18%	-	-	-	-	-	69%Zlmno pr	-
Day care services	146	97	32	1	12	3	-	-	3	125	54	47	-	-	-	146	-	-	-
	2%cfglm npqrF	2%f	4%Zacef g	1%	5%Zacef g	1%	-	-	2%	2%	3%	2%	-	-	-	100%Zlmnp qr	-	-	-
Hospice	21	11	-	-	-	1	*	*	1	21	6	7	21	21	-	-	-	-	-
	*	*	-	-	-	*	*b	*	1%	*	*	*	1%Znpqr	2%Znpqr	-	-	-	-	-
Local authority adult social care services	450	129	51	1	24	173	92	77	4	143	86	280	-	-	-	-	-	-	450
	7%acijl mnopqtl HJKL	3%	6%ac	1%	9%ach	49%Zabc dh	89%Zabc degh	78%Zabcd eh	2%	2%	4%i	13%Zi	-	-	-	-	-	-	77%Zlmnopq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 37

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	6970	2134	4633	61	142	316	459	1835	1506	2845	679	393	549	415	1998	627	1364	-
WeightedBase	6765	898	5593	199*	74*	395	646	1964	1486	2252	110	334	607	292	2645	881	1478	-**
EffectiveBase	3441	1271	2672	44	91	158	239	908	762	1514	455	233	326	210	1189	368	794	-
Care home services with nursing	1192	32	1126	23	10	60	176	351	246	360	19	40	75	39	604	234	64	-
	18%bcdg nopqrs L	4%	20%Zs	12% s	13% s	15%	27%ZACD E	18%	17%	16%	17%GH	12%	12%	13%	23%ZL	27%ZL	4%	-
Care home services without nursing	1337	84	1233	15	5	65	108	370	323	465	48	56	141	42	611	291	136	-
	20%efgh mopqrs uL	9%	22%Zsuv	8%	7%	16%	17%	19%	22%	21%	43%ZGHI	17%	23%I	14%	23%ZL	33%ZJL	9%	-
Homecare services (Domiciliary care)	1135	57	1025	50	3	109	146	350	250	272	26	61	107	24	716	120	65	-
	17%efgh klmnop rsv EIL	6%	18%sv	25%sv	4%	28%ZCDE	23%ZDE	18%E	17%E	12%	23%ZHI	18%I	18%I	8%	27%ZKL	14%L	4%	-
Live-in care	187	3	168	15	1	17	9	55	55	51	1	3	5	5	138	12	21	-
	3%bcfg jlmnoqr sFHL	*	3% s	7% s	2%	4%	1%	3%	4%	2%	1%	1%	1%	2%	5%ZKL	1%	1%	-
Support and outreach services	419	27	358	29	5	43	32	131	82	131	1	16	35	7	49	18	284	-
	6%cefg jklmnop rsFIJK	3%	6% s	14%Zst	6%	11%ZBDE	5%	7%	6%	6%	1%	5%F	6%F	2%	2%	2%	19%ZJK	-
Extra care housing services	70	5	64	-	*	2	1	20	19	28	2	4	5	1	38	14	6	-
	1%lmnp r	1%	1%	-	*	1%	*	1%	1%	1%	1%	1%	1%	*	1%L	2%L	*	-
Shared lives	67	19	42	6	-	-	3	6	17	35	*	-	*	2	13	2	49	-
	1%lmnp r	2%Zt	1%	3%	-	-	*	*	1%C	2%C	*	-	*	1%	*	*	3%ZJK	-
Supported living services	1213	50	1122	39	2	52	104	349	262	443	8	53	137	16	255	118	611	-
	18%cefg hlmnop rsv FIJK	6%	20%Zsv	20%sv	2%	13%	16%	18%	18%	20%A	8%	16%FI	23%ZFI	6%	10%	13%J	41%ZJK	-
Day care services	146	43	101	2	-	4	7	38	28	69	1	14	24	8	34	13	48	-
	2%cfg lmnpqr F	5%Ztv	2%	1%	-	1%	1%	2%	2%	3%	*	4%ZF	4%ZF	3%	1%	1%	3%J	-
Hospice	21	1	19	-	2	-	-	17	2	3	-	-	6	5	9	*	-	-
	*	*	*	-	2%Zst	-	-	1%ZDE	*	*	-	-	1%	2%ZG	*	*	-	-
Local authority adult social care services	450	398	33	9	9	28	29	125	98	169	1	32	9	95	53	17	59	-
	7%ac ijlmnop qtFHJKL	44%Ztuv	1%	4%t	13%Zt	7%	4%	6%	7%	8%	1%	10%FH	1%	33%ZFGH	2%	2%	4%J	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 37

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	6765	5015	807	98	253	356	104	99	165*	5775	1970	2190	2551	1214	1337	146	1322	1768	583
EffectiveBase	3441	2340	456	402	193	283	350	188	74	2770	1033	1217	924	412	516	147	755	1134	755
Enablement or reablement	133	107	14	*	9	11	*	10	1	106	32	59	-	-	-	-	-	-	133
	2%clmnp qtF	2%cf	2%	*	3%cf	3%cf	*	10%Zabcd efh	*	2%	2%	3%	-	-	-	-	-	-	23%Zlmnopq
Short break or respite	50	40	8	1	2	1	-	-	1	47	16	21	-	-	-	-	-	-	-
	1%lnpq t	1%	1%	1%f	1%	*	-	-	1%	1%	1%	1%	-	-	-	-	-	-	-
I work across multiple services	228	95	40	2	15	26	3	4	18	141	122	113	-	-	-	-	-	-	-
	3%ailmn opqrsJ	2%	5%ac	2%	6%ac	7%Zacf	3%	4%a	11%Zabcf	2%	6%Zi	5%Zi	-	-	-	-	-	-	-
Other non-adult social care service	46	24	2	*	2	6	2	1	3	34	8	14	-	-	-	-	-	-	-
	1%lpqr	*	*	*	1%	2%ab	2%Zabc	1%	2%	1%	*	1%	-	-	-	-	-	-	-
Other children's social care service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other adult social care service's	69	35	10	*	3	9	1	1	7	38	23	29	-	-	-	-	-	-	-
	1%lmnpq r	1%	1%	*	1%	3%Zac	1%	1%	4%Za	1%	1%	1%i	-	-	-	-	-	-	-
None	1	*	-	-	-	1	-	-	1	*	-	-	-	-	-	-	-	-	-
	*	*	-	-	-	*a	-	-	*Za	*	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 37

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
WeightedBase	6765	898	5593	199*	74*	395	646	1964	1486	2252	110	334	607	292	2645	881	1478	-**
EffectiveBase	3441	1271	2672	44	91	158	239	908	762	1514	455	233	326	210	1189	368	794	-
Enablement or reablement	133	111	20	-	3	3	11	38	22	59	*	9	5	2	41	13	54	-
		2%clmn	12%Ztuv	*	3%t	1%	2%	2%	1%	3%	*	3%F	1%	1%	2%	1%	4%ZJK	-
Short break or respite	50	29	18	2	1	*	2	14	10	23	1	2	5	2	13	8	19	-
		1%lnpqr	3%Zt	*	1%	*	*	1%	1%	1%	1%	1%	1%	1%	*	1%	1%J	-
I work across multiple services	228	19	189	2	18	5	10	71	46	96	2	34	44	24	41	18	36	-
		3%ailmn	2%	3%st	1%	25%Zstu	1%	2%	4%	3%	4%B	2%	10%ZF	7%ZF	8%ZF	2%	2%	2%
Other non-adult social care service	46	4	26	6	10	5	3	13	13	13	*	3	1	9	13	2	10	-
		1%lpqr	*	3%t	13%Zstu	1%	*	1%	1%	1%	*	1%	*	3%ZFH	*	*	1%	-
Other children's social care service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other adult social care service's	69	14	48	1	6	2	4	15	13	35	*	6	6	11	17	2	15	-
		1%lmnpqr	2%t	1%	9%Zstu	1%	1%	1%	1%	2%	*	2%	1%	4%ZFH	1%	*	1%	-
None	1	-	1	-	*	*	-	-	-	1	-	-	-	-	-	-	*	-
	*	-	*	-	*Zst	*	-	-	-	*	-	-	-	-	-	-	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 38

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE				
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)	
UnweightedBase	6970	2170	1678	1708	1308	2457	2096	262	605	1989	3990	4201	1705	498	255	975	1334	1938	2668	
WeightedBase	6765	2338	1831	1855	1373	2985	2356	311	722	1946	3667	4216	1402	527	239	1841	1414	1525	1953	
EffectiveBase	3441	1149	900	930	674	1330	1098	168	314	1105	1801	2102	854	241	116	580	703	1064	1596	
Care home services with nursing	1192	269 18%aghl rwA	285 12%	309 16%a	206 17%a	952 32%Zabc f	547 23%Zabc	14 5%	87 12%g	345 18%gh	740 20%Zgh	796 19%l	173 12%	106 20%l	37 16%	335 18%	293 21%rt	269 18%	291 15%	
Care home services without nursing	1337	499 20%gUDE	21%	354 19%	338 18%	282 21%	829 28%Zabc	603 26%Zabc	34 11%	147 20%g	438 22%gj	708 19%g	808 19%	256 18%	92 17%	60 25%	382 21%	270 19%	272 18%	408 21%
Homecare services (Domiciliary care)	1135	450 17%ijrt	19%	457 25%Za	553 30%Zab	364 27%	856 29%Za	762 32%Zab	175 56%Zhij	197 27%Zij	257 13%	472 13%	743 18%	219 16%	94 18%	29 12%	391 21%Zqrt	252 18%rt	239 16%rt	249 13%
Live-in care	187	33 3%abiA	1%	21 1%	33 2%	20 1%	126 4%Zabc	85 4%abc	5 2%	26 4%l	19 1%	121 3%l	142 3%l	23 2%	6 1%	11 4%lm	26 1%	23 2%	44 3%o	94 5%Zopqst
Support and outreach services	419	- 6%abcefn	-	-	-	-	-	25 8%	71 10%Zij	126 6%	193 5%	239 6%	103 7%n	43 8%n	4 2%	114 6%	80 6%	99 6%	123 6%	
Extra care housing services	70	16 1%j	22 1%	22 1%	9 1%	52 2%Za	50 2%Za	5 2%j	5 1%	40 2%Zj	18 1%	36 1%	19 1%	6 1%	3 1%	15 1%	16 1%	14 1%	24 1%t	
Shared lives	67	- 1%abcefnio	-	-	-	-	-	1 *	9 1%i	3 *	21 1%	31 1%	23 2%k	3 1%	7 3%k	2 *	5 *	14 1%o	45 2%Zopqst	
Supported living services	1213	1071 18%efgh uC	46%Zbce f	693 38%Zcef	600 32%Zef	491 36%	170 6%	311 13%e	30 10%	93 13%	329 17%g	759 21%Zghi	745 18%	269 19%	103 19%	47 20%	302 16%	236 17%	280 18%	388 20%e
Day care services	146	- 2%abcefn	-	-	-	-	-	5 2%	20 3%	62 3%Zj	59 2%	86 2%	36 3%	9 2%	6 3%	28 2%	22 2%	40 3%	55 3%	
Hospice	21	- *e	-	-	-	-	-	-	-	8 *	14 *	12 *	9 1%	* *	-	13 1%p	-	5 *	3 *	
Local authority adult social care services	450	- 7%abcefn gtwxyDE	-	-	-	-	-	3 1%	35 5%g	145 7%g	264 7%g	272 6%	129 9%Zkm	26 5%	12 5%	106 6%	103 7%t	129 8%Zort	109 6%	
Enablement or reablement	133	- 2%abcefnD	-	-	-	-	-	-	9 1%	75 4%Zghj	50 1%	80 2%	38 3%	6 1%	6 2%	40 2%	25 2%	30 2%	38 2%	
Short break or respite	50	- 1%abcefn	-	-	-	-	-	2 1%	5 1%	19 1%	24 1%	32 1%	9 1%	6 1%	3 1%	14 1%	5 *	12 1%	18 1%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 38

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	6970	5698	1129	2806	553	1316	1173	489	144	5478	124	275	604	1315	2355	4241
WeightedBase	6765	5374	1274	2227	479	1468	1305	560	193*	4828	123*	458	816	1745	2268	4137
EffectiveBase	3441	2810	574	1122	296	730	681	241	93	2776	59	140	331	679	1172	2071
Care home services with nursing	1192	963	206	403	90	207	209	140	44	652	23	176	213	496	339	801
	18%aghl	18%r	16%	18%w	19%	14%	16%	25%Zuw	23%w	14%	18%	38%ZABD	26%ZA	28%ZA	15%	19%F
Care home services without nursing	1337	1068	244	355	88	313	325	100	39	1052	28	90	91	250	514	753
	20%guDE	20%	19%	16%	18%	21%u	25%Zuvy	18%	20%	22%ZDE	23%D	20%D	11%	14%	23%G	18%
Homecare services (Domiciliary care)	1135	981	139	333	62	252	229	114	47	793	24	84	164	321	340	743
	17%ijrt	18%rt	11%	15%	13%	17%	18%	20%uv	24%uv	16%	19%	18%	20%	18%	15%	18%F
Live-in care	187	160	26	64	5	39	34	29	3	85	6	1	50	96	45	136
	3%abiA	3%o	2%	3%	1%	3%	3%	5%Zv	1%	2%	5%C	*	6%ZAC	6%ZAC	2%	3%F
Support and outreach services	419	288	116	139	40	107	64	22	15	285	6	29	63	112	137	256
	6%abcefn	5%	9%Zprs	6%	8%xy	7%	5%	4%	8%	6%	5%	6%	8%	6%	6%	6%
Extra care housing services	70	65	4	12	8	22	15	5	2	53	*	5	5	16	29	37
	1%j	1%	*	1%	2%u	2%u	1%	1%	1%	1%	*	1%	1%	1%	1%	1%
Shared lives	67	54	11	11	14	11	18	6	*	53	-	2	3	6	19	43
	1%abcefnio	1%o	1%o	*	3%Zuw	1%	1%u	1%	*	1%	-	*	*	*	1%	1%
Supported living services	1213	878	322	334	84	307	261	92	29	907	19	35	164	279	425	706
	18%efghuC	16%	25%Zopqrs	15%	17%	21%u	20%u	16%	15%	19%C	15%	8%	20%C	16%C	19%	17%
Day care services	146	116	28	44	18	38	27	6	1	123	1	7	6	18	56	81
	2%abcefn	2%	2%	2%	4%y	3%	2%	1%	*	3%DE	1%	2%	1%	1%	2%	2%
Hospice	21	15	6	8	2	8	3	-	-	21	-	-	-	*	12	4
	*e	*	1%	*	*	1%	*	-	-	*	-	-	-	*	1%G	*
Local authority adult social care services	450	386	57	283	26	57	49	12	7	377	9	17	20	63	152	279
	7%abcefnD	7%rt	4%	13%Zvwxyz	5%y	4%	4%	2%	4%	8%DE	8%D	4%	2%	4%	7%	7%
Enablement or reablement	133	114	17	33	17	39	28	5	1	114	4	4	2	16	55	69
	2%abcefnD	2%	1%	1%	4%uy	3%	2%	1%	1%	2%DE	3%D	1%	*	1%	2%	2%
Short break or respite	50	38	11	14	3	17	7	3	3	43	*	1	3	6	15	31
	1%abcefn	1%	1%	1%	1%	1%	1%	1%	1%	1%	*	*	*	*	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 38

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	6765	2338	1831	1855	1373	2985	2356	311	722	1946	3667	4216	1402	527	239	1841	1414	1525	1953
EffectiveBase	3441	1149	900	930	674	1330	1098	168	314	1105	1801	2102	854	241	116	580	703	1064	1596
I work across multiple services	228	-	-	-	-	-	-	10	10	44	157	125	69	21	7	59	55	45	68
	3%abcef	-	-	-	-	-	-	3%	1%	2%	4%hi	3%	5%Zk	4%	3%	3%	4%	3%	3%
Other non-adult social care service	46	-	-	-	-	-	-	-	3	12	30	29	10	3	3	7	12	13	14
	1%abcef	-	-	-	-	-	-	-	*	1%	1%	1%	1%	1%	1%	*	1%	1%	1%
Other children's social care service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other adult social care service's	69	-	-	-	-	-	-	2	5	25	36	40	17	5	4	6	16	21	26
	1%abcef	-	-	-	-	-	-	1%	1%	1%	1%	1%	1%	1%	2%	*	1%	1%o	1%o
None	1	-	-	-	-	-	-	-	-	-	1	*	-	-	1	-	-	-	1
	*	-	-	-	-	-	-	-	-	-	*	*	-	-	*k	-	-	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 38

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	6765	5374	1274	2227	479	1468	1305	560	193*	4828	123*	458	816	1745	2268	4137
EffectiveBase	3441	2810	574	1122	296	730	681	241	93	2776	59	140	331	679	1172	2071
I work across multiple services	228	157	63	142	15	33	15	13	3	174	3	7	22	46	82	136
	3% abcef x	3%	5% qs	6% Zvwxy	3% x	2%	1%	2%	2%	4%	2%	2%	3%	3%	4%	3%
Other non-adult social care service	46	31	15	27	1	3	7	7	-	33	-	*	10	13	15	28
	1% abcef	1%	1%	1% w	*	*	1%	1%	-	1%	-	*	1%	1%	1%	1%
Other children's social care service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other adult social care service's	69	59	8	26	6	14	14	6	-	61	1	1	1	5	32	34
	1% abcef	1%	1%	1%	1%	1%	1%	1%	-	1% E	*	*	*	*	1%	1%
None	1	1	-	1	-	-	-	-	-	1	-	-	-	-	-	1
	*	*	-	*	-	-	-	-	-	*	-	-	-	-	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 39

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6970	6191	652	245	389	1883	2221	839	252
WeightedBase	6765	5544	1048	491	532	2300	2019	537	204
EffectiveBase	3441	3103	373	150	219	1034	1037	373	131
Care home services with nursing	1192 18%ag	792 14%	350 33%Za	185 38%Z	152 29%Z	508 22%Zfgh	311 15%	70 13%	27 13%
Care home services without nursing	1337 20%bcd	1190 21%b	111 11%	53 11%	55 10%	484 21%	402 20%	94 17%	40 19%
Homecare services (Domiciliary care)	1135 17%	876 16%	234 22%Za	151 31%Zd	82 15%	378 16%	333 16%	82 15%	23 11%
Live-in care	187 3%g	116 2%	67 6%Za	22 5%	41 8%Z	74 3%g	42 2%g	2 *	10 5%fg
Support and outreach services	419 6%g	348 6%	57 5%	12 2%	40 8%c	171 7%g	108 5%g	12 2%	12 6%g
Extra care housing services	70 1%	60 1%	7 1%	-	7 1%	22 1%	24 1%	3 1%	1 *
Shared lives	67 1%	59 1%	4 *	-	4 1%	10 *	16 1%	9 2%e	3 1%
Supported living services	1213 18%c	1048 19%b	147 14%	46 9%	98 18%c	421 18%	391 19%	91 17%	27 13%
Day care services	146 2%	138 2%b	8 1%	1 *	7 1%	41 2%	38 2%	13 2%	4 2%
Hospice	21 *	21 *	-	-	-	2 *	8 *	9 2%Zef	* *
Local authority adult social care services	450 7%bcde	433 8%b	13 1%	2 *	11 2%	66 3%	168 8%e	89 16%Zef	24 12%Ze
Enablement or reablement	133 2%	124 2%b	7 1%	-	8 1%	32 1%	39 2%	12 2%	3 2%
Short break or respite	50 1%	47 1%	1 *	-	2 *	14 1%	15 1%	5 1%	* *
I work across multiple services	228 3%e	189 3%	29 3%	12 2%	16 3%	41 2%	94 5%e	24 4%e	24 12%Zefg
Other non-adult social care service	46 1%	35 1%	10 1%	3 1%	7 1%	20 1%	12 1%	4 1%	4 2%
Other children's social care service	-	-	-	-	-	-	-	-	-
Other adult social care service's	69 1%	65 1%	4 *	2 *	1 *	15 1%	18 1%	17 3%Zef	2 1%
None	1 *	1 *	* *	* *	- -	* *	- -	- -	- -

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Table 40

QJob_set Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Base : All respondents working in ASC in England excluding personal assistants

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
6970	1998	627	1364	-	502	262	97	679	825
6765	2645	881	1478	-**	104	99	152*	110	799
3441	1189	368	794	-	350	188	64	455	449
1192	604	234	64	-	-	-	104	19	92
18%cefi	23%Zcephi	27%Zcephi	4%ef	-	-	-	68%Zabcephi	17%cefi	11%cef
1337	611	291	136	-	-	3	1	48	190
20%cefg	23%Zcefg	33%Zacefgi	9%efg	-	-	3%e	1%	43%Zabcefgi	24%Zcefg
1135	716	120	65	-	1	1	4	26	134
17%cefg	27%Zbcefgi	14%cefg	4%ef	-	1%	1%	3%	23%Zbcefgi	17%cefg
187	138	12	21	-	-	-	-	1	5
3%cephi	5%Zbcephi	1%	1%	-	-	-	-	1%	1%
419	49	18	284	-	3	*	3	1	45
6%abefh	2%	2%	19%Zabefghi	-	3%fh	*	2%	1%	6%abfh
70	38	14	6	-	-	-	-	2	8
1%	1%ce	2%c	*	-	-	-	-	1%ce	1%
67	13	2	49	-	1	-	-	*	1
1%	*	*	3%Zabefhi	-	1%	-	-	*	*
1213	255	118	611	-	*	-	2	8	173
18%abefgh	10%efg	13%aefgh	41%Zabefghi	-	*	-	1%	8%efg	22%abefgh
146	34	13	48	-	-	-	3	1	31
2%efh	1%	1%	3%aefh	-	-	-	2%	*	4%Zabefh
21	9	*	-	-	*	*	1	-	-
*	*	*	-	-	*ci	*c	1%	-	-
450	53	17	59	-	92	77	4	1	50
7%abch	2%	2%	4%ah	-	89%Zabcfghi	78%Zabcfghi	2%	1%	6%abh
133	41	13	54	-	*	10	1	*	12
2%h	2%h	1%	4%Zabehi	-	*	10%Zabceghi	1%	*	1%
50	13	8	19	-	-	-	1	1	8
1%	*	1%	1%a	-	-	-	1%	1%e	1%
228	41	18	36	-	3	4	18	2	38
3%a	2%	2%	2%	-	3%a	4%a	12%Zabcehi	2%	5%abch
46	13	2	10	-	2	1	3	*	2
1%	*	*	1%	-	2%Zabchi	1%	2%	*	*
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
69	17	2	15	-	1	1	7	*	10
1%	1%	*	1%	-	1%	1%b	4%Zabc	*	1%
1	-	-	*	-	-	-	1	-	-
*	-	-	*	-	-	-	*Za	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 41

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registere d manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Local authority or Council	902	502	97	3	43	183	91	87	5	520	198	427	115	33	83	43	71	102	504	
	12%achij lmnpqtuv FHJKM	9%c	12%ch	3%	17%ach	51%Zabc dh	88%Zabc deh	88%Zabc deh	3%	8%	10%	19%Zij	5%	3%	6%am	30%Zlmnp q	4%	6%am	86%Zlmnopq	
Private care provider	3830	3018	412	72	122	112	1	4	117	3473	1149	1067	1846	937	909	43	1041	716	31	
	53%efgk oqrsuvE ILM	55%efg	51%efg	74%Zabd efg	48%efg	31%fg	1%	4%	71%Zabd efg	56%Zk	57%Zk	47%	72%Zopq r	77%Znop qr	68%Zopq r	30%r	58%Zoqr	41%or	5%	
Care provider (not for profit/ charity)	1643	1188	281	21	84	27	2	2	25	1437	556	599	503	189	314	57	128	824	17	
	23%efgm prsuvaJ KM	22%efg	35%Zace fgh	22%efg	33%Zacef gh	8%fg	2%	2%	15%fg	23%	28%Zi	27%Zi	20%pr	16%pr	24%mpr	39%Zlmnp r	7%r	47%Zlmnp r	3%	
Staffing agency	102	93	1	-	-	6	4	1	1	94	8	18	19	14	5	-	49	18	8	
	1%bcjnF H	2%bc	*	-	-	2%b	4%Zabcd g	1%	1%	2%j	*	1%	1%	1%	*	-	3%Zlnq	1%	1%n	
Person cared for or supported (individual employer)	540	524	8	-	2	-	-	-	-	534	60	74	39	23	15	2	417	63	9	
	7%bcde fghjkl mnoqrs tvFGHI JKL	10%Zbcde fgh	1%	-	1%	-	-	-	-	9%jk	3%	3%	2%	2%	1%	2%	23%Zlmno qr	4%lnr	2%	
Self-employed / Independent	145	122	5	1	1	5	2	1	2	129	23	38	13	5	8	-	81	39	2	
	2%blmnr sC	2%b	1%	1%	*	1%	2%bd	1%	1%	2%	1%	2%	1%	*	1%	-	5%Zlmno qr	2%lmnr	*	
NHS	55	27	2	*	1	23	4	5	14	44	12	26	11	11	1	-	1	5	11	
	1%pst	1%	*	*	*	6%Zabcd	3%Zabcd	5%Zabcd	9%Zabcd	1%	1%	1%	*	1%p	*	-	*	*	2%Zlnpq	
Other social care	2	2	-	-	-	-	-	-	-	1	-	1	*	*	-	-	1	-	-	
	*	*	-	-	-	-	-	-	-	*	-	*	*	*	-	-	*	-	-	
Other not employed in social care	13	6	1	-	*	*	*	-	-	5	3	4	3	*	3	-	1	1	*	
	*t	*	*	-	*	*	*	-	-	*	*	*	*	*	*	-	*	*	*	
Don't know	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-	
Other, please write in	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 41

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Local authority or Council	902	902	-	-	-	44	64	232	190	371	3	53	38	113	220	62	204	11
	12%achi jlmnpqt uvFHJKM	99%Ztuv	-	-	-	10%	9%	11%	12%	16%ZBCD	3%	16%FH	6%F	39%ZFGH	8%M	7%M	14%JKM	2%
Private care provider	3830	-	3830	-	-	256	412	1176	827	1147	83	174	327	92	1767	623	597	31
	53%efgko qrsuvEIL M	-	67%Zsuv	-	-	60%E	60%ZDE	55%E	52%	48%	76%ZGHI	52%I	54%I	32%	67%ZLM	71%ZLM	40%M	7%
Care provider (not for profit/ charity)	1643	-	1643	-	-	49	122	476	391	601	22	95	224	69	459	145	563	16
	23%efgmp rsuvAJKM	-	29%Zsuv	-	-	12%	18%	22%A	25%AB	25%AB	20%	29%ZF	37%ZFGI	24%	17%M	16%M	38%ZJKM	3%
Staffing agency	102	8	64	25	4	30	14	23	16	20	-	-	*	3	52	14	21	6
	1%bcjnF H	1%	1%	4%Zst	6%Zst	7%ZBCDE	2%	1%	1%	1%	-	-	*	1%	2%	2%	1%	1%
Person cared for or supported (individual employer)	540	-	-	540	-	36	50	175	115	158	-	3	10	2	89	21	52	363
	7%bcdef ghijklmn oqrstvF GHIJKL	-	-	96%Zstv	-	8%	7%	8%	7%	7%	-	1%	2%F	1%	3%	2%	4%	77%ZJKL
Self-employed / Independent	145	-	145	-	-	7	20	21	41	56	1	6	5	6	38	11	30	42
	2%blmnr sC	-	3%su	-	-	2%	3%C	1%	3%C	2%C	1%	2%	1%	2%	1%	1%	2%	9%ZJKL
NHS	55	-	-	-	55	3	5	18	5	23	*	1	1	2	16	4	7	-
	1%pst	-	-	-	73%Zstu	1%	1%	1%	*	1%	*	*	*	1%	1%	1%	*	-
Other social care	2	-	-	-	2	-	-	1	1	*	-	-	-	-	1	-	1	-
	*	-	-	-	3%Zstu	-	-	*	*	*	-	-	-	-	*	-	*	-
Other not employed in social care	13	-	-	-	13	-	-	4	4	5	-	1	1	3	3	*	3	1
	*t	-	-	-	17%Zstu	-	-	*	*	*	-	*	*	1%Z	*	*	*	*
Don't know	1	-	-	-	1	1	-	*	-	-	-	-	-	-	1	-	*	-
	*	-	-	-	1%Zstu	*	-	*	-	-	-	-	-	-	*	-	*	-
Other, please write in	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 42

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Local authority or Council	902	100	92	98	71	149	102	13	82	350	455	537	244	53	29	227	182	224	260
	12%abcefgtyDE	4%	5%	5%	5%	5%	4%	4%	9%g	17%Zghj	12%g	12%	16%Zkm	9%	11%	11%	12%	14%t	12%t
Private care provider	3830	1277	1103	1101	796	2231	1640	228	409	979	2195	2473	680	297	150	1067	849	832	1068
	53%hiIA	55%	60%Za	59%Za	58%	75%Zabc	70%Zabc	64%Zhi	46%	47%	58%Zhi	55%l	45%	52%l	55%l	53%	57%qr	52%	51%
Care provider (not for profit/ charity)	1643	832	545	541	436	475	522	52	177	542	872	986	389	128	51	456	307	372	500
	23%egBCDE	36%Zbce	30%Zef	29%Zef	32%	16%	22%ef	15%	20%	26%Zgh	23%g	22%	26%k	22%	18%	23%	20%	23%	24%
Staffing agency	102	37	32	34	23	46	43	14	30	13	44	73	15	6	6	32	20	20	30
	1%IA	2%	2%	2%	2%	2%	2%	4%Zij	3%Zij	1%	1%	2%	1%	1%	2%	2%	1%	1%	1%
Person cared for or supported (individual employer)	540	77	42	61	36	37	16	45	184	160	149	289	127	72	26	178	117	103	143
	7%abcefgjDE	3%ef	2%ef	3%ef	3%	1%	1%	13%Zij	21%Zgij	8%j	4%	6%	8%	13%Zkl	9%	9%t	8%	6%	7%
Self-employed / Independent	145	9	11	12	7	41	29	-	1	-	6	72	46	12	11	22	15	42	66
	2%abchij	*	1%	1%	1%	1%a	1%a	-	*	-	*	2%	3%k	2%	4%	1%	1%	3%op	3%Zopst
NHS	55	2	5	5	2	6	3	1	5	15	34	29	18	5	1	12	10	17	15
	1%aef	*	*	*	*	*	*	*	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	1%
Other social care	2	1	1	1	1	-	-	-	-	1	1	1	*	-	1	1	1	-	*
	*	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	-	*
Other not employed in social care	13	2	1	2	1	1	1	1	1	4	6	6	3	1	1	1	1	3	7
	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Don't know	1	*	*	*	-	1	1	1	-	-	*	1	-	-	-	-	-	*	1
	*	*	*	*	-	*	*	*	-	-	*	*	-	-	-	-	-	*	*
Other, please write in	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 42

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Local authority or Council	902	754	126	394	60	186	143	37	15	739	14	47	42	134	297	544
	12%abcefgtyDE	13%t	9%	17%Zvwxyz	12%y	12%y	10%	6%	7%	14%DE	11%	10%	5%	8%	12%	12%
Private care provider	3830	3065	711	1172	248	828	781	361	126	2569	82	318	555	1164	1250	2381
	53%hila	53%	53%	50%	48%	52%	55%uv	61%Zuvw	63%Zuvw	49%	65%A	69%ZA	68%ZA	65%ZA	52%	54%
Care provider (not for profit/charity)	1643	1242	368	518	142	418	300	117	34	1296	15	44	144	301	617	947
	23%egBCDE	22%	28%Zpq	22%	28%uxyz	26%Zuxy	21%	20%	17%	25%BCDE	12%	9%	18%C	17%C	26%G	21%
Staffing agency	102	77	21	54	3	10	11	9	5	34	8	13	43	66	27	67
	1%IA	1%	2%	2%Zvwxyz	1%	1%	1%	2%	2%	1%	6%ZA	3%A	5%ZA	4%ZA	1%	2%
Person cared for or supported (individual employer)	540	464	73	145	46	121	121	55	18	461	2	27	15	58	155	359
	7%abcefjDE	8%t	5%	6%	9%	8%	9%u	9%	9%	9%BDE	2%	6%D	2%	3%	6%	8%
Self-employed / Independent	145	115	22	37	13	32	44	10	2	104	3	7	14	38	36	104
	2%abchi	2%	2%	2%	2%	2%	3%u	2%	1%	2%	2%	2%	2%	2%	1%	2%
NHS	55	40	14	28	3	9	8	2	-	36	3	5	8	18	22	31
	1%aef	1%	1%	1%	1%	1%	1%	*	-	1%	2%	1%	1%	1%	1%	1%
Other social care	2	1	1	1	-	*	-	-	-	2	-	-	-	-	-	2
	*	*	*	*	-	*	-	-	-	*	-	-	-	-	-	*
Other not employed in social care	13	12	*	8	*	2	1	*	-	12	-	-	-	1	8	5
	*	*	*	*	*	*	*	*	-	*	-	-	-	*	*	*
Don't know	1	1	-	*	-	-	*	-	*	1	-	-	-	-	*	1
	*	*	-	*	-	-	*	-	*	*	-	-	-	-	*	*
Other, please write in	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 43

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
902	844	42	9	33	197	280	137	42
12%bcd	14%Zb	4%	2%	6%c	8%	13%e	24%Zef	20%Zef
3830	2949	768	387	363	1418	1108	256	109
53%ag	49%	72%Za	79%Zd	66%Z	58%Zfg	51%g	44%	52%
1643	1457	165	46	113	536	548	132	40
23%bc	24%b	15%	9%	21%c	22%	25%	23%	19%
102	58	40	33	6	48	14	1	1
1%f	1%	4%Za	7%Zd	1%	2%fg	1%	*	*
540	505	22	10	12	184	162	30	8
7%bcd	8%b	2%	2%	2%	8%	8%	5%	4%
145	118	20	5	15	44	40	13	7
2%	2%	2%	1%	3%	2%	2%	2%	3%
55	47	7	2	4	14	11	6	3
1%	1%	1%	*	1%	1%	1%	1%	1%
2	2	-	-	-	1	*	-	-
*	*	-	-	-	*	*	-	-
13	10	2	-	2	5	2	2	1
*	*	*	-	*	*	*	*	*
1	1	*	*	-	1	-	-	-
*	*	*	*	-	*	-	-	-
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 44

QJob_role_emp Who are you employed by?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Local authority or Council	902	220	62	204	11	91	87	5	3	95
	12%abdg	8%dh	7%dh	14%abdg	2%	88%Zabcdghi	88%Zabcdghi	3%	3%	12%abdg
Private care provider	3830	1767	623	597	31	1	4	106	83	409
	53%cd	67%Zcdefi	71%Zcdefi	40%def	7%e	1%	4%	70%Zcdefi	76%Zacdefi	51%cd
Care provider (not for profit/ charity)	1643	459	145	563	16	2	2	24	22	279
	23%abdef	17%def	16%def	38%Zabdefgh	3%	2%	2%	16%def	20%def	35%Zabdefgh
Staffing agency	102	52	14	21	6	4	1	1	-	1
	1%hi	2%hi	2%i	1%hi	1%	4%Zbcfhi	1%	1%	-	*
Person cared for or supported (individual employer)	540	89	21	52	363	-	-	-	-	8
	7%abcefg	3%efhi	2%eh	4%efhi	77%Zabcefg	-	-	-	-	1%
Self-employed / Independent	145	38	11	30	42	2	1	2	1	4
	2%i	1%	1%	2%i	9%Zabcefg	2%i	1%	1%	1%	1%
NHS	55	16	4	7	-	4	5	14	*	2
	1%	1%	1%	*	-	3%Zabcd	5%Zabcd	9%Zabcd	*	*
Other social care	2	1	-	1	-	-	-	-	-	-
	*	*	-	*	-	-	-	-	-	-
Other not employed in social care	13	3	*	3	1	*	-	-	-	1
	*	*	*	*	*	*	-	-	-	*
Don't know	1	1	-	*	-	-	-	-	-	-
	*	*	-	*	-	-	-	-	-	-
Other, please write in	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 45

QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Base : All respondents working in adult social care in England who work in a Staffing Agency

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Total (Z)	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	81	61	2	-	-	15	12	2	1	65	10	22	10	6	4	-	33	11	18
WeightedBase	102*	93*	1**	-**	-**	6**	4**	1**	1**	94*	8**	18**	19**	14**	5**	-**	49**	18**	8**
EffectiveBase	37	32	2	-	-	9	8	2	1	32	5	7	7	5	4	-	19	4	7
Local Authority	15	9	*	-	-	6	4	1	1	11	6	8	7	5	2	-	*	3	5
	15%	9%	42%	-	-	100%	100%	100%	100%	12%	72%	44%	35%	35%	33%	-	1%	14%	64%
Care provider	64	61	-	-	-	1	-	-	1	61	5	8	16	14	2	-	32	7	3
	63%	66%	-	-	-	22%	-	-	100%	65%	67%	44%	83%	100%	33%	-	67%	39%	31%
NHS	3	3	-	-	-	-	-	-	-	3	*	*	2	1	1	-	1	-	-
	3%	3%	-	-	-	-	-	-	-	3%	5%	2%	11%	7%	22%	-	2%	-	-
Person cared for or supported (individual employer)	25	25	-	-	-	-	-	-	-	25	-	6	-	-	-	-	15	10	-
	25%	27%	-	-	-	-	-	-	-	27%	-	31%	-	-	-	-	30%	58%	-
Other, please write in	2	2	*	-	-	-	-	-	-	2	1	*	1	-	1	-	-	*	*
	2%	2%	58%	-	-	-	-	-	-	2%	8%	2%	3%	-	13%	-	-	1%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 45

QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Base : All respondents working in adult social care in England who work in a Staffing Agency

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	81	20	46	6	9	11	7	22	14	27	-	-	1	4	37	9	11	4
WeightedBase	102*	8**	64*	25**	4**	30**	14**	23**	16**	20**	-**	-**	***	3**	52**	14**	21**	6**
EffectiveBase	37	12	34	4	7	6	4	15	10	16	-	-	1	4	24	6	4	4
Local Authority	15	8	7	-	-	1	3	1	4	6	-	-	*	1	8	*	1	-
	15%	100%	11%	-	-	3%	23%	6%	26%	29%	-	-	100%	27%	15%	3%	3%	-
Care provider	64	-	64	-	-	11	7	18	12	16	-	-	-	2	42	13	3	3
	63%	-	100%Z	-	-	37%	50%	80%	75%	82%	-	-	-	62%	81%	94%	15%	42%
NHS	3	-	1	-	2	1	1	*	-	1	-	-	-	-	3	-	-	-
	3%	-	2%	-	46%	4%	4%	2%	-	5%	-	-	-	-	6%	-	-	-
Person cared for or supported (individual employer)	25	-	-	25	-	16	6	2	2	-	-	-	-	-	6	-	16	4
	25%t	-	-	100%	-	55%	40%	7%	11%	-	-	-	-	-	11%	-	78%	58%
Other, please write in	2	-	-	-	2	*	*	1	*	-	-	-	-	*	1	*	1	-
	2%	-	-	-	54%	1%	3%	5%	3%	-	-	-	-	11%	1%	3%	4%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 46

QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Base : All respondents working in adult social care in England who work in a Staffing Agency

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	81	20	16	19	10	30	24	16	12	14	38	54	15	6	4	14	12	20	34
WeightedBase	102*	37**	32**	34**	23*	46**	43**	14**	30**	13**	44**	73**	15**	6**	6**	32**	20**	20**	30**
EffectiveBase	37	13	11	12	7	19	14	10	6	10	20	23	8	4	3	9	4	12	22
Local Authority	15	4	3	3	-	4	4	1	*	5	9	10	2	*	*	5	1	2	7
	15%	12%	9%	8%	-	8%	10%	9%	1%	37%	20%	14%	16%	8%	4%	15%	4%	9%	23%
Care provider	64	29	25	26	16	37	27	10	12	10	31	41	12	5	4	17	9	15	21
	63%	78%	79%	77%	69%	81%	63%	74%	40%	77%	71%	56%	82%	86%	61%	54%	48%	76%	73%
NHS	3	1	1	2	1	2	2	2	-	-	1	3	-	*	-	2	-	*	-
	3%	3%	3%	6%	6%	5%	6%	15%	-	-	2%	4%	-	6%	-	5%	-	2%	-
Person cared for or supported (individual employer)	25	6	6	6	6	6	13	-	18	-	8	23	-	-	2	11	9	2	4
	25%	15%	17%	16%	24%	12%	29%	-	59%	-	17%	32%	-	-	35%	35%	45%	8%	12%
Other, please write in	2	*	*	*	*	-	-	2	-	*	*	2	*	-	-	-	*	1	1
	2%	1%	1%	1%	1%	-	-	11%	-	3%	1%	3%	2%	-	-	-	2%	5%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 46

QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Base : All respondents working in adult social care in England who work in a Staffing Agency

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	81	63	16	40	3	6	11	9	5	44	3	9	22	36	24	49
WeightedBase	102*	77**	21**	54**	3**	10**	11**	9**	5**	34**	8**	13**	43**	66**	27**	67**
EffectiveBase	37	26	11	14	2	5	7	7	4	28	2	7	11	19	12	22
Local Authority	15	7	6	7	-	-	*	3	-	6	-	5	1	7	5	8
	15%	10%	27%	14%	-	-	3%	28%	-	19%	-	40%	2%	10%	17%	12%
Care provider	64	45	15	26	3	10	9	5	3	23	1	12	27	39	17	40
	63%	58%	74%	48%	91%	100%	76%	51%	67%	68%	7%	89%	62%	59%	64%	60%
NHS	3	3	-	2	-	-	*	1	-	*	-	1	1	3	2	*
	3%	4%	-	3%	-	-	3%	11%	-	1%	-	7%	1%	4%	8%	1%
Person cared for or supported (individual employer)	25	24	2	20	-	-	2	2	2	3	8	-	14	22	6	20
	25%	31%	8%	37%	-	-	15%	22%	33%	10%	93%	-	33%	33%	21%	29%
Other, please write in	2	1	1	1	*	-	*	1	-	2	-	-	*	*	1	1
	2%	2%	5%	1%	9%	-	4%	10%	-	6%	-	-	1%	1%	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 47

QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Base : All respondents working in adult social care in England who work in a Staffing Agency

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	81	58	21	15	5	34	17	3	3
WeightedBase	102*	58**	40**	33**	6**	48**	14**	1**	1**
EffectiveBase	37	23	13	10	4	14	10	2	3
Local Authority	15	10	3	3	-	8	2	1	*
	15%	17%	8%	10%	-	16%	14%	100%	55%
Care provider	64	36	24	19	5	28	7	-	-
	63%	63%	60%	58%	80%	58%	53%	-	-
NHS	3	1	2	-	1	*	-	-	-
	3%	2%	4%	-	10%	1%	-	-	-
Person cared for or supported (individual employer)	25	12	13	13	-	16	4	-	-
	25%	21%	32%	39%	-	33%	27%	-	-
Other, please write in	2	1	1	*	1	1	1	-	*
	2%	2%	3%	1%	10%	1%	6%	-	45%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing

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Table 48
QJob_role_agency You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?
Base : All respondents working in adult social care in England who work in a Staffing Agency

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	81	37	9	11	4	12	2	1	-	2
WeightedBase	102*	52**	14**	21**	6**	4**	1**	1**	**	1**
EffectiveBase	37	24	6	4	4	8	2	1	-	2
Local Authority	15	8	*	1	-	4	1	1	-	*
	15%	15%	3%	3%	-	100%	100%	100%	-	42%
Care provider	64	42	13	3	3	-	-	1	-	-
	63%	81%	94%	15%	42%	-	-	100%	-	-
NHS	3	3	-	-	-	-	-	-	-	-
	3%	6%	-	-	-	-	-	-	-	-
Person cared for or supported (individual employer)	25	6	-	16	4	-	-	-	-	-
	25%	11%	-	78%	58%	-	-	-	-	-
Other, please write in	2	1	*	1	-	-	-	-	-	*
	2%	1%	3%	4%	-	-	-	-	-	58%



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Table 49

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Providing care and/or support directly to people with care and support needs	6238	5295	541	65	-	166	22	25	129	6238	1519	1778	2336	1112	1224	125	1647	1621	248	
		86%bcde fgjkrsv FGI	97%Zbcd efgh	67%defg	66%defg	-	47%dfg	22%d	25%d	78%cde fg	100%Zjk	76%	79%	92%Zor	92%Zor	92%Zor	86%r	92%Zor	92%Zor	43%
Managing other staff who provide direct care and support	2009	801	734	93	253	150	18	27	117	1519	2009	1446	882	383	499	54	343	441	119	
		28%afip rsulJLM	15% 91%Zaef gh	95%Zab efgh	100%Zabc efgh	42%Zafg	18%	27%af	71%Zaef g	24%	100%Zik	64%Zi	35%Zpqr	32%pqr	37%Zpqr	37%Zpqr	19%	25%pr	20%	
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254	1120	543	74	85	289	89	88	123	1778	1446	2254	817	349	468	47	354	520	339	
		31%aiju AJLM	20% 67%Zad	76%Zabd	34%a	81%Zabd	85%Zabc dh	89%Zabc deh	75%Zad	28%	72%Zi	100%Zij	32%p	29%p	35%mpq	32%p	20%	29%p	58%Zlmnopq	
None of these	190	39	31	-	-	11	5	3	2	-	-	-	56	28	28	1	23	20	51	
		3%acdij kpquFGH JK	1% 4%acd	-	-	3%acd	5%Zacd	3%acd	1%	-	-	-	2%	2%	2%	1%	1%	1%	9%Zlmnopq	
Don't know	8	8	-	-	-	-	-	-	-	-	-	-	2	1	1	-	5	*	-	
	*	*	-	-	-	-	-	-	-	-	-	-	*	*	*	-	*	*	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 49

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Providing care and/or support directly to people with care and support needs	6238 86%bcde fgjkrsv FGI	524 58%	5100 90%Zsv	559 99%Zstv	55 74%sv	372 88%	605 88%	1850 87%	1351 85%	2039 86%	75 68%GI	-	607 100%ZFGI	91 31%G	2602 98%ZKL	825 94%Z	1394 94%Z	463 99%ZKL
Managing other staff who provide direct care and support	2009 28%afip rsulJLM	199 22%u	1733 30%Zsu	60 11%	16 22%u	93 22%	167 24%	630 30%A	477 30%A	641 27%	105 96%ZI	334 100%ZFI	607 100%ZFI	-	155 6%	502 57%ZJLM	106 7%	39 8%
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254 31%aiipu AJLM	430 47%Ztu	1712 30%u	80 14%	31 42%Ztu	92 22%	194 28%	689 32%A	555 35%ZAE	723 30%A	84 77%ZGI	104 31%	532 88%ZFGI	113 39%Z	267 10%	443 50%ZJLM	343 23%JM	64 14%
None of these	190 3%acdij kpquFGH JK	64 7%Ztu	121 2%	-	6 8%Ztu	22 5%E	23 3%	58 3%	37 2%	50 2%	-	-	-	109 37%ZFGH	7 *	4 *	23 2%J	5 1%
Don't know	8 *	3 *Zt	2 *	2 *	-	-	3 *E	*	3 *	-	-	-	-	-	6 *	-	*	1 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 50

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Providing care and/or support directly to people with care and support needs	6238	2120	1636	1668	1206	2691	2101	345	838	1834	3077	3856	1260	518	232	1792	1277	1352	1789
		86% vA	91% qu	89% Z	90% Z	88% Z	90% Z	97% Zij	94% Zij	89% Zj	82% Z	86% l	83% Z	90% l	85% Z	90% st	85% Zpqr	84% Zq	86% Zr
Managing other staff who provide direct care and support	2009	787	691	683	588	948	901	38	59	424	1462	1250	487	131	69	593	470	463	474
		28% ghir	34% Z	38% Ze	37% Ze	43% Z	32% Z	11% Z	7% Z	21% gh	39% Zghi	28% Z	32% Zkm	23% Z	25% Z	30% r	31% rs	29% r	23% Z
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254	797	715	683	604	903	867	45	131	558	1480	1378	550	165	92	715	544	491	494
		31% ghir	34% e	39% Zae	37% Ze	44% Z	37% Ze	13% Z	15% Z	27% gh	39% Zghi	31% Z	36% Zkm	29% Z	34% Z	36% Zqrs	36% Zqrs	30% r	24% Z
None of these	190	34	33	30	23	60	41	1	8	57	119	114	49	6	14	43	45	35	65
		3% ah	1% Z	2% Z	2% Z	2% Z	2% Z	* Z	1% Z	3% h	3% gh	3% Z	3% Z	1% Z	5% m	2% Z	3% Z	2% Z	3% Z
Don't know	8	*	-	-	-	3	-	1	4	2	-	2	5	-	-	3	*	-	4
		*	-	-	-	*	-	* j	* j	*	-	*	* k	-	-	*	*	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 50

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Providing care and/or support directly to people with care and support needs	6238 86%ijquvA	4998 87%q	1138 85%	1759 75%	409 80%	1480 92%Zuv	1336 95%Zuv	544 92%Zuv	187 94%Zuv	4434 84%	115 90%	416 90%	769 94%ZA	1632 92%ZA	2077 86%	3807 86%
Managing other staff who provide direct care and support	2009 28%ghirxyzDE	1561 27%r	410 31%r	893 38%Zwxyz	217 42%Zwxyz	428 27%xyz	239 17%z	117 20%z	18 9%	1582 30%ZCDE	26 20%	103 22%	125 15%	365 20%D	705 29%	1221 28%
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254 31%ghirxyzDE	1780 31%r	432 32%r	990 42%Zwxyz	219 43%Zwxyz	513 32%xyz	303 21%z	108 18%z	19 9%	1759 33%ZDE	36 28%D	130 28%D	131 16%	420 24%D	831 34%G	1322 30%
None of these	190 3%ah	145 3%	33 2%	105 4%Zwxyz	17 3%w	23 1%	23 2%	9 1%	6 3%	154 3%E	2 2%	9 2%	14 2%	28 2%	61 3%	122 3%
Don't know	8 *	6 *	1 *	2 *	- -	- -	* *	1 *	4 2%Zuvwx	3 *	2 2%ZAD	2 *	- -	4 *	2 *	5 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 51

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Providing care and/or support directly to people with care and support needs	6238 86%afgh	5064 85%	1007 94%Za	480 97%Zd	502 92%Z	2303 94%Zfgh	1811 84%gh	351 61%	141 67%
Managing other staff who provide direct care and support	2009 28%bce	1800 30%Zb	176 17%	49 10%	125 23%c	453 19%	774 36%Ze	285 49%Zef	86 41%Ze
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254 31%bce	2009 34%Zb	211 20%	70 14%	137 25%c	604 25%	834 38%Ze	293 51%Zefh	82 39%e
None of these	190 3%e	173 3%b	13 1%	5 1%	7 1%	34 1%	58 3%e	41 7%Zef	11 5%e
Don't know	8 *	5 *	2 *	2 *	- -	5 *	1 *	- -	- -

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Table 52

QJob_role_main Does your job involve?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Providing care and/or support directly to people with care and support needs	6238 86%efhi	2602 98%Zbcefg	825 94%Zefghi	1394 94%Zefghi	463 99%Zbcefg	22 22%	25 25%	119 78%ef	75 68%ef	534 67%ef
Managing other staff who provide direct care and support	2009 28%acde	155 6%	502 57%Zacdef	106 7%	39 8%	18 18%acd	27 27%acde	105 69%Zacdef	105 96%Zabcdefgi	725 91%Zabc defg
Conducting assessments, care planning, advising on equipment or helping people access care and support	2254 31%acd	267 10%	443 50%Zacd	343 23%ad	64 14%	89 85%Zabcdghi	88 89%Zabcdghi	113 74%Zabcd	84 77%Zabcdi	535 67%Zabcd
None of these	190 3%abh	7 *	4 *	23 2%ah	5 1%	5 5%Zabcdh	3 3%abh	2 2%	- -	31 4%abch
Don't know	8 *	6 *	- -	* *	1 *	- -	- -	- -	- -	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 53

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Care worker or assistant care worker	2581	2581	-	-	-	-	-	-	-	2553	153	244	1215	605	610	33	825	352	81
	36%bcde fghjkoq rsuFGHI KLM	47%Zbcde fgh	-	-	-	-	-	-	-	41%Zjk	8%	11%j	48%Zoqr	50%Zoqr	46%Zoqr	23%r	46%Zoqr	20%r	14%
Senior care worker	877	877	-	-	-	-	-	-	-	821	500	441	524	234	290	13	129	152	29
	12%bcde fghpqrs uFGHIJL M	16%Zbcde fgh	-	-	-	-	-	-	-	13%	25%Zik	20%Zi	21%Zopq r	19%Zopq r	22%Zopqr	9%	7%	9%r	5%
Support or outreach worker	1249	1249	-	-	-	-	-	-	-	1222	61	247	170	52	118	39	77	846	63
	17%bcde fghjklm nprsfGH IJKM	23%Zbcde fgh	-	-	-	-	-	-	-	20%Zjk	3%	11%j	7%p	4%	9%mp	27%Zlmnp r	4%	48%Zlmn opr	11%Imp
Personal assistant	465	465	-	-	-	-	-	-	-	460	39	63	-	-	-	-	465	-	-
	6%bcdef ghjklmn oqrstvF GHIJKL	8%Zbcde fgh	-	-	-	-	-	-	-	7%jk	2%	3%	-	-	-	-	26%Zlmno qr	-	-
Social Worker	101	-	-	-	-	101	101	-	-	22	17	88	*	*	-	-	1	4	90
	1%abcil mnpqtfH JKL	-	-	-	-	28%Zabc dgh	97%Zabcd egh	-	-	*	1%i	4%Zij	*	*	-	-	*	*	16%Zlmnopq
Occupational Therapist	97	-	-	-	-	97	-	97	-	24	26	86	4	*	3	-	1	*	85
	1%abcfi lmnpqtF HJKL	-	-	-	-	27%Zabcd fh	98%Zabcd efh	-	-	*	1%i	4%Zij	*	*	*	-	*	*	15%Zlmnopq
Registered Nurse	126	-	-	-	-	126	-	-	126	99	90	92	96	96	-	2	2	5	3
	2%abcfn pqrsCFG HJKL	-	-	-	-	35%Zabcd fg	-	-	76%Zabcd efg	2%	4%Zi	4%Zi	4%Znpqr	8%Zlnop qr	-	1%npq	*	*	*n
Nursing Associate	12	-	-	-	-	12	-	-	12	12	9	9	8	8	-	-	1	-	1
	*a	-	-	-	-	3%Zabcd fg	-	-	7%Zabcd fg	*	*	*	*	1%q	-	-	*	-	*
Registered Manager	110	-	-	97	35	-	-	-	12	75	105	84	67	19	48	1	26	11	2
	2%abefq rsHJKL	-	-	99%Zabd efgh	14%Zabef g	-	-	-	8%Zabef g	1%	5%Zi	4%Zi	3%Zqr	2%r	4%Zpqr	*	1%r	1%	*
Deputy or other manager role, team leader or supervisor	781	-	781	-	212	-	-	-	-	526	714	528	274	87	187	30	138	224	58
	11%acefg himpuvFJ KLM	-	97%Zacde fgh	-	84%Zacef gh	-	-	-	-	8%	36%Zik	23%Zi	11%mp	7%	14%Zmpr qr	21%Zlmnp qr	8%	13%mp	10%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 53

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Care worker or assistant care worker	2581 36%bcde fghjkoq rsuFGHI KLM	204 22%	2263 40%Zsuv	95 17%	20 27%u	143 34%	276 40%C	708 33%	536 34%	902 38%CD	-	-	-	-	2581 98%ZKLM	-	-	-
Senior care worker	877 12%bcdef ghpqrsuF GHIJLM	62 7%	789 14%Zsu	21 4%	5 7%	81 19%ZCDE	95 14%	255 12%	187 12%	258 11%	-	-	-	-	-	877 100%ZJLM	-	-
Support or outreach worker	1249 17%bcde fghjklm nprsfGH IJKM	133 15%	1042 18%su	67 12%	8 10%	81 19%	105 15%	373 18%	279 18%	408 17%	-	-	-	-	-	-	1249 85%ZJKM	-
Personal assistant	465 6%bcdef ghjklmn oqrstvF GHIJKL	11 1%	89 2%	365 65%Zstv	1 1%	29 7%	41 6%	162 8%E	104 7%	129 5%	-	-	-	-	-	-	-	465 99%ZJKL
Social Worker	101 1%abc lmnpq rFHJKL	93 10%Ztu	5 *	-	4 5%Ztu	6 1%	5 1%	21 1%	28 2%	41 2%	-	-	-	-	-	-	-	-
Occupational Therapist	97 1%abc fHJKL	86 9%Ztu	6 *	-	5 6%Ztu	3 1%	2 *	15 1%	19 1%	59 2%ZBCD	-	-	-	-	-	-	-	-
Registered Nurse	126 2%abc fnpqrs CFGHJKL	3 *	115 2% s	-	9 12%Zstu	-	8 1%	5 *	23 1%C	90 4%ZABCD	-	-	-	-	-	-	-	-
Nursing Associate	12 *a	1 *	10 *	-	1 1%	4 1%ZE	-	3 *	3 *	1 *	-	-	-	-	-	-	-	-
Registered Manager	110 2%abc efghrs HJKL	3 *	106 2% s	-	* *	4 1%	6 1%	40 2%	24 2%	36 1%	110 99%ZGHI	-	-	-	-	-	-	-
Deputy or other manager role, team leader or supervisor	781 11%ace fghimp uvFJKLM	90 10%u	680 12%uv	8 1%	3 4%	34 8%	67 10%	269 13%E	196 12%E	214 9%	-	212 63%ZFI	502 83%ZFGI	67 23%ZF	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 53
Text to pull in from QJob_role
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Other adult social care role	834	312	26	1	6	20	3	2	15	425	296	372	193	112	81	28	124	175	171
	12%abcde fgilnpuF JKM	6%bcfg	3%c	1%	2%	5%c	3%c	2%	9%bcdfg	7%	15%ZI	16%ZI	8%	9%	6%	19%Zimnp q	7%	10%np	29%Zimnopq
Roles less involved in care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Table 53
Text to pull in from QJob_role
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Other adult social care role	834	226	577	10	20	40	82	274	191	245	1	122	104	225	64	4	229	3
	12%abcd	25%Ztu	10%u	2%	27%Ztu	10%	12%	13%E	12%	10%	1%	37%ZFH	17%ZF	77%ZFGH	2%K	*	15%ZJKM	1%
	efgilmnp uFJKM																	
Roles less involved in care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Table 54

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Care worker or assistant care worker	2581	762	633	742	453	1579	1071	208	391	844	1093	1695	429	191	82	733	516	544	777
	36% A	33%	35%	40% Zab	33%	53% Zabc	45% Zabc	59% Zhij	44% Zj	41% Zj	29%	38% l	28%	33%	30%	37%	34%	34%	37%
Senior care worker	877	300	246	218	182	516	363	29	47	234	556	517	163	98	28	246	200	209	222
	12% hz	13%	13%	12%	13%	17% Zabc	15% Zc	8%	5%	11% h	15% Zghi	12%	11%	17% Zkl	10%	12%	13%	13%	11%
Support or outreach worker	1249	666	410	361	267	131	228	56	201	412	577	741	284	113	44	362	221	279	379
	17% efuv	28% Zbce	22% Zef	19% ef	19%	4%	10% ee	16%	23% Zj	20% Zj	15%	17%	19%	20%	16%	18%	15%	17%	18% ps
Personal assistant	465	-	-	-	-	-	-	44	166	118	93	247	120	46	34	155	88	87	135
	6% abcef	-	-	-	-	-	-	12% Zij	19% Zij	6% j	2%	6%	8% k	8%	13% Zk	8% t	6%	5%	6%
Social Worker	101	*	*	1	-	*	*	-	3	24	72	62	29	6	3	31	33	19	18
	1% abcef	*	*	*	-	*	*	-	*	1%	2% h	1%	2%	1%	1%	2%	2% r	1%	1%
Occupational Therapist	97	4	3	1	1	2	4	*	9	36	51	55	34	5	1	22	29	25	20
	1% abcef	*	*	*	*	*	*	*	1%	2%	1%	1%	2% k	1%	*	1%	2% t	2% t	1%
Registered Nurse	126	12	15	17	11	80	66	3	11	49	63	86	25	8	4	15	39	20	52
	2% abwx	1%	1%	1%	1%	3% Zabc	3% Zabc	1%	1%	2%	2%	2%	2%	1%	1%	1%	3% oq	1%	3% oqs
Nursing Associate	12	1	-	3	3	9	7	-	-	1	11	5	3	3	-	-	11	1	-
	*	*	-	*	*	*	*	-	-	*	*	*	*	*	-	-	1% Zoqrs	*	-
Registered Manager	110	46	41	40	34	70	63	*	*	8	100	71	27	6	3	19	29	32	29
	2% hiwx	2%	2%	2%	2%	2%	3% Z	*	*	*	3% Zghi	2%	2%	1%	1%	1%	2%	2%	1%
Deputy or other manager role, team leader or supervisor	781	351	313	309	276	349	352	4	10	131	633	485	182	49	37	235	183	186	168
	11% ghirxyzCDE	15% Ze	17% Ze	17% Ze	20%	12%	15% Ze	1%	1%	6% gh	17% Zghi	11%	12%	9%	14%	12% r	12% r	12% r	8%
Other adult social care role	834	196	171	164	146	250	204	11	51	208	513	502	225	48	38	177	152	211	289
	12% acefg	8%	9%	9%	11%	8%	9%	3%	6%	10% gh	14% Zghi	11%	15% Zkm	8%	14%	9%	10%	13% o	14% Zops
Roles less involved in care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 54

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Care worker or assistant care worker	2581 36% A	2108 37% j	439 33% iuv	554 23% A	127 25% j	589 37% uv	646 46% Zuvw	263 44% Zuvw	131 65% Zuvw xy	1689 32% A	54 42% B	214 46% ZA	404 49% ZA	822 46% ZA	778 32% F	1652 37% F
Senior care worker	877 12% hz	719 12% h	146 11% i	237 10% h	50 10% h	255 16% Zuvx	162 11% z	94 16% uvz	9 4% z	566 11% h	18 14% B	113 25% ZADE	100 12% D	282 16% ZA	292 12% F	551 12% G
Support or outreach worker	1249 17% C	916 16% efuv	307 23% Zopq rs	338 14% C	65 13% z	312 19% uv	287 20% uv	103 17% z	45 23% uv	897 17% C	29 23% C	50 11% C	191 23% ZAC	324 18% C	486 20% G	676 15% G
Personal assistant	465 6% jCDE	394 7% t	62 5% s	130 6% j	35 7% t	137 9% Zu	105 7% z	32 5% z	6 3% z	422 8% ZCDE	5 4% D	4 1% D	6 1% D	37 2% D	143 6% D	301 7% D
Social Worker	101 1% wxyz	82 1% w	16 1% x	92 4% Zvwxy z	2 * z	3 * z	1 * z	1 * z	- - z	79 1% w	1 1% x	5 1% x	7 1% x	20 1% x	34 1% x	63 1% x
Occupational Therapist	97 1% wxyz	89 2% t	6 * s	91 4% Zvwxy z	3 1% z	1 * z	2 * z	1 * z	- - z	84 2% w	1 1% x	3 1% x	3 * z	12 1% x	31 1% x	64 1% x
Registered Nurse	126 2% abwx	97 2% a	23 2% b	72 3% Zwx	15 3% wx	2 * z	9 1% z	13 2% w	- - z	76 1% a	1 * z	21 5% ZA	15 2% D	37 2% D	39 2% D	84 2% D
Nursing Associate	12 * s	10 * s	2 * t	7 * s	2 * t	- - z	3 * z	- - z	- - z	9 * s	- - z	- - z	2 * z	2 * z	5 * s	4 * t
Registered Manager	110 2% hiwx	87 2% h	21 2% i	81 3% Zwxy	12 2% wx	6 * z	2 * z	6 1% x	* * z	89 2% h	3 3% i	4 1% i	7 1% i	20 1% i	32 1% i	76 2% i
Deputy or other manager role, team leader or supervisor	781 11% ghir xyzCDE	626 11% r	141 11% s	388 16% Zwxy z	103 20% Zwxy z	165 10% xyz	67 5% z	26 4% z	1 * z	643 12% CDE	8 7% D	23 5% D	43 5% D	120 7% D	256 11% D	502 11% D
Other adult social care role	834 12% acef ghwzCDE	642 11% a	171 13% o	368 16% Zwxy z	101 20% Zwxyz	136 8% z	127 9% z	53 9% z	9 4% z	701 13% ZCDE	8 6% D	24 5% D	45 5% D	105 6% D	317 13% G	469 11% G
Roles less involved in care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 55

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Care worker or assistant care worker	2581	1931	571	313	247	1153	591	74	46
	36%afgh	32%	54%Za	63%Zd	45%Z	47%Zfgh	27%g	13%	22%g
Senior care worker	877	671	171	91	75	338	268	40	23
	12%g	11%	16%Za	18%Z	14%	14%g	12%g	7%	11%
Support or outreach worker	1249	1044	181	64	111	484	339	51	26
	17%g	17%	17%	13%	20%	20%fgh	16%g	9%	12%
Personal assistant	465	444	19	2	16	147	143	39	6
	6%bcd	7%b	2%	*	3%	6%	7%	7%	3%
Social Worker	101	96	4	*	3	12	42	27	5
	1%e	2%b	*	*	1%	*	2%e	5%Zef	2%e
Occupational Therapist	97	94	3	-	3	7	40	23	8
	1%e	2%b	*	-	1%	*	2%e	4%Zef	4%Ze
Registered Nurse	126	102	14	7	5	13	56	21	8
	2%e	2%	1%	1%	1%	1%	3%e	4%Ze	4%e
Nursing Associate	12	10	2	2	-	2	7	-	-
	*	*	*	*	-	*	*	-	-
Registered Manager	110	102	6	1	5	6	47	31	6
	2%e	2%	1%	*	1%	*	2%e	5%Zef	3%e
Deputy or other manager role, team leader or supervisor	781	724	47	4	43	136	339	138	26
	11%bce	12%b	4%	1%	8%c	6%	16%Ze	24%Zefh	12%e
Other adult social care role	834	772	50	10	39	148	295	131	57
	12%bcde	13%b	5%	2%	7%c	6%	14%e	23%Zef	27%Zef
Roles less involved in care	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-

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Table 56

Text to pull in from QJob_role

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Care worker or assistant care worker	2581 36%bcdefghi	2581 98%Zbcdefghi	-	-	-	-	-	-	-	-
Senior care worker	877 12%acdefghi	-	877 100%Zacdefghi	-	-	-	-	-	-	-
Support or outreach worker	1249 17%abdefghi	-	-	1249 85%Zabdefghi	-	-	-	-	-	-
Personal assistant	465 6%abcefgghi	-	-	-	465 99%Zabcefgghi	-	-	-	-	-
Social Worker	101 1%abchi	-	-	-	-	101 97%Zabcdfgghi	-	-	-	-
Occupational Therapist	97 1%abcehi	-	-	-	-	-	97 98%Zabcdegghi	-	-	-
Registered Nurse	126 2%abcehi	-	-	-	-	-	-	126 83%Zabcdefghi	-	-
Nursing Associate	12 *	-	-	-	-	-	-	12 8%Zabcdefghi	-	-
Registered Manager	110 2%abcei	-	-	-	-	-	-	-	110 99%Zabcdefgi	-
Deputy or other manager role, team leader or supervisor	781 11%abcdefgh	-	-	-	-	-	-	-	-	781 98%Zabc defgh
Other adult social care role	834 12%abdefghi	64 2%bh	4 *	229 15%Zabdefghi	3 1%	3 3%bdh	2 2%b	15 10%abdefghi	1 1%	18 2%b
Roles less involved in care	-	-	-	-	-	-	-	-	-	-
I do not work in adult social care	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 57

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Up to six months	425	347	34	4	7	12	6	3	4	372	93	92	125	60	65	4	155	97	31
	6%kBCDE	6%dg	4%	4%	3%	4%	6%	3%	2%	6%k	5%	4%	5%	5%	5%	2%	9%Zlmnoqr	6%	5%
Six months up to 12 months	687	549	71	6	19	17	6	2	9	605	167	194	284	176	108	7	196	139	40
	9%cefgsACDEF	10%cefg	9%eg	6%g	8%g	5%	6%g	2%	6%	10%	8%	9%	11%oqr	14%Znoqr	8%	5%	11%oqr	8%	7%
One year up to five years	2127	1586	277	35	69	56	23	15	22	1850	630	689	738	368	370	38	568	506	164
	29%efghsABDE	29%efgh	34%Zaefgh	36%Zaefgh	27%efgh	16%	22%e	16%	13%	30%	31%	31%	29%	30%	28%	26%	32%	29%	28%
Five years up to ten years	1590	1185	205	21	67	75	29	19	31	1351	477	555	571	248	323	28	409	380	120
	22%vABC	22%	25%	21%	26%	21%	27%Zacg	19%	19%	22%	24%	25%i	22%	20%	24%	19%	23%	22%	21%
More than ten years	2382	1796	220	32	90	195	41	60	98	2039	641	723	827	363	465	69	453	636	229
	33%bpABCDHI	33%b	27%	33%	36%b	55%Zabcdf	39%Zab	61%Zabcdf	59%Zabcdf	33%	32%	32%	32%p	30%	35%p	47%Zlmnpq	25%	36%mp	39%Zlmp
Can't remember	22	21	-	-	-	-	-	-	-	22	-	-	5	-	5	-	8	9	-
	*E	*	-	-	-	-	-	-	-	*k	-	-	*	-	*	-	*	7%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 57

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Up to six months	425	45	322	52	5	425	-	-	-	-	4	14	20	23	145	81	91	29
	6%kBCDE	5%	6%	9% s	7%	100%ZBCDE	-	-	-	-	4%	4%	3%	8% FH	5%	9% ZJ	6%	6%
Six months up to 12 months	687	64	561	56	6	-	687	-	-	-	6	26	58	30	280	95	131	41
	9%cefg sACDEF	7%	10% s	10%	8%	-	100%ZACDE	-	-	-	5%	8%	10% F	10% F	11%	11%	9%	9%
One year up to five years	2127	234	1692	177	25	-	-	2127	-	-	40	85	234	109	731	256	433	162
	29%efgh sABDE	26%	30% s	31%	33%	-	-	100%ZABDE	-	-	36% ZG	25%	39% ZG	37% ZG	28%	29%	29%	35%
Five years up to ten years	1590	192	1271	117	10	-	-	-	1590	-	24	97	136	58	550	190	338	104
	22%vABC E	21%	22% v	21%	13%	-	-	-	100%ZABCE	-	22%	29% ZI	22%	20%	21%	22%	23%	22%
More than ten years	2382	375	1821	158	29	-	-	-	-	2382	36	112	158	71	921	258	482	131
	33%bpAB CDHI	41% Ztu	32%	28%	38%	-	-	-	-	100%ZABC D	33% HI	34% I	26%	24%	35%	29%	33%	28%
Can't remember	22	1	16	6	-	-	-	-	-	-	-	-	-	-	17	-	3	1
	* E	*	*	1%	-	-	-	-	-	-	-	-	-	-	1%	-	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 58

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Up to six months	425	110	106	110	92	199	148	22	87	69	234	283	69	27	18	195	124	64	39
	6% A	5%	6%	6%	7%	7%	6%	6%	10%	3%	6%	6%	5%	5%	6%	10%	8%	4%	2%
Six months up to 12 months	687	250	202	206	159	310	230	35	103	126	402	498	85	50	11	341	180	102	62
	9% A	11%	11%	11%	12%	10%	10%	10%	12%	6%	11%	11%	6%	9%	4%	17%	12%	6%	3%
One year up to five years	2127	681	578	523	399	900	682	97	245	564	1194	1343	448	180	49	806	464	445	408
	29% A	29%	32%	28%	29%	30%	29%	27%	28%	27%	32%	30%	29%	31%	18%	40%	31%	28%	20%
Five years up to ten years	1590	537	405	465	333	694	582	91	186	472	796	989	325	114	71	441	337	349	458
	22% A	23%	22%	25%	24%	23%	25%	26%	21%	23%	21%	22%	21%	20%	26%	22%	22%	22%	22%
More than ten years	2382	752	533	544	385	872	710	109	252	829	1135	1334	595	203	125	201	397	652	1116
	33% A	32%	29%	29%	28%	29%	30%	31%	28%	40%	30%	30%	39%	35%	46%	10%	26%	40%	53%
Can't remember	22	7	7	7	5	12	5	1	17	4	1	19	-	-	-	13	-	1	8
	0% A	*	*	*	*	*	*	*	2%	*	*	*	-	-	-	1%	-	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 58

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Up to six months	425	342	74	194	16	82	49	44	16	203	16	49	141	214	92	316
	6% A	6% qrvx	6% qr	8% Zvwx	3%	5%	3%	7% vx	8% vx	4%	13% ZA	11% ZA	17% ZAE	12% ZA	4%	7% F
Six months up to 12 months	687	502	169	297	42	104	97	91	15	304	11	132	186	364	165	490
	9% wxA	9% lnqr	13% Zqrs	13% Zvwx	8%	6%	7%	15% Zvwx	8%	6%	9%	29% ZABE	23% ZAB	20% ZAB	7%	11% F
One year up to five years	2127	1635	455	740	132	440	457	148	65	1536	40	131	253	541	711	1303
	29% nr	28% r	34% Zqrs	31% y	26%	27%	32% vwy	25%	32%	29%	31%	28%	31%	30%	29%	29%
Five years up to ten years	1590	1278	286	477	113	421	303	101	25	1225	25	69	97	312	577	912
	22% zCDE	22%	21%	20%	22% z	26% Zuxy	21% z	17%	12%	23% CDE	20%	15%	12%	18% D	24% G	21%
More than ten years	2382	1991	352	644	206	557	502	207	77	1975	34	76	146	342	865	1403
	33% E	35% koptuCD	26% o	27%	40% Zu	35% u	36% u	35% u	38% u	38% ZCDE	26%	17%	18%	19%	36% G	32%
Can't remember	22	22	-	6	6	1	4	1	3	8	2	4	-	8	2	16
	* j	*	-	*	1% Zuw	*	*	*	2% Zuw	*	2% ZAD	1%	-	*	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 59

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Up to six months	425	237	171	103	63	201	98	23	10
	6%a	4%	16%Za	21%Zd	11%Z	8%Zfg	5%	4%	5%
Six months up to 12 months	687	365	289	195	90	286	207	40	8
	9%ah	6%	27%Za	40%Zd	16%Z	12%Zgh	10%h	7%	4%
One year up to five years	2127	1730	354	177	168	644	725	184	58
	29%	29%	33%	36%	31%	26%	33%Ze	32%e	28%
Five years up to ten years	1590	1419	130	15	111	519	472	153	53
	22%bc	24%b	12%	3%	20%c	21%	22%	26%Ze	25%
More than ten years	2382	2223	117	3	110	792	662	177	81
	33%bcd	37%Zb	11%	1%	20%c	32%	31%	31%	39%
Can't remember	22	16	6	-	6	5	2	-	-
	*	*	1%	-	1%	*	*	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 60

QJob_role_time How long have you worked as a? Please include any time spent working for another employer in the same role.

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
425	145	81	91	29	6	3	4	4	34
6%	5%	9%Zafhi	6%	6%	6%	3%	2%	4%	4%
687	280	95	131	41	6	2	9	6	69
9%efh	11%efh	11%efh	9%fh	9%fh	6%fh	2%	6%	5%	9%fh
2127	731	256	433	162	23	15	18	40	274
29%efg	28%efg	29%efg	29%efg	35%efg	22%g	16%	12%	36%Zabcetfg	34%Zaefg
1590	550	190	338	104	29	19	28	24	202
22%	21%	22%	23%	22%	27%Zaf	19%	18%	22%	25%a
2382	921	258	482	131	41	60	94	36	219
33%ih	35%ih	29%	33%	28%	39%Zbcdih	61%Zabcdehi	62%Zabcdehi	33%	27%
22	17	-	3	1	-	-	-	-	-
*	1%	-	*	*	-	-	-	-	-

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Table 61
QSet_reg In which region of England do you work? If you work in more than one, select the main region.
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
Total (Z)																		
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
771	574	98	13	46	38	12	10	18	656	238	255	306	141	165	17	170	133	101
11%qm	10%	12%	13%	18%Zabefg	11%	11%	10%	11%	11%	12%	11%	12%q	12%q	12%q	11%	9%	8%	17%Zlmnpq
684	526	58	13	17	35	14	15	8	574	174	229	264	131	133	17	147	135	82
9%	10%	7%	13%Zabdh	7%	10%	13%Zabdh	15%Zabdh	5%	9%	9%	10%	10%q	11%	10%	11%	8%	8%	14%Zlmnpq
1000	708	133	14	37	57	21	9	28	821	261	273	323	170	153	26	276	248	71
14%um	13%	17%ag	15%	14%	16%	20%Zacg	10%	17%	13%	13%	12%	13%	14%	11%	18%ln	15%ln	14%	12%
384	311	35	4	14	15	5	3	7	341	82	101	145	77	67	5	62	127	29
5%pu	6%	4%	4%	5%	4%	5%	3%	4%	5%	4%	4%	6%p	6%p	5%	3%	3%	7%Zp	5%
1023	793	111	11	41	47	10	11	28	902	276	308	322	171	151	18	198	358	68
14%pb	14%fh	14%	11%	16%	13%	10%	11%	17%	14%	14%	14%	13%	14%	11%	12%	11%	20%Zlmnopr	12%
1130	883	129	17	37	34	12	13	11	1000	300	335	344	143	201	29	357	262	85
16%efhm	16%efh	16%eh	17%efh	15%	10%	11%	13%	7%	16%	15%	15%	13%	12%	15%	20%lm	20%Zlmnqr	15%	15%
768	559	89	10	20	54	13	12	30	664	258	285	257	143	114	11	218	183	56
11%ss	10%	11%	10%	8%	15%Zad	13%	12%	18%Zad	11%	13%Z	13%	10%	12%	9%	8%	12%ln	10%	10%
770	582	88	10	26	35	6	8	22	668	230	243	344	160	185	15	191	148	30
11%qrs	11%fh	11%fh	10%fh	10%	10%	6%	8%	14%fh	11%	11%	11%	14%Zqr	13%qr	14%Zqr	10%r	11%r	8%r	5%
703	548	66	6	16	40	11	17	12	611	188	226	245	77	168	10	170	173	61
10%cmF	10%c	8%	6%	6%	11%c	11%cd	17%Zabcd	7%efh	10%	9%	10%	10%	6%	13%Zmo	6%	10%	10%lm	10%lm
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 61
QSet_reg In which region of England do you work? If you work in more than one, select the main region.
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Eastern	771	141	592	33	5	33	81	227	173	253	15	50	59	31	286	112	152	22
	11%qM	15%Ztuv	10%	6%	7%	8%	12%	11%	11%	11%	13%	15%Z	10%	11%	11%M	13%M	10%M	5%
East Midlands	684	94	550	33	7	58	66	209	161	189	14	20	52	27	279	91	130	27
	9%	10%	10%	6%	9%	14%E	10%	10%	10%	8%	13%ZGH	6%	9%	9%	11%	10%	9%	6%
Greater London	1000	120	822	45	14	76	116	282	219	302	15	56	99	61	402	99	179	27
	14%uM	13%	14%u	8%	19%u	18%	17%	13%	14%	13%	14%	17%	16%	21%ZF	15%M	11%M	12%M	6%
North East	384	53	322	7	1	29	36	97	74	147	4	16	20	14	166	50	84	10
	5%pu	6%u	6%u	1%	2%	7%	5%	5%	5%	6%	4%	5%	3%	5%	6%M	6%	6%	2%
North West	1023	162	759	92	9	53	59	280	248	381	13	51	76	41	328	111	279	68
	14%tpB	18%Zt	13%	16%	12%	12%	9%	13%B	16%B	16%B	12%	15%	13%	14%	12%	13%	19%ZJK	15%
South East	1130	134	823	167	6	48	103	364	248	367	18	45	100	39	385	135	212	151
	16%efhm	15%	14%	30%Zstv	8%	11%	15%	17%	16%	15%	17%	13%	17%	13%	15%	15%	14%	32%ZJKL
South West	768	73	615	69	10	37	70	234	173	252	11	30	78	31	262	101	128	67
	11%rs	8%	11%rs	12%	14%rs	9%	10%	11%	11%	11%	10%	9%	13%	11%	10%	11%	9%	14%L
West Midlands	770	50	662	48	10	52	93	216	157	248	12	42	67	28	306	98	141	36
	11%fqrs	6%	12%rs	9%	13%rs	12%	14%	10%	10%	10%	11%	12%	11%	10%	12%	11%	10%	8%
Yorkshire and Humber	703	81	538	71	12	40	62	218	135	244	7	25	56	20	230	83	173	61
	10%cmF	9%	9%	13%	16%rs	9%	9%	10%	9%	10%	7%	8%	9%	7%	9%	9%	12%J	13%
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 62
QSet_reg In which region of England do you work? If you work in more than one, select the main region.
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Eastern	771 11%	247 11%	195 11%	200 11%	149 11%	341 11%	303 13%Z	26 7%	103 12%	190 9%	440 12%i	502 11%	154 10%	55 10%	29 11%	203 10%	140 9%	180 11%	245 12%
East Midlands	684 9%	215 9%	189 10%	205 11%	141 10%	290 10%	218 9%	32 9%	75 8%	206 10%	363 10%	400 9%	176 12%km	42 7%	21 8%	227 11%r	149 10%	136 8%	171 8%
Greater London	1000 14%ilvx A	282 12%	213 12%	213 11%	146 11%	415 14%	329 14%	52 15%	157 18%Zi	214 10%	554 15%i	676 15%i	155 10%	78 14%	42 15%	245 12%	211 14%	250 16%	287 14%
North East	384 5%	155 7%	120 7%	114 6%	83 6%	167 6%	131 6%	24 7%	36 4%	109 5%	209 6%	243 5%	81 5%	26 5%	17 6%	113 6%	81 5%	91 6%	98 5%
North West	1023 14%fcDE	356 15%ef	270 15%f	269 14%f	190 14%	367 12%	270 11%	41 11%	92 10%	347 17%Zhj	524 14%	595 13%	222 15%	118 21%Zkl	36 13%	230 12%	219 15%	247 15%o	322 15%o
South East	1130 16%b	322 14%	238 13%	247 13%	188 14%	432 14%	336 14%	79 22%Zij	153 17%	307 15%	559 15%	693 16%	238 16%	86 15%	39 14%	308 15%	212 14%	244 15%	361 17%
South West	768 11%CE	246 11%	179 10%	185 10%	140 10%	320 11%	266 11%	35 10%	94 11%	215 10%	394 10%	464 10%	189 12%mm	44 8%	30 11%	227 11%	128 9%	185 11%p	224 11%
West Midlands	770 11%	249 11%	208 11%	196 11%	158 11%	379 13%Z	277 12%	34 10%	83 9%	239 12%	393 10%	438 10%	161 11%	73 13%	32 12%	225 11%	191 13%qr	146 9%	203 10%
Yorkshire and Humber	703 10%DE	266 11%	220 12%Ze	226 12%Ze	177 13%	274 9%	227 10%	34 10%	96 11%	238 12%j	327 9%	455 10%	147 10%	51 9%	28 10%	216 11%	171 11%qr	135 8%	178 9%
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 62

QSet_reg In which region of England do you work? If you work in more than one, select the main region.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Eastern	771	592	164	258	59	156	161	77	30	604	12	43	73	152	305	437
	11%	10%	12%	11%	11%	10%	11%	13%	15%	11%E	9%	9%	9%	9%	13%G	10%
East Midlands	684	554	121	206	51	145	142	69	25	514	8	42	62	149	273	364
	9%	10%	9%	9%	10%	9%	10%	12%	12%	10%	6%	9%	8%	8%	11%G	8%
Greater London	1000	771	207	430	42	190	107	127	21	367	26	165	265	583	233	742
	14%ilvx A	13%	15%	18%Zvwxz	8%	12%x	8%	21%Zvwxyz	10%	7%	20%A	36%ZAB	32%ZA	33%ZAB	10%	17%F
North East	384	312	65	105	30	96	88	19	12	310	6	16	38	68	131	236
	5%	5%	5%	4%	6%	6%	6%	3%	6%	6%E	5%	3%	5%	4%	5%	5%
North West	1023	812	195	307	72	247	217	68	26	866	15	28	63	133	341	604
	14%fcDE	14%	15%	13%	14%	15%	15%	11%	13%	16%ZCDE	12%	6%	8%	7%	14%	14%
South East	1130	914	196	358	75	265	224	87	27	860	16	63	97	247	396	679
	16%b	16%	15%	15%	15%	16%	16%	15%	14%	16%D	12%	14%	12%	14%	16%	15%
South West	768	618	135	226	64	191	169	61	16	613	8	25	67	135	246	491
	11%CE	11%	10%	10%	12%	12%	12%	10%	8%	12%CE	6%	5%	8%	8%	10%	11%
West Midlands	770	628	131	272	66	155	138	41	20	526	22	55	113	219	249	462
	11%	11%	10%	12%y	13%y	10%	10%	7%	10%	10%	17%	12%	14%A	12%	10%	10%
Yorkshire and Humber	703	571	122	197	57	160	165	43	24	593	16	24	45	97	239	425
	10%DE	10%	9%	8%	11%	10%	12%uy	7%	12%	11%ZCDE	12%E	5%	6%	5%	10%	10%
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 63

QSet_reg In which region of England do you work? If you work in more than one, select the main region.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Eastern	771 11% ^d	635 11%	108 10%	76 15% ^d	32 6%	230 9%	269 12% ^e	66 11%	24 12%
East Midlands	684 9%	573 10%	92 9%	57 12%	34 6%	227 9%	192 9%	55 10%	25 12%
Greater London	1000 14% ^{af}	639 11%	309 29% ^{Za}	105 21% ^Z	202 37% ^{Zc}	399 16% ^{Zfg}	235 11%	66 11%	38 18% ^f
North East	384 5%	329 5%	49 5%	15 3%	33 6%	154 6%	104 5%	28 5%	10 5%
North West	1023 14% ^{bc}	933 16% ^b	77 7%	22 4%	52 10%	332 14%	343 16% ^h	80 14%	18 9%
South East	1130 16%	967 16%	141 13%	67 14%	72 13%	341 14%	332 15%	106 18% ^{ee}	33 16%
South West	768 11%	659 11%	95 9%	48 10%	42 8%	243 10%	244 11%	74 13%	20 10%
West Midlands	770 11%	623 10%	134 13%	74 15%	57 10%	289 12%	220 10%	49 8%	23 11%
Yorkshire and Humber	703 10% ^{bd}	633 11% ^b	63 6%	30 6%	23 4%	233 10%	226 10%	53 9%	18 9%
None of these	-	-	-	-	-	-	-	-	-

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Table 64

QSet_reg In which region of England do you work? If you work in more than one, select the main region.

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
771 11% d	286 11% d	112 13% d	152 10% d	22 5%	12 11% d	10 10% d	17 11%	15 13% d	98 12% d
684 9%	279 11% i	91 10%	130 9%	27 6%	14 13% Zcdgi	15 15% Zcdgi	7 4%	14 13% Zcdgi	56 7%
1000 14% d	402 15% df	99 11% d	179 12% d	27 6%	21 20% Zabcdfh	9 10%	26 17% d	15 14% d	133 17% bcdh
384 5%	166 6% d	50 6%	84 6%	10 2%	5 5%	3 3%	6 4%	4 4%	34 4%
1023 14% e	328 12%	111 13%	279 19% Zabefhi	68 15%	10 10%	11 11%	26 17%	13 12%	109 14%
1130 16% eg	385 15%	135 15%	212 14%	151 32% Zabcefgghi	12 11%	13 13%	9 6%	18 17% eg	127 16% g
768 11%	262 10%	101 11%	128 9%	67 14% c	13 13% c	12 12%	29 19% Zac	11 10%	89 11%
770 11% e	306 12% ee	98 11% e	141 10% e	36 8%	6 6%	8 8%	21 13%	12 11% e	87 11% e
703 10% h	230 9%	83 9%	173 12% ah	61 13% h	11 11% h	17 17% Zabceghi	11 7%	7 7%	66 8%
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-

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Table 65
QSet_age Who do you provide care services for?
 Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4357	2917	530	547	339	69	3	6	124	3779	1654	1482	1617	646	971	-	1373	1367	-
WeightedBase	5136	4061	605	91	172	117*	1**	5**	124*	4678	1528	1507	2529	1192	1337	-**	1324	1282	-**
EffectiveBase	2375	1793	304	363	119	46	3	4	52	2128	741	703	917	405	516	-	757	906	-
People who are working age e.g., 18-64 years old	2797	2152	420	50	110	34	1	4	34	2531	916	917	972	394	579	-	693	1132	-
	54%ehlm nJK	53%eh	69%Zace h	55%eh	64%Zaeh	29%	59%	84%	27%	54%	60%Zi	61%Zi	38%	33%	43%im	-	52%lmn	88%Zlmnp	-
People aged 65 or over	3528	2715	434	68	132	104	1	4	111	3200	1118	1069	1962	1006	955	-	1086	481	-
	69%quL	67%	72%	75%Za	77%a	89%Zabc	57%	78%	90%Zabc d	68%	73%Zi	71%	78%Znq	84%Zlnq	71%q	-	82%Zlnq	37%	-
Don't know	71	65	2	*	-	-	-	-	-	65	5	17	28	16	13	-	19	23	-
	1%j	2%	*	*	-	-	-	-	-	1%j	*	1%	1%	1%	1%	-	1%	2%	-

Fieldwork Dates: 17th August to 27th October 2023
 Respondent Type: Adult social care workforce in England
 Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
 * small base; ** very small base (under 30) ineligible for sig testing



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Table 65

QSet_age Who do you provide care services for?

Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manager ial role with no direct care (G)	Other manager ial and direct care (H)	Non- manager ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4357	404	3873	46	34	220	322	1194	954	1659	611	219	398	106	1650	503	758	2
WeightedBase	5136	232	4739	144*	20**	306	543	1495	1155	1620	103	218	471	127*	2363	788	904	2**
EffectiveBase	2375	238	2197	33	20	128	189	632	530	963	415	135	243	60	1031	313	457	2
People who are working age e.g., 18-64 years old	2797	132	2553	99	14	154	296	814	645	881	55	138	342	58	1017	356	776	-
	54%ehlm nJK	57%	54%	69%	67%	50%	55%	54%	56%	54%	53%	63%ZFI	73%ZFI	46%	43%	45%	86%ZJK	-
People aged 65 or over	3528	172	3291	55	10	231	366	1035	809	1075	79	170	328	97	1800	575	338	1
	69%quL	74%u	69%u	38%	50%	75%E	67%	69%	70%	66%	77%ZH	78%Z	70%	77%	76%ZL	73%L	37%	40%
Don't know	71	4	65	1	*	2	17	24	8	20	*	-	2	1	44	3	17	-
	1%j	2%	1%	1%	2%	1%	3%D	2%	1%	1%	*	-	*	1%	2%	*	2%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 66

QSet_age Who do you provide care services for?

Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4357	2170	1678	1708	1308	2458	2097	221	415	1163	2488	2731	919	325	165	630	819	1172	1712
WeightedBase	5136	2338	1831	1855	1373	2986	2357	263	555	1427	2821	3271	959	406	187*	1451	1091	1118	1455
EffectiveBase	2375	1149	900	930	674	1331	1099	142	240	719	1245	1507	518	168	78	424	496	696	1105
People who are working age e.g., 18-64 years old	2797	2338	1831	1855	1373	990	1161	142	273	692	1669	1706	596	231	121	885	625	548	728
	54%efi qrsyCE	100%Zef	100%Zef	100%Zef	100%	33%	49%e	54%	49%	48%	59%Zhi	52%	62%Zk	57%	65%k	61%Zqrs	57%qrs	49%	50%
People aged 65 or over	3528	1049	1012	1116	806	2986	2357	226	387	1026	1827	2275	610	293	128	1008	755	769	980
	69%abcj lt	45%	55%a	60%ab	59%	100%Zab	100%Zabc	86%Zhij	70%	72%j	65%	70%l	64%	72%l	68%	69%t	69%t	69%t	67%t
Don't know	71	-	-	-	-	-	-	2	10	23	35	51	6	9	1	19	8	22	22
	1%abcef	-	-	-	-	-	-	1%	2%	2%	1%	2%	1%	2%	*	1%	1%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 66
QSet_age Who do you provide care services for?
Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	4357	3577	717	1418	347	884	849	372	123	3306	77	200	466	958	1410	2729
WeightedBase	5136	4116	941	1501	337	1141	1074	481	164*	3545	99*	390	686	1458	1694	3177
EffectiveBase	2375	1939	401	648	191	529	520	191	85	1825	42	115	276	546	780	1463
People who are working age e.g., 18-64 years old	2797	2103	662	891	208	632	561	219	75	2052	42	163	366	703	971	1694
	54%efiq rsyCE	51%	70%Zopq rs	59%Zxyz	62%Zxyz	55%y	52%	46%	46%	58%ZBCE	43%	42%	53%C	48%	57%	53%
People aged 65 or over	3528	2960	502	1046	240	793	715	324	124	2385	75	285	464	1045	1142	2226
	69%abcj lt	72%Zrt	53%	70%	71%	70%	67%	67%	76%	67%	76%	73%	68%	72%	67%	70%
Don't know	71	59	10	12	-	10	20	13	2	50	-	14	6	20	29	35
	1%abcef	1%	1%	1%	-	1%	2%	3%uv	1%	1%	-	4%	1%	1%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 67
QSet_age Who do you provide care services for?
Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4357	3745	528	221	291	1357	1346	420	133
WeightedBase	5136	4085	915	459	436	1887	1505	343	128*
EffectiveBase	2375	2059	319	140	175	802	701	202	73
People who are working age e.g., 18-64 years old	2797 54%bc	2329 57%b	419 46%	203 44%	208 48%	978 52%	898 60%Ze	216 63%Ze	67 52%
People aged 65 or over	3528 69%	2761 68%	676 74%a	335 73%	324 74%	1259 67%	1056 70%	246 72%	82 64%
Don't know	71 1%	57 1%	9 1%	9 2%	- -	31 2%	11 1%	2 1%	1 1%



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Table 68
QSet_age Who do you provide care services for?
Base : All respondents who work in a care home (with or without nursing), domiciliary care, live in care, extra care housing or supporting living in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	4357	1650	503	758	2	3	6	60	611	527
WeightedBase	5136	2363	788	904	2**	1**	5**	111*	103	602
EffectiveBase	2375	1031	313	457	2	3	4	43	415	302
People who are working age e.g., 18-64 years old	2797	1017	356	776	-	1	4	29	55	419
	54%abg	43%g	45%g	86%Zabghi	-	59%	84%	26%	53%abg	70%Zabgh h
People aged 65 or over	3528	1800	575	338	1	1	4	100	79	432
	69%c	76%Zc	73%c	37%	40%	57%	78%	90%Zabchi	77%Zc	72%c
Don't know	71	44	3	17	-	-	-	-	*	1
	1%	2%hi	*	2%i	-	-	-	-	*	*



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Table 69

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	2558	1652	380	339	222	25	2	4	45	2195	1047	947	609	190	419	-	754	1195	-	
WeightedBase	2797	2152	420	50	110*	34**	1**	4**	34**	2531	916	917	972	394	579	-**	693	1132	-**	
EffectiveBase	1372	1003	215	233	83	18	2	3	20	1215	468	457	337	119	223	-	379	786	-	
People with a learning disability and/or autism	2338	1803	355	43	91	20	*	4	20	2120	787	797	768	269	499	-	483	1087	-	
	84%ImpJ	84%A	84%	85%	83%	60%	27%	100%	58%	84%	86%	87%	79%mp	68%	86%Imp	-	70%	96%Zlmp	-	
People with a mental health condition	1831	1346	318	37	78	21	*	3	22	1636	691	715	639	285	354	-	478	714	-	
	65%EL	63%	76%Za	74%Za	71%	64%	27%	77%	65%	65%	75%Zi	78%Zi	66%	72%n	61%	-	69%q	63%	-	
People with a physical disability	1855	1369	312	37	85	23	1	1	25	1668	683	683	647	309	338	-	586	622	-	
	66%nqL	64%	74%Za	73%a	77%Za	69%	100%	31%	75%	66%	75%Zi	74%Zi	66%q	78%Zlnq	58%	-	85%Zlnq	55%	-	
People with a sensory impairment	1373	949	278	32	73	18	-	1	20	1206	588	604	489	206	282	-	384	500	-	
	49%aqEL	44%	66%Za	63%Za	67%Za	54%	-	31%	58%	48%	64%Zi	66%Zi	50%	52%	49%	-	55%Zq	44%	-	
People with dementia	48	29	12	1	1	-	-	-	1	40	9	11	39	24	16	-	7	2	-	
	2%q	1%	3%	1%	1%	-	-	-	2%	2%	1%	1%	4%Zpq	6%Zpq	3%q	-	1%q	*	-	
Other	195	134	43	2	5	-	-	-	1	174	74	68	103	52	51	-	50	42	-	
	7%qL	6%	10%ac	5%	5%	-	-	-	3%	7%	8%	7%	11%Zq	13%Zq	9%q	-	7%q	4%	-	
None of these	35	26	4	*	*	3	-	-	3	30	11	10	14	11	3	-	20	1	-	
	1%qL	1%	1%	1%	*	7%	-	-	7%	1%	1%	1%	1%q	3%q	*	-	3%Znq	*	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 69

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	2558	256	2250	30	22	119	181	692	573	989	365	147	295	55	746	247	655	-
WeightedBase	2797	132	2553	99**	14**	154*	296	814	645	881	55	138*	342	58*	1017	356	776	-**
EffectiveBase	1372	137	1280	21	12	71	100	361	324	568	254	94	171	34	466	150	389	-
People with a learning disability and/or autism	2338	102	2147	82	7	110	250	681	537	752	46	111	300	43	770	303	727	-
	84%ImpJ	77%	84%ss	83%	48%	72%	84%A	84%A	83%A	85%A	84%	81%	87%l	74%	76%	85%J	94%ZJK	-
People with a mental health condition	1831	92	1684	47	8	106	202	578	405	533	41	98	270	42	640	249	455	-
	65%EL	70%	66%	48%	61%	69%	68%	71%ZDE	63%	60%	74%Z	71%	79%Z	73%	63%	70%L	59%	-
People with a physical disability	1855	98	1680	66	10	110	206	523	465	544	40	105	262	40	750	221	396	-
	66%nqL	74%t	66%	67%	74%	71%	69%	64%	72%ZCE	62%	73%Z	76%Z	77%Z	70%	74%ZKL	62%L	51%	-
People with a sensory impairment	1373	71	1255	42	5	92	159	399	333	385	35	90	231	38	460	183	304	-
	49%aqEL	54%	49%	42%	36%	60%E	54%	49%	52%E	44%	63%Z	65%Z	67%Z	65%	45%	51%L	39%	-
People with dementia	48	3	45	-	-	1	1	18	16	11	1	2	5	10	19	4	7	-
	2%q	3%	2%	-	-	*	*	2%	3%	1%	2%	2%	1%	18%ZFGH	2%	1%	1%	-
Other	195	11	176	7	1	4	9	67	42	74	3	12	33	13	80	27	27	-
	7%qL	8%	7%	7%	6%	2%	3%	8%	6%	8%	6%	8%	10%	23%ZFGH	8%L	8%L	3%	-
None of these	35	2	28	2	3	2	7	13	5	8	*	*	4	1	26	-	*	-
	1%qL	1%	1%	2%	18%	1%	2%	2%	1%	1%	1%	*	1%	2%	3%ZKL	-	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 70

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	2558	2170	1678	1708	1308	961	1108	125	210	622	1575	1546	589	198	116	420	505	682	935
WeightedBase	2797	2338	1831	1855	1373	990	1161	142*	273	692	1669	1706	596	231	121*	885	625	548	728
EffectiveBase	1372	1149	900	930	674	498	567	92	106	402	780	836	312	103	66	280	312	400	596
People with a learning disability and/or autism	2338	2338	1557	1543	1245	723	909	109	210	554	1453	1408	504	197	105	742	522	464	600
	84%efC	100%Zbce	85%ef	83%ef	91%	73%	78%e	77%	77%	80%	87%Zghi	83%	85%	85%	87%	84%	84%	85%	82%
People with a mental health condition	1831	1557	1831	1433	1170	783	898	100	157	409	1151	1089	404	160	87	656	446	320	401
	65%lqry	67%	100%Zace	77%Za	85%	79%Za	77%Za	71%i	58%	59%	69%hi	64%	68%	69%	72%	74%Zqrs	71%Zqrs	58%	55%
People with a physical disability	1855	1543	1433	1855	1246	883	990	109	185	446	1101	1102	410	170	81	636	432	370	411
	66%erty	66%	78%Za	100%Zabef	91%	89%Zab	85%Zab	77%Zij	68%	64%	66%	65%	69%	74%	67%	72%rt	69%rt	67%rt	56%
People with a sensory impairment	1373	1245	1170	1246	1373	632	714	73	116	322	853	797	319	138	68	487	358	264	260
	49%ry	53%Z	64%Za	67%Zaf	100%	64%Za	61%Za	51%	43%	47%	51%	47%	53%k	60%Zk	56%	55%rt	57%Zqrs	48%r	36%
People with dementia	48	12	7	19	8	29	26	-	3	23	21	25	6	9	6	13	12	9	15
	2%ab	1%	*	1%	1%	3%abc	2%ab	-	1%	3%Zj	1%	1%	1%	4%	5%kl	1%	2%	2%	2%
Other	195	118	94	104	72	72	77	4	12	57	122	113	36	18	11	61	47	40	47
	7%a	5%	5%	6%	5%	7%	7%	2%	4%	8%	7%	7%	6%	8%	9%	7%	8%	7%	6%
None of these	35	7	7	13	9	13	13	5	3	15	12	20	9	3	1	8	13	6	8
	1%ab	*	*	1%	1%	1%ab	1%a	4%j	1%	2%j	1%	1%	2%	1%	*	1%	2%t	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 70

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	2558	2008	515	884	234	524	486	183	57	2032	42	90	252	486	883	1558
WeightedBase	2797	2103	662	891	208	632	561	219*	75*	2052	42**	163*	366	703	971	1694
EffectiveBase	1372	1061	294	425	119	313	281	82	39	1118	21	51	141	267	508	801
People with a learning disability and/or autism	2338	1721	588	743	178	544	472	182	56	1748	27	113	314	558	813	1407
	84%efC	82%	89%Zrs	83%	85%	86%	84%	83%	75%	85%CE	65%	70%	86%C	79%	84%	83%
People with a mental health condition	1831	1365	442	633	131	425	348	115	45	1348	25	127	225	453	670	1071
	65%iqry	65%qr	67%qr	71%Zxy	63%	67%y	62%	52%	60%	66%	60%	78%D	62%	64%	69%G	63%
People with a physical disability	1855	1452	382	603	145	434	372	118	57	1372	22	121	216	454	670	1112
	66%erty	69%rt	58%	68%y	69%y	69%y	66%y	54%	76%y	67%	52%	74%	59%	65%	69%	66%
People with a sensory impairment	1373	1059	300	495	111	324	277	65	25	1042	16	78	158	315	518	806
	49%ry	50%r	45%r	56%Zyz	53%yz	51%yz	49%y	30%	33%	51%	38%	48%	43%	45%	53%G	48%
People with dementia	48	39	8	12	1	10	17	6	-	29	4	1	11	19	11	36
	2%ab	2%	1%	1%	*	2%	3%	3%	-	1%	10%	1%	3%	3%	1%	2%
Other	195	166	28	44	7	60	36	20	4	143	13	5	18	48	69	118
	7%a	8%t	4%	5%	4%	9%uv	6%	9%	5%	7%	31%	3%	5%	7%	7%	7%
None of these	35	33	1	12	-	4	7	3	3	24	3	5	2	11	7	26
	1%ab	2%	*	1%	-	1%	1%	2%	3%	1%	6%	3%	*	2%	1%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 71

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	2558	2273	246	89	150	754	875	258	78
WeightedBase	2797	2329	419	203*	208*	978	898	216	67*
EffectiveBase	1372	1237	145	59	87	447	448	135	40
People with a learning disability and/or autism	2338	1967	329	160	163	805	781	179	53
	84%	84%	79%	79%	78%	82%	87%e	83%	79%
People with a mental health condition	1831	1527	279	138	134	628	605	155	44
	65%	66%	66%	68%	65%	64%	67%	72%	66%
People with a physical disability	1855	1539	288	136	148	668	568	160	38
	66%	66%	69%	67%	71%	68%	63%	74%fh	57%
People with a sensory impairment	1373	1161	197	93	99	468	449	138	27
	49%	50%	47%	46%	48%	48%	50%	64%Zefh	40%
People with dementia	48	39	9	1	7	26	9	*	4
	2%	2%	2%	1%	4%	3%	1%	*	6%Zfg
Other	195	168	24	10	14	78	57	8	5
	7%	7%	6%	5%	7%	8%	6%	4%	8%
None of these	35	30	5	4	1	12	6	*	3
	1%	1%	1%	2%	1%	1%	1%	*	5%Zefg

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 72

QSet_con Thinking about people of working age, who do you provide care for in this service?

Base : All respondents who provide services for people who are working age

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
2558	746	247	655	-	2	4	19	365	379
2797	1017	356	776	-**	1**	4**	29**	55	419
1372	466	150	389	-	2	3	15	254	214
2338	770	303	727	-	*	4	16	46	355
84%a	76%	85%a	94%Zabhi	-	27%	100%	56%	84%a	85%a
1831	640	249	455	-	*	3	18	41	317
65%c	63%	70%c	59%	-	27%	77%	63%	74%Zac	76%Zac
1855	750	221	396	-	1	1	22	40	311
66%c	74%Zbc	62%c	51%	-	100%	31%	74%	73%Zbc	74%Zbc
1373	460	183	304	-	-	1	17	35	277
49%c	45%	51%c	39%	-	-	31%	58%	63%Zabc	66%Zabc
48	19	4	7	-	-	-	-	1	12
2%	2%	1%	1%	-	-	-	-	2%	3%
195	80	27	27	-	-	-	-	3	43
7%c	8%c	8%c	3%	-	-	-	-	6%	10%c
35	26	-	*	-	-	-	3	*	4
1%c	3%Zbc	-	*	-	-	-	9%	1%bc	1%

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Table 73

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	2951	1874	370	416	253	57	2	4	110	2537	1214	1070	1259	564	695	-	1161	531	-	
WeightedBase	3528	2715	434	68	132*	104*	1**	4**	111*	3200	1118	1069	1962	1006	955	-**	1086	481	-**	
EffectiveBase	1605	1180	206	271	81	39	2	3	45	1432	534	488	723	359	365	-	674	338	-	
Older people with dementia diagnosis	2986	2295	354	60	115	92	*	2	100	2691	948	903	1781	952	829	-	982	222	-	
	85%qEL	85%	82%	88%	87%	89%	72%	49%	90%	84%	85%	84%	91%Znq	95%Zlnp	87%q	-	90%Zq	46%	-	
Older people without dementia diagnosis	2357	1709	356	55	111	77	*	4	83	2101	901	867	1150	547	603	-	847	360	-	
	67%almJ	63%	82%Za	81%Za	84%Za	74%	28%	100%	74%	66%	81%Zi	81%Zi	59%	54%	63%lm	-	78%Zlmm	75%Zlmm	-	
Older people with learning disabilities and/or autism or brain injuries or stroke	137	102	21	2	3	1	-	-	1	125	45	49	55	15	40	-	23	58	-	
	4%mp	4%	5%	2%	2%	1%	-	-	1%	4%	4%	5%	3%	1%	4%lm	-	2%	12%Zlmmnp	-	
Other	438	341	47	7	13	23	-	-	24	403	122	121	213	111	102	-	142	84	-	
	12%C	13%	11%	11%	10%	22%	-	-	22%	13%	11%	11%	11%	11%	11%	-	13%	17%Zlmm	-	
None of these	43	30	10	1	4	-	-	-	*	39	26	20	13	-	13	-	3	27	-	
	1%mpJ	1%	2%	1%	3%	-	-	-	*	1%	2%	2%	1%	-	1%mp	-	*	6%Zlmmnp	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 73

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	2951	288	2631	15	17	154	216	833	663	1079	475	162	275	79	1252	351	269	1
WeightedBase	3528	172	3291	55**	10**	231*	366	1035	809	1075	79	170*	328	97*	1800	575	338	1**
EffectiveBase	1605	181	1477	12	11	90	133	440	361	615	319	96	163	47	787	223	178	1
Older people with dementia diagnosis	2986	151	2783	42	9	199	310	900	694	872	70	146	258	93	1611	519	163	1
	85%qEL	88%	85%	77%	88%	86%	85%	87%E	86%	81%	88%H	86%	79%	96%ZH	89%ZL	90%ZL	48%	100%
Older people without dementia diagnosis	2357	104	2218	29	6	148	230	682	582	710	64	144	273	67	1089	367	252	1
	67%aimJ	60%	67%	53%	61%	64%	63%	66%	72%	66%	80%Z	84%ZI	83%ZI	69%	60%	64%	75%ZJK	100%
Older people with learning disabilities and/or autism or brain injuries or stroke	137	5	132	-	*	4	11	26	30	66	2	4	19	3	50	18	34	-
	4%mp	3%	4%	-	4%	2%	3%	2%	4%	6%ZC	2%	3%	6%	3%	3%	3%	10%ZJK	-
Other	438	16	418	3	1	29	27	91	104	187	8	15	38	7	212	73	55	-
	12%C	9%	13%	5%	9%	12%	7%	9%	13%	17%ZBC	10%	9%	12%	7%	12%	13%	16%	-
None of these	43	1	41	-	1	4	4	10	14	11	1	4	8	*	5	11	13	-
	1%mpJ	1%	1%	-	12%	2%	1%	1%	2%	1%	1%	2%	3%	*	*	2%J	4%ZJ	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 74

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	2951	1010	960	1065	795	2458	2097	181	292	797	1621	1859	602	230	110	435	570	769	1160
WeightedBase	3528	1049	1012	1116	806	2986	2357	226	387	1026	1827	2275	610	293	128*	1008	755	769	980
EffectiveBase	1605	516	481	547	375	1331	1099	116	186	487	786	1020	345	121	48	297	341	445	732
Older people with dementia diagnosis	2986	723	783	883	632	2986	1952	209	337	861	1527	1925	510	249	106	859	668	662	785
	85%abcrv	69%	77%a	79%a	78%	100%Zabc	83%abf	93%Zij	87%	84%	84%	85%	84%	85%	83%	85%	88%r	86%r	80%
Older people without dementia diagnosis	2357	909	898	990	714	1952	2357	192	267	667	1197	1524	438	187	89	699	537	480	629
	67%yCDE	87%Ze	89%Ze	89%Ze	89%	65%	100%Zabc	85%Zhi	69%	65%	66%	67%	72%	64%	69%	69%	71%qr	62%	64%
Older people with learning disabilities and/or autism or brain injuries or stroke	137	58	40	48	35	62	64	3	11	45	71	81	33	8	3	34	26	29	45
	4%e	6%ef	4%e	4%e	4%	2%	3%	1%	3%	4%	4%	4%	5%	3%	2%	3%	4%	4%	5%
Other	438	104	76	103	72	295	294	19	46	149	212	267	95	31	11	79	93	108	152
	12%bceot	10%	8%	9%	9%	10%	12%bce	9%	12%	15%	12%	12%	16%	10%	8%	8%	12%t	14%ot	16%Zot
None of these	43	42	29	28	25	-	-	2	*	8	33	25	4	3	4	18	8	11	4
	1%ef	4%Zef	3%Zef	3%Zef	3%	-	-	1%	*	1%	2%	1%	1%	1%	3%	2%	1%	1%r	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 74

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	2951	2523	381	999	238	595	542	260	90	2215	52	142	310	666	917	1898
WeightedBase	3528	2960	502	1046	240	793	715	324	124*	2385	75**	285*	464	1045	1142	2226
EffectiveBase	1605	1370	207	424	131	350	357	152	62	1219	29	82	187	383	508	1014
Older people with dementia diagnosis	2986	2520	417	888	185	665	622	279	107	1978	60	265	405	919	926	1925
	85%abcrv	85%r	83%	85%v	77%	84%	87%v	86%	86%	83%	81%	93%ZA	87%	88%A	81%	86%F
Older people without dementia diagnosis	2357	1975	340	768	166	542	460	177	80	1725	38	146	252	578	824	1437
	67%yCDE	67%	68%	73%Zxy	69%y	68%y	64%y	55%	64%	72%ZCDE	50%	51%	54%	55%	72%G	65%
Older people with learning disabilities and/or autism or brain injuries or stroke	137	111	16	39	14	36	24	11	1	103	*	2	17	29	52	72
	4%e	4%	3%	4%	6%	5%	3%	4%	*	4%	*	1%	4%	3%	5%	3%
Other	438	387	35	132	29	98	76	48	14	288	5	41	69	142	165	240
	12%bceot	13%ot	7%	13%	12%	12%	11%	15%	11%	12%	7%	14%	15%	14%	14%G	11%
None of these	43	28	12	14	4	11	5	2	-	28	4	4	2	13	18	23
	1%ef	1%	2%r	1%	1%	1%	1%	1%	-	1%	5%	1%	*	1%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 75

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	2951	2508	388	172	203	875	911	309	89
WeightedBase	3528	2761	676	335	324	1259	1056	246	82*
EffectiveBase	1605	1371	236	110	119	520	476	134	48
Older people with dementia diagnosis	2986 85%	2302 83%	603 89%a	297 89%	288 89%	1066 85%	883 84%	210 85%	78 94%
Older people without dementia diagnosis	2357 67%bce	1946 70%Zb	360 53%	159 47%	192 59%	758 60%	771 73%Ze	207 84%Zef	58 71%
Older people with learning disabilities and/or autism or brain injuries or stroke	137 4%	121 4%b	11 2%	8 2%	3 1%	42 3%	43 4%	11 5%	1 2%
Other	438 12%	343 12%	81 12%	39 12%	40 12%	146 12%	124 12%	31 13%	7 8%
None of these	43 1%	41 1%	2 *	- -	2 *	10 1%	17 2%	1 1%	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base



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Table 76

QSet_old Thinking about people aged 65 or over, who do you provide care for in this service?

Base : All respondents who provide services for people aged 65 or over

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
2951	1252	351	269	1	2	4	51	475	368
3528	1800	575	338	1**	1**	4**	100*	79	432
1605	787	223	178	1	2	3	37	319	204
2986	1611	519	163	1	*	2	90	70	351
85% c	89% Zci	90% Zci	48%	100%	72%	49%	90% c	88% ci	81% c
2357	1089	367	252	1	*	4	74	64	354
67% a	60%	64%	75% Zab	100%	28%	100%	74%	80% Zab	82% Zab
137	50	18	34	-	-	-	1	2	21
4%	3%	3%	10% Zabh	-	-	-	1%	2%	5%
438	212	73	55	-	-	-	23	8	46
12%	12%	13%	16%	-	-	-	23% ai	10%	11%
43	5	11	13	-	-	-	-	1	10
1% a	*	2% a	4% Za	-	-	-	-	1%	2% a

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 77
QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.
Base : All respondents working in adult social care in England and are not self employed/independent

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7087	4159	832	609	499	852	497	260	158	5258	2343	2864	1622	658	964	239	1554	1775	1441
WeightedBase	7088	5362	803	97	252	351	102	98	162*	6110	1986	2216	2537	1208	1329	146	1708	1728	581
EffectiveBase	3468	2404	452	399	191	278	348	186	73	2821	1031	1214	917	409	511	147	816	1103	752
0 hours	355	343	4	*	3	3	-	*	3	345	38	45	48	14	34	5	224	61	3
	5%bcdef gijklmnq rsFGHI	6%Zbcde fg	1%	*	1%	1%	-	*	2%	6%jk	2%	2%	2%r	1%	3%r	4%mr	13%Zlmno qr	4%lmr	1%
1-10 hours	187	179	2	-	*	*	*	-	-	180	4	20	12	5	7	5	121	44	*
	3%bcdef gijklmnr stEFGHK	3%bcdef g	*	-	*	*	*	-	-	3%jk	*	1%j	*	*	1%	4%lmnr	7%Zlmnq r	3%lmnr	*
11-15 hours	225	207	2	*	*	11	-	1	10	217	23	37	88	51	36	5	87	30	8
	3%bcdfj kqrsFGH K	4%bcdfg	*	*	*	3%bcdf	-	1%	6%bcdfg	4%jk	1%	2%	3%qr	4%qr	3%	4%	5%Znqr	2%	1%
16-20 hours	477	442	8	*	4	14	3	8	3	440	32	73	134	30	104	9	182	104	36
	7%bcdfj kmvFGHI K	8%Zbcde fh	1%	*	2%	4%bc	3%bc	9%bcdef h	2%	7%jk	2%	3%j	5%m	2%	8%m	6%m	11%Zlmqr	6%m	6%lm
21-30 hours	1277	1078	65	2	21	72	12	25	34	1155	213	320	440	191	249	41	274	334	133
	18%bcdf jkABFGH K	20%Zbcdf	8%c	2%	8%c	20%bcdf	12%c	26%Zbcd f	21%bcd	19%jk	11%	14%j	17%	16%	19%	28%Zlmn pq	16%	19%	23%Zimp
31-35 hours	788	616	74	5	23	43	13	11	20	679	212	238	350	161	189	22	120	164	87
	11%cpF	11%c	9%c	5%	9%	12%c	13%c	11%c	12%	11%	11%	11%	14%Zpq	13%pq	14%Zpq	15%pq	7%	10%	15%Zpq
36 or more hours	3756	2475	648	89	200	208	74	53	93	3071	1462	1480	1462	753	708	59	686	987	313
	53%aiop uEJLM	46%	81%Zaef gh	92%Zabd efgh	79%Zaeg h	59%Za	72%Zaeg h	54%a	57%	50%	74%Zik	67%Zi	58%Zop	62%Znop r	53%op	40%	40%	57%Zop	54%op
Don't know	23	22	-	*	-	-	-	-	-	23	3	2	4	2	2	-	15	4	-
	*	*	-	*	-	-	-	-	-	*	*	*	*	*	*	-	1%Zlr	*	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 77

QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.

Base : All respondents working in adult social care in England and are not self employed/independent

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- er ial role with no direct care (G)	Other manag- er ial and direct care (H)	Non- manag- er ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7087	2157	4578	208	144	324	467	1904	1523	2859	672	387	543	408	1964	619	1336	223
WeightedBase	7088	909	5538	565	75*	418	666	2106	1549	2326	109	328	602	286	2607	869	1448	427
EffectiveBase	3468	1284	2641	148	92	163	245	948	766	1455	449	228	322	204	1168	362	773	137
0 hours	355	13	291	45	6	22	35	97	91	109	*	3	3	3	209	30	58	44
		5%bcdef gijklmnq rsFGHI	1%	5% s	8% s	5%	5%	5%	6%	5%	*	1%	1%	1%	8%ZKL	3%	4%	10%ZKL
1-10 hours	187	7	88	89	3	29	18	65	33	37	-	1	1	4	70	4	39	64
		3%bcdef gijklmnr stEFGHK	1%	2%	16%Zst	7%ZBCDE	3%	3%E	2%	2%	-	*	*	1%	3%K	*	3%K	15%ZJKL
11-15 hours	225	11	160	51	3	10	24	68	61	61	*	*	2	4	110	12	36	49
		3%bcdj kqrsFGH K	1%	3% s	9%Zst	2%	4%	3%	4%	3%	*	*	*	1%	4%KL	1%	2%	11%ZJKL
16-20 hours	477	64	351	61	1	48	61	112	93	153	*	7	5	6	219	31	138	53
		7%bcdj kmvFGHI K	7% v	6% v	11% tv	11%ZCDE	9%C	5%	6%	7%	*	2%	1%	2%	8%K	4%	10%ZK	12%ZK
21-30 hours	1277	232	916	117	12	41	59	352	284	538	2	25	42	50	535	107	340	93
		18%bcd fjkABFGH K	26%Ztv	17%	21%	10%	9%	17%AB	18%AB	23%ZABCD	2%	8%F	7%F	17%FGH	21%K	12%	24%ZK	22%K
31-35 hours	788	120	615	43	9	29	67	213	188	291	5	33	51	37	318	127	142	25
		11%cpF	13%Zu	11%	8%	7%	10%	10%	12%	13%A	5%	10%F	8%	13%F	12%M	15%ZLM	10%	6%
36 or more hours	3756	460	3098	157	42	234	401	1193	795	1132	100	259	497	183	1128	558	692	95
		53%aio pueJLM	51% u	56%Zsu	28%	56%	60%ZDE	57%ZDE	51%	49%	92%ZGHI	79%ZI	83%ZI	64%Z	43%M	64%ZJLM	48%JM	22%
Don't know	23	2	19	2	-	6	1	6	5	6	*	*	-	-	17	-	2	4
		*	*	*	-	1%ZCE	*	*	*	*	*	*	-	-	1%	-	*	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 78

QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.

Base : All respondents working in adult social care in England and are not self employed/independent

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7087	2158	1665	1693	1298	2416	2062	280	697	2043	4040	4260	1732	512	266	1009	1364	1955	2705
WeightedBase	7088	2329	1820	1843	1365	2945	2329	355	888	2065	3756	4393	1476	562	263	1974	1487	1572	2024
EffectiveBase	3468	1142	893	921	669	1306	1079	174	355	1118	1834	2090	869	250	125	595	722	1079	1608
0 hours	355	109	100	109	73	209	192	355	-	-	-	237	68	27	11	129	60	74	91
	5% ^{hijD}	5%	6%	6%	5%	7% ^{Za}	8% ^{Zab}	100% ^{Zhij}	-	-	-	5%	5%	5%	4%	7% ^{pt}	4%	5%	4%
1-10 hours	187	40	19	24	17	36	36	-	187	-	-	110	39	15	16	42	39	42	64
	3% ^{bcefgij}	2%	1%	1%	1%	1%	2%	-	21% ^{Zgij}	-	-	3%	3%	3%	6% ^{Zkl}	2%	3%	3%	3% ^t
11-15 hours	225	43	40	40	26	101	74	-	225	-	-	159	35	14	8	56	41	39	88
	3% ^{agij}	2%	2%	2%	2%	3% ^a	3% ^a	-	25% ^{Zgij}	-	-	4%	2%	3%	3%	3%	3%	3%	4% ^{Zqt}
16-20 hours	477	126	99	121	74	200	157	-	477	-	-	248	110	52	25	143	77	96	157
	7% ^{gij}	5%	5%	7%	5%	7%	7%	-	54% ^{Zgij}	-	-	6%	7%	9% ^k	10%	7%	5%	6%	8% ^{pt}
21-30 hours	1277	366	259	287	204	499	386	-	-	1277	-	737	295	121	55	295	246	286	447
	18% ^{bghjtuCDE}	16%	14%	16%	15%	17%	17%	-	-	62% ^{Zghj}	-	17%	20% ^k	22%	21%	15%	17% ^t	18% ^t	22% ^{Zopqst}
31-35 hours	788	188	150	158	118	362	282	-	-	788	-	493	163	58	22	200	154	186	247
	11% ^{abcgthjtu}	8%	8%	9%	9%	12% ^{abc}	12% ^{abc}	-	-	38% ^{Zghj}	-	11%	11%	10%	8%	10%	10%	12% ^t	12% ^t
36 or more hours	3756	1453	1151	1101	853	1525	1196	-	-	-	3756	2396	762	274	125	1106	865	847	917
	53% ^{ghirsxzA}	62% ^{Zef}	63% ^{Zef}	60% ^{Zef}	62%	52%	51%	-	-	-	100% ^{Zghi}	55%	52%	49%	47%	56% ^{rs}	58% ^{Zrs}	54% ^{rs}	45%
Don't know	23	3	3	2	2	12	6	-	-	-	-	14	4	2	*	4	5	1	13
	1% ^j	*	*	*	*	*	*	-	-	-	-	*	*	*	*	*	*	*	1% ^q

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 78

QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.

Base : All respondents working in adult social care in England and are not self employed/independent

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7087	5801	1144	2823	563	1359	1203	496	150	5595	123	273	602	1313	2404	4303
WeightedBase	7088	5656	1314	2321	502	1573	1367	582	198*	5148	125*	454	808	1743	2376	4336
EffectiveBase	3468	2827	582	1103	305	751	692	247	97	2764	60	139	330	681	1205	2065
0 hours	355	305	46	121	15	72	67	30	17	281	8	18	12	71	128	213
	5%hijD	5%	4%	5%	3%	5%	5%	5%	8%v	5%D	6%D	4%	1%	4%D	5%	5%
1-10 hours	187	163	19	54	20	38	33	28	3	130	2	5	20	44	76	105
	3%bcfij	3%t	1%	2%	4%	2%	2%	5%Zu	2%	3%	2%	1%	3%	3%	3%	2%
11-15 hours	225	197	28	54	6	55	54	19	13	156	1	15	30	59	65	143
	3%agij	3%	2%	2%	1%	4%v	4%uv	3%	7%Zuv	3%	1%	3%	4%	3%	3%	3%
16-20 hours	477	402	61	165	39	94	96	33	9	335	8	43	71	130	142	305
	7%gij	7%t	5%	7%	8%	6%	7%	6%	5%	7%	6%	9%	9%	7%	6%	7%
21-30 hours	1277	1103	147	268	93	305	355	94	53	1098	12	41	60	150	479	719
	18%bghjtuCDE	20%ot	11%	12%	19%u	19%u	26%Zuvw y	16%u	27%Zuy	21%ZBCD E	10%	9%	7%	9%	20%G	17%
31-35 hours	788	668	110	198	50	184	157	79	36	583	22	50	70	181	280	464
	11%abchgijtu	12%t	8%	9%	10%	12%u	11%u	14%u	18%Zuv	11%	17%D	11%	9%	10%	12%	11%
36 or more hours	3756	2801	898	1456	278	819	604	295	65	2553	71	280	539	1098	1202	2369
	53%ghirsxzA	50%r	68%Zopqrs	63%Zvwxyz	55%xz	52%xz	44%z	51%z	33%	50%	57%	62%ZA	67%ZA	63%ZA	51%	55%F
Don't know	23	18	5	5	1	7	2	3	2	12	-	2	6	11	5	17
	*j	*	*	*	*	*	*	1%	1%	*	-	1%	1%	1%	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 79

QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.

Base : All respondents working in adult social care in England and are not self employed/independent

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7087	6310	653	245	389	1930	2252	844	249
WeightedBase	7088	5872	1047	488	534	2403	2126	564	203
EffectiveBase	3468	3102	374	150	220	1037	1046	367	129
0 hours	355 5% c	306 5%	38 4%	-	37 7% c	99 4%	114 5%	26 5%	12 6%
1-10 hours	187 3%	170 3%	16 2%	5 1%	7 1%	68 3%	34 2%	8 1%	6 3%
11-15 hours	225 3% g	182 3%	31 3%	12 2%	19 4%	79 3% g	60 3%	6 1%	6 3%
16-20 hours	477 7% fg	372 6%	92 9%	26 5%	63 12% Zc	182 8% fg	82 4%	13 2%	12 6%
21-30 hours	1277 18% bcdg	1194 20% Zb	61 6%	8 2%	53 10% c	472 20% g	355 17%	77 14%	26 13%
31-35 hours	788 11% c	686 12% b	82 8%	22 5%	60 11% c	300 12%	218 10%	52 9%	21 11%
36 or more hours	3756 53% a	2946 50%	723 69% Za	414 85% Zd	292 55%	1199 50%	1261 59% Ze	379 67% Zef	119 59%
Don't know	23 *	19 *	4 *	1 *	3 1%	3 *	2 *	2 *	- -

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Table 80

QHours_work How many hours a week are you contracted to work? Please do not include any overtime you may do.

Base : All respondents working in adult social care in England and are not self employed/independent

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7087	1964	619	1336	223	497	260	95	672	820
7088	2607	869	1448	427	102	98	150*	109	795
3468	1168	362	773	137	348	186	63	449	445
355	209	30	58	44	-	*	3	*	4
5%efhi	8%Zbceghi	3%efhi	4%efhi	10%Zbceghi	-	*	2%	*	1%
187	70	4	39	64	*	-	-	-	2
3%befhi	3%befhi	*	3%befhi	15%Zabceghi	*	-	-	-	*
225	110	12	36	49	-	1	10	*	*
3%behi	4%bceghi	1%i	2%ehi	11%Zabceghi	-	1%i	7%befhi	*	*
477	219	31	138	53	3	8	3	*	8
7%behi	8%behi	4%hi	10%Zbeghi	12%Zbeghi	3%hi	9%beghi	2%	*	1%
1277	535	107	340	93	12	25	34	2	65
18%behi	21%behi	12%h	24%Zbehi	22%behi	12%h	26%Zbehi	23%behi	2%	8%h
788	318	127	142	25	13	11	19	5	72
11%h	12%dh	15%Zcdhi	10%h	6%	13%dhi	11%h	13%h	5%	9%h
3756	1128	558	692	95	74	53	81	100	644
53%acd	43%d	64%Zacdf	48%ad	22%	72%Zabcdfg	54%ad	54%d	92%Zabcdefgi	81%Zabc defg
23	17	-	2	4	-	-	-	*	-
*	1%	-	*	1%	-	-	-	*	-

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Table 81

QUsual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	426	378	9	6	3	12	5	3	6	395	51	78	40	12	28	4	255	93	8
WeightedBase	501	465	9**	1**	4**	8**	2**	1**	5**	474	61**	83*	61**	19**	42**	5**	304	101*	6**
EffectiveBase	266	241	5	5	2	9	4	3	5	248	22	36	21	7	14	2	164	71	4
0 hours	4	3	-	-	-	1	*	*	-	3	*	1	-	-	-	-	3	-	*
	1%	1%	-	-	-	8%	20%	20%	-	1%	*	1%	-	-	-	-	1%	-	4%
1-10 hours	27	27	-	*	-	-	-	-	-	27	*	1	1	-	1	-	23	3	-
	5%	6%	-	8%	-	-	-	-	-	6%	*	1%	2%	-	3%	-	8%	2%	-
11-15 hours	44	44	-	-	-	*	-	*	-	43	-	1	6	6	-	1	30	8	-
	9%	9%	-	-	-	6%	-	40%	-	9%	-	1%	9%	29%	-	10%	10%	8%	-
16-20 hours	75	71	-	-	-	-	-	-	-	72	5	10	6	-	6	-	53	10	3
	15%	15%	-	-	-	-	-	-	-	15%	8%	12%	9%	-	13%	-	17%	10%	45%
21-30 hours	86	83	1	*	-	2	-	*	1	84	7	11	10	1	8	-	56	15	*
	17%	18%	6%	6%	-	21%	-	40%	24%	18%	12%	13%	16%	6%	20%	-	18%	15%	8%
31-35 hours	43	41	*	-	-	-	-	-	*	42	1	5	5	2	3	-	30	7	*
	9%	9%	3%	-	-	-	-	-	5%	9%	2%	6%	8%	8%	8%	-	10%	7%	4%
36 or more hours	150	132	7	1	4	3	2	-	1	137	40	42	29	9	21	3	68	42	2
	30%	28%	76%	86%	88%	35%	80%	-	24%	29%	66%	51%Zi	48%	44%	49%	62%	22%	42%p	40%
I work on an ad hoc basis without usual hours	54	46	1	-	*	2	-	-	2	49	7	11	6	3	3	2	33	8	-
	11%	10%	16%	-	12%	30%	-	-	48%	10%	12%	13%	9%	13%	7%	28%	11%	8%	-
Don't know	4	4	-	-	-	-	-	-	-	4	-	-	-	-	-	-	3	1	-
	1%	1%	-	-	-	-	-	-	-	1%	-	-	-	-	-	-	1%	1%	-
Prefer not to say	4	4	-	-	-	-	-	-	-	4	-	-	-	-	-	-	3	1	-
	1%	1%	-	-	-	-	-	-	-	1%	-	-	-	-	-	-	1%	1%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 81

QUsual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	426	20	377	16	13	21	37	95	108	164	8	7	10	12	209	26	82	58
WeightedBase	501	13**	436	45**	6**	28**	56**	119*	132*	165	1**	10**	8**	9**	247	41**	88*	85*
EffectiveBase	266	15	248	13	10	12	26	52	70	116	6	5	7	11	142	14	63	34
0 hours	4 1%	* 2%	3 1%	- -	* 3%	- -	2 4%	* *	1 *	1 *	- -	- -	* 2%	- -	2 1%	1 1%	- -	- -
1-10 hours	27 5%	2 19%	22 5%	3 6%	- -	1 3%	4 7%	9 8%	7 5%	6 4%	* 5%	- -	- -	- -	15 6%	1 3%	7 8%	4 5%
11-15 hours	44 9%	1 8%	36 8%	7 15%	* 4%	7 25%	2 3%	9 7%	11 8%	16 10%	- -	- -	- -	- -	24 10%	3 7%	8 10%	8 10%
16-20 hours	75 15%	3 26%	69 16%	3 8%	- -	4 14%	10 19%	24 21%	17 13%	19 12%	- -	2 17%	2 27%	1 12%	40 16%	7 16%	9 11%	14 17%
21-30 hours	86 17%	2 12%	75 17%	8 18%	2 28%	3 11%	5 9%	23 20%	29 22%	26 16%	* 5%	- -	1 6%	1 7%	52 21%	2 6%	14 16%	15 17%
31-35 hours	43 9%	* 2%	42 10%	- -	1 10%	2 6%	1 1%	17 14%	8 6%	16 10%	* 18%	1 6%	- -	1 9%	26 11%	5 12%	3 4%	7 8%
36 or more hours	150 30%	3 19%	140 32%	5 12%	3 44%	2 8%	22 40%	26 22%	45 34%	55 33%	1 72%	5 54%	4 53%	4 45%	64 26%	21 50%	32 36%M	14 16%
I work on an ad hoc basis without usual hours	54 11%	2 12%	33 8%	19 42%	* 7%	8 29%	8 15%	10 9%	9 7%	19 11%	- -	2 23%	1 12%	2 27%	13 5%	2 4%	9 10%	22 26%ZJ
Don't know	4 1%	- -	4 1%	- -	* 4%	1 4%	- -	- -	1 *	1 1%	- -	- -	- -	- -	3 1%	- -	1 1%	- -
Prefer not to say	4 1%	- -	4 1%	- -	- -	- -	- -	- -	3 2%	1 *	- -	- -	- -	- -	3 1%	- -	1 1%	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 82

QUsual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	426	109	101	114	73	207	188	280	1	-	6	250	107	32	24	66	61	113	183
WeightedBase	501	118*	111*	121*	80*	250	220	355	1**	-**	6**	309	114*	39**	22**	151*	75*	116*	157
EffectiveBase	266	79	73	87	52	131	122	174	1	-	6	155	71	19	16	47	46	80	148
0 hours	4	2	2	3	-	3	3	3	-	-	-	3	-	-	1	3	-	*	1
	1%	2%	2%	2%	-	1%	1%	1%	-	-	-	1%	-	-	3%	2%	-	*	1%
1-10 hours	27	9	2	3	1	16	17	26	-	-	-	22	2	1	1	5	12	1	9
	5%	7%	2%	2%	2%	7%	8%	7%	-	-	-	7%	2%	2%	6%	3%	16%Zoqrs	1%	6%
11-15 hours	44	6	3	5	4	25	11	38	-	-	-	23	6	9	5	19	7	8	11
	9%	5%	3%	4%	5%	10%	5%	11%	-	-	-	7%	5%	23%	22%	12%	9%	7%	7%
16-20 hours	75	10	15	17	7	43	39	52	-	-	-	39	30	7	-	27	7	17	25
	15%	9%	14%	14%	8%	17%	18%	15%	-	-	-	12%	26%Zk	18%	-	18%	9%	15%	16%
21-30 hours	86	28	30	30	16	50	46	76	-	-	-	57	19	8	1	28	10	23	25
	17%	24%	27%	25%	20%	20%	21%	21%	-	-	-	18%	16%	20%	6%	19%	13%	20%	16%
31-35 hours	43	11	12	14	11	24	22	29	-	-	-	30	6	1	1	4	14	10	15
	9%	9%	11%	12%	13%	10%	10%	8%	-	-	-	10%	5%	3%	4%	3%	18%Zo	9%	9%
36 or more hours	150	40	34	39	33	67	65	82	-	-	-	91	40	10	7	44	19	35	51
	30%	34%	31%	32%	41%	27%	29%	23%	-	-	-	29%	36%	25%	33%	29%	26%	30%	33%
I work on an ad hoc basis without usual hours	54	11	11	7	7	15	15	43	-	-	-	37	8	4	2	20	7	13	14
	11%	10%	10%	6%	9%	6%	7%	12%	-	-	-	12%	7%	9%	10%	13%	9%	11%	9%
Don't know	4	1	1	1	1	3	2	3	-	-	-	3	1	-	-	1	1	*	2
	1%	1%	1%	1%	2%	1%	1%	1%	-	-	-	1%	1%	-	-	1%	1%	*	1%
Prefer not to say	4	-	-	2	-	1	-	3	-	-	-	3	-	-	1	-	-	3	1
	1%	-	-	2%	-	*	-	1%	-	-	-	1%	-	-	5%	-	-	3%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 82

QUusual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	426	368	50	124	29	84	105	31	16	346	11	13	22	74	141	264
WeightedBase	501	420	68**	158*	27**	104*	112*	40**	19**	385	11**	25**	26**	109*	164*	317
EffectiveBase	266	240	27	67	22	55	75	21	11	225	7	9	11	44	97	157
0 hours	4 1%	3 1%	-	1 *	* 1%	1 1%	2 2%	-	-	3 1%	-	* 2%	-	* *	1 *	3 1%
1-10 hours	27 5%	24 6%	3 5%	10 6%	1 4%	3 3%	1 1%	-	4 19%	19 5%	1 13%	-	5 18%	8 7%	11 6%	17 5%
11-15 hours	44 9%	43 10%	1 2%	18 12%	1 3%	10 10%	7 7%	2 4%	4 20%	33 8%	1 11%	5 21%	-	12 11%	22 13%	23 7%
16-20 hours	75 15%	64 15%	6 9%	11 7%	3 10%	15 14%	26 23%u	9 22%	7 36%	59 15%	-	6 24%	* 1%	14 13%	33 20%	40 13%
21-30 hours	86 17%	77 18%	10 14%	27 17%	4 16%	12 12%	23 20%	13 32%	2 13%	68 18%	4 40%	-	5 18%	18 17%	37 23%	44 14%
31-35 hours	43 9%	42 10%	1 1%	7 4%	3 12%	13 12%	10 9%	3 7%	-	35 9%	* 2%	2 8%	1 5%	8 7%	12 7%	29 9%
36 or more hours	150 30%	111 26%	36 53%	46 29%	6 24%	37 36%	36 33%	12 30%	2 11%	113 29%	2 18%	7 27%	12 45%	35 32%	39 23%	106 33%
I work on an ad hoc basis without usual hours	54 11%	41 10%	10 15%	35 22%Zx	3 10%	10 9%	4 4%	2 5%	-	42 11%	2 16%	3 10%	3 11%	12 11%	8 5%	43 13%F
Don't know	4 1%	4 1%	-	-	1 4%	-	1 1%	-	* 1%	4 1%	-	-	-	-	* *	3 1%
Prefer not to say	4 1%	3 1%	1 1%	1 1%	3 12%	-	-	-	-	2 *	-	2 9%	-	2 2%	1 *	3 1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 83

QUsual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	426	379	36	1	34	117	129	28	17
WeightedBase	501	424	58**	5**	52**	143*	154*	39**	19**
EffectiveBase	266	242	22	1	21	75	82	12	13
0 hours	4 1%	1 *	* *	- *	* *	* *	1 1%	- -	- -
1-10 hours	27 5%	22 5%	1 1%	- -	1 2%	11 8%	10 6%	- -	- -
11-15 hours	44 9%	38 9%	6 10%	- -	6 11%	12 9%	8 5%	1 3%	5 26%
16-20 hours	75 15%	71 17%	4 7%	- -	4 8%	26 18%	18 11%	* 1%	3 18%
21-30 hours	86 17%	72 17%	14 25%	- -	13 26%	25 18%	32 21%	5 12%	1 7%
31-35 hours	43 9%	36 9%	3 5%	- -	3 6%	12 8%	14 9%	2 6%	- -
36 or more hours	150 30%	122 29%	24 42%	5 100%	19 37%	41 29%	55 36%	21 54%	4 23%
I work on an ad hoc basis without usual hours	54 11%	46 11%	5 8%	- -	5 9%	13 9%	11 7%	7 19%	4 21%
Don't know	4 1%	4 1%	- -	- -	- -	1 1%	1 1%	1 3%	- -
Prefer not to say	4 1%	4 1%	- -	- -	- -	- -	- -	- -	1 5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing

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Table 84

QUsual_hours What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Base : All respondents who are on a zero hour contract or self employed/independent

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
426	209	26	82	58	5	3	4	8	8
501	247	41**	88*	85*	2**	1**	5**	1**	8**
266	142	14	63	34	4	3	4	6	4
4	2	1	-	-	*	*	-	-	-
1%	1%	1%	-	-	20%	20%	-	-	-
27	15	1	7	4	-	-	-	*	-
5%	6%	3%	8%	5%	-	-	-	5%	-
44	24	3	8	8	-	*	-	-	-
9%	10%	7%	10%	10%	-	40%	-	-	-
75	40	7	9	14	-	-	-	-	-
15%	16%	16%	11%	17%	-	-	-	-	-
86	52	2	14	15	-	*	1	*	1
17%	21%	6%	16%	17%	-	40%	26%	5%	6%
43	26	5	3	7	-	-	-	*	*
9%	11%	12%	4%	8%	-	-	-	18%	3%
150	64	21	32	14	2	-	1	1	7
30%	26%	50%	36% d	16%	80%	-	23%	72%	80%
54	13	2	9	22	-	-	2	-	1
11%	5%	4%	10%	26% Za	-	-	52%	-	11%
4	3	-	1	-	-	-	-	-	-
1%	1%	-	1%	-	-	-	-	-	-
4	3	-	1	-	-	-	-	-	-
1%	1%	-	1%	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 85

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?
Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
0 hours	2229	1418	277	47	128	208	75	72	67	1675	627	742	741	369	372	72	553	359	357	
	31%aiqt JKL	26%	34%a	49%Zab	51%Zab	58%Zabc h	72%Zabc deh	73%Zabc deh	41%a	27%	31%i	33%i	29%q	30%q	28%q	49%Zlmn pq	31%q	20%	61%Zlmnopq	
1-10 hours	2066	1633	218	17	54	92	19	19	55	1844	578	617	700	283	417	38	506	579	139	
	29%cdfg mrsAFGL	30%cdfg	27%cfg	18%	22%	26%cf	19%	19%	34%cdfg	30%	29%	27%	27%	23%	31%mr	26%	28%r	33%Zlmp r	24%	
11-15 hours	730	601	90	7	19	10	*	*	11	674	252	252	342	189	153	6	126	213	14	
	10%efgo prsvEFG IM	11%cefg	11%efg	7%efg	7%efg	3%f	*	*	6%fg	11%	13%Z	11%	13%Zopr	16%Zopr	11%opr	4%	7%r	12%opr	2%	
16-20 hours	514	441	56	5	16	3	*	1	2	488	138	159	183	80	103	7	117	163	15	
	7%efgrs uEIM	8%efgh	7%efg	5%efg	6%efg	1%	*	1%	2%	8%	7%	7%	7%r	7%r	8%r	5%	7%r	9%Zpr	3%	
21-30 hours	314	272	30	2	5	5	1	1	4	291	76	92	100	37	63	2	81	101	13	
	4%cefg F	5%cefg	4%fg	2%	2%	1%	1%	1%	2%	5%	4%	4%	4%	3%	5%r	1%	5%r	6%mor	2%	
31-35 hours	163	144	13	*	1	2	*	2	-	158	37	37	89	41	48	-	27	40	5	
	2%cf G	3%cd	2%	*	*	1%	*	2% d	-	3%	2%	2%	3%Zopr	3%opr	4%opr	-	2%	2%r	1%	
36 or more hours	504	407	51	7	16	11	4	3	6	455	137	159	185	106	79	6	102	164	20	
	7%efgrs	7%efg	6%	7%efg	6%	3%	4%	3%	4%	7%	7%	7%	7%r	9%pr	6%	4%	6%r	9%Znopr	4%	
I work on an ad hoc basis without usual hours	262	201	22	5	3	13	*	1	12	241	53	79	59	30	30	3	128	50	1	
	4%fglrs K	4%fg	3%f	5%dfg	1%	4%f	*	1%	7%bdfg	4%	3%	3%	2%r	2%r	2%r	2%r	7%Zlmno qr	3%r	*	
Don't know	276	230	28	3	3	9	2	2	6	254	64	68	97	49	48	4	92	61	10	
	4%rsG	4%f	3%	3%	1%	3%	2%	2%	3%	4%	3%	3%	4%r	4%r	4%r	3%	5%r	3%r	2%	
Prefer not to say	175	136	20	4	8	2	1	-	2	158	46	49	54	30	24	9	55	39	9	
	2%g	2%g	2%	4%Zaefg	3%eg	1%	1%	-	1%	3%	2%	2%	2%	2%	2%	6%Zlmnq r	3%r	2%	1%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 85

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?

Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 hours	2229	458	1525	209	36	150	206	639	453	770	54	178	180	164	723	171	345	175
	31%aiqt JKL	50%Ztu	27%	37%t	48%Zt	35%	30%	30%	28%	32%	49%ZH	53%ZH	30%	56%ZH	27%KL	19%	23%	37%JKL
1-10 hours	2066	225	1668	158	15	91	173	617	449	735	19	75	174	61	732	292	471	134
	29%cdfg mrsAFGI	25%	29%st	28%	20%	22%	25%	29%A	28%	31%A	17%	22%	29%FI	21%	28%	33%J	32%J	29%
11-15 hours	730	40	650	38	2	47	79	225	186	193	8	19	76	14	278	153	149	21
	10%efgop rsvEFGIM	4%	11%sv	7%	3%	11%	12%	11%E	12%E	8%	7%	6%	12%FGI	5%	11%M	17%ZJLM	10%M	4%
16-20 hours	514	41	453	16	3	33	73	156	114	131	6	15	47	4	206	75	145	14
	7%efgrs uEIM	5%	8%su	3%	4%	8%	11%ZE	7%	7%	6%	5%I	5%I	8%I	1%	8%M	9%M	10%ZM	3%
21-30 hours	314	33	252	27	1	27	16	82	63	124	2	7	23	5	122	37	99	14
	4%cefg F	4%	4%	5%	2%	6%B	2%	4%	4%	5%B	2%	2%	4%	2%	5%	4%	7%ZJ	3%
31-35 hours	163	12	144	5	2	6	11	54	48	45	*	1	13	2	88	21	28	7
	2%cf rsFG	1%	3%st	1%	3%	1%	2%	3%	3%	2%	*	*	2%	1%	3%Z	2%	2%	2%
36 or more hours	504	41	436	22	5	23	65	156	99	162	9	20	36	16	213	68	110	17
	7%efgrs	4%	8%st	4%	7%	5%	9%	7%	6%	7%	8%	6%	6%	5%	8%	8%	7%	4%
I work on an ad hoc basis without usual hours	262	13	186	60	4	16	17	73	61	95	5	8	22	13	76	10	45	69
	4%fg rsK	1%	3%st	11%Zst	5%st	4%	2%	3%	4%	4%	4%	2%	4%	4%	3%	1%	3%K	15%ZJKL
Don't know	276	23	226	23	4	14	22	85	69	84	3	4	21	10	131	31	55	13
	4%rsG	3%	4%st	4%	5%	3%	3%	4%	4%	4%	3%	1%	4%	3%	5%	3%	4%	3%
Prefer not to say	175	24	143	6	3	16	25	40	49	42	5	8	15	4	76	23	32	5
	2%g	3%	3%	1%	4%	4%	4%	2%	3%E	2%	4%ZI	2%	3%	1%	3%	3%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 86

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?
Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 hours	2229	480	392	404	297	865	672	73	318	645	1140	1424	502	139	81	596	415	517	689
	31% mx	21%	21%	22%	22%	29% abc	29% abc	21%	36% gj	31% g	30% g	32% m	33% m	24%	30%	30%	28%	32% p	33% p
1-10 hours	2066	692	503	505	378	843	695	101	298	698	938	1276	445	157	87	478	439	466	677
	29% CDE	30% B	27%	27%	28%	28%	29%	28%	33% j	34% Zj	25%	29%	29%	27%	32%	24%	29% o	29% o	32% Zost
11-15 hours	730	340	261	261	200	346	265	17	56	177	480	473	157	61	20	225	179	151	175
	10% gh	15% Zef	14% Zf	14% Z	15%	12%	11%	5%	6%	9%	13% Zghi	11%	10%	11%	7%	11% r	12% r	9%	8%
16-20 hours	514	251	223	212	153	203	168	6	98	111	295	335	87	48	9	164	137	101	111
	7% gir	11% Zef	12% Zef	11% Zef	11%	7%	7%	2%	11% Zgij	5% g	8% gi	8%	6%	8% n	3%	8% r	9% qrs	6%	5%
21-30 hours	314	153	120	126	89	107	98	9	28	115	158	174	58	38	12	95	64	87	66
	4% r	7% Zef	7% Zef	7% Zef	6%	4%	4%	2%	3%	6%	4%	4%	4%	7% kl	4%	5%	4%	5% r	3%
31-35 hours	163	53	47	46	32	98	73	8	5	92	59	86	39	16	5	52	29	46	33
	2% h	2%	3%	2%	2%	3% Z	3%	2%	1%	4% Zhj	2%	2%	3%	3%	2%	3%	2%	3% r	2%
36 or more hours	504	189	137	136	111	186	143	19	18	64	388	285	109	61	22	171	87	112	131
	7% hi	8%	7%	7%	8%	6%	6%	5% h	2%	3%	10% Zghi	6%	7%	11% Zk	8%	9%	6%	7%	6%
I work on an ad hoc basis without usual hours	262	70	52	51	40	95	95	72	34	53	74	161	50	24	8	72	52	48	88
	4% j	3%	3%	3%	3%	3%	4%	20% Zhij	4% j	3%	2%	4%	3%	4%	3%	4%	3%	3%	4%
Don't know	276	51	48	60	39	155	94	42	19	62	134	157	47	22	22	92	66	49	66
	4% a	2%	3%	3%	3%	5% Zabc	4% a	12% Zhij	2%	3%	4%	4%	3%	4%	8% Zkl	5%	4%	3%	3%
Prefer not to say	175	58	48	52	35	87	55	8	15	49	98	95	29	6	8	50	34	37	53
	2% A	2%	3%	3%	3%	3%	2%	2%	2%	2%	3%	2%	2%	1%	3%	2%	2%	2%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 86

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?
Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

		GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
					Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali cation (y)	No quali cations (z)		Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)		
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)						White (A)					Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 hours	2229	1799	388	872	193	451	356	159	44	1689	37	127	219	482	762	1366
	31%abcgmxE	31%	29%	37%Zwxyz	38%Zwxyz	28%	25%	27%	22%	32%DE	29%	28%	27%	27%	32%	31%
1-10 hours	2066	1674	355	580	151	492	453	191	59	1641	19	75	181	372	737	1219
	29%jouBCDE	29%o	27%	25%	29%	31%u	32%u	32%u	30%	31%ZBCDE	15%	16%	22%	21%	31%	27%
11-15 hours	730	581	145	202	47	190	144	69	27	507	8	68	97	211	222	472
	10%gh	10%	11%	9%	9%	12%u	10%	12%	13%	10%	6%	15%	12%	12%	9%	11%
16-20 hours	514	395	111	187	29	113	96	34	17	317	10	48	113	188	151	339
	7%girn	7%r	8%r	8%	6%	7%	7%	6%	8%	6%	8%	10%A	14%ZA	11%ZA	6%	8%
21-30 hours	314	251	53	79	13	83	80	24	9	211	7	25	49	95	94	203
	4%r	4%r	4%	3%	2%	5%u	6%uv	4%	5%	4%	6%	5%	6%	5%	4%	5%
31-35 hours	163	135	28	38	18	25	36	20	2	87	12	11	28	71	61	90
	2%h	2%	2%	2%	4%uw	2%	3%	3%	1%	2%	10%ZACDE	2%	3%A	4%ZA	3%	2%
36 or more hours	504	376	122	148	25	112	102	56	16	331	14	47	64	161	171	317
	7%hi	7%	9%prs	6%	5%	7%	7%	9%v	8%	6%	11%	10%	8%	9%A	7%	7%
I work on an ad hoc basis without usual hours	262	219	37	122	15	57	42	9	4	197	2	13	20	52	81	167
	4%j	4%	3%	5%Zxy	3%	4%	3%	1%	2%	4%	2%	3%	2%	3%	3%	4%
Don't know	276	209	58	68	11	55	76	19	17	187	9	24	27	79	100	151
	4%a	4%	4%	3%	2%	3%	5%uv	3%	9%Zuvwy	4%	7%	5%	3%	4%	4%	3%
Prefer not to say	175	132	39	62	12	26	26	12	5	86	8	25	24	70	34	116
	2%A	2%	3%	3%	2%	2%	2%	2%	3%	2%	6%ZA	5%ZA	3%	4%ZA	1%	3%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 87

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?
Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 hours	2229	1885	305	126	172	629	691	249	96
	31%e	31%	29%	26%	31%	26%	32%e	43%Zef	46%Zef
1-10 hours	2066	1815	205	90	110	698	635	152	44
	29%bcd	30%b	19%	18%	20%	29%	29%h	26%	21%
11-15 hours	730	569	146	80	58	280	253	45	8
	10%h	10%	14%Za	16%Z	11%	11%gh	12%gh	8%	4%
16-20 hours	514	366	137	77	58	205	172	23	7
	7%g	6%	13%Za	16%Z	11%Z	8%gh	8%g	4%	3%
21-30 hours	314	259	50	17	33	133	91	18	10
	4%	4%	5%	3%	6%	5%	4%	3%	5%
31-35 hours	163	132	29	10	19	76	43	6	3
	2%	2%	3%	2%	4%	3%g	2%	1%	1%
36 or more hours	504	396	98	58	39	204	145	27	13
	7%	7%	9%	12%Z	7%	8%g	7%	5%	6%
I work on an ad hoc basis without usual hours	262	220	29	8	21	68	71	25	14
	4%	4%	3%	2%	4%	3%	3%	4%	7%ef
Don't know	276	237	26	9	15	88	38	24	10
	4%f	4%	2%	2%	3%	4%f	2%	4%f	5%f
Prefer not to say	175	112	42	17	23	67	26	8	5
	2%f	2%	4%a	3%	4%	3%f	1%	1%	2%

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Table 88

QAdd_hours_paid On average, how many additional PAID hours do you work per week (for your employer) over and above your contracted or usual hours?
Please include unpaid overtime and additional unpaid hours on-call.

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
2229	723	171	345	175	75	72	61	54	272
31%abc	27%bc	19%	23%	37%abc	72%Zabcdghi	73%Zabcdghi	40%abc	49%Zabcdi	34%abc
2066	732	292	471	134	19	19	53	19	217
29%efh	28%efh	33%aefh	32%aeth	29%efh	19%	19%	35%efh	17%	27%efh
730	278	153	149	21	*	*	10	8	90
10%defh	11%defh	17%Zacdefghi	10%def	4%ef	*	*	6%ef	7%ef	11%defh
514	206	75	145	14	*	1	2	6	56
7%def	8%defg	9%defg	10%Zdefgh	3%	*	1%	1%	5%ef	7%ef
314	122	37	99	14	1	1	4	2	30
4%efh	5%efh	4%efh	7%Zaefhi	3%	1%	1%	2%	2%	4%ef
163	88	21	28	7	*	2	-	*	13
2%eh	3%Zeh	2%	2%	2%	*	2%	-	*	2%
504	213	68	110	17	4	3	4	9	51
7%ef	8%ef	8%f	7%ef	4%	4%	3%	3%	8%def	6%
262	76	10	45	69	*	1	12	5	21
4%bef	3%e	1%	3%be	15%Zabcefi	*	1%	8%abcefi	4%bef	3%e
276	131	31	55	13	2	2	6	3	28
4%	5%eh	3%	4%	3%	2%	2%	4%	3%	4%
175	76	23	32	5	1	-	1	5	20
2%f	3%f	3%	2%	1%	1%	-	1%	4%Zcdef	3%

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Table 89
QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer0 over and above your contracted or usual hours?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
0 hours	3455	2995	223	13	73	98	22	31	47	3159	594	722	1236	586	650	78	912	879	234
	48%bcd efghj krs vEFGHI	55%Zbcd efgh	28%cf	14%	29% c	28% c	21% c	31% cf	29% c	51% Zjk	30%	32%	48% r	48% r	49% r	53% r	51% r	50% r	40%
1-10 hours	2279	1487	346	33	93	200	64	56	83	1822	860	975	788	389	399	53	450	541	268
	32%ai pu AJ	27%	43% Zac	34% a	37% a	56% Zabc d	62% Zabc d	57% Zabc d	50% Zacd	29%	43% Zi	43% Zi	31% p	32% p	30%	36% p	25%	31% p	46% Zlmnopq
11-15 hours	370	176	101	16	45	26	11	5	11	261	205	185	133	63	70	4	78	90	35
	5%a JL	3%	13% Zaeg	17% Zaef gh	18% Zaefg h	7% a	11% Zag	5%	7%	4%	10% Zi	8% Zi	5%	5%	5%	3%	4%	5%	6%
16-20 hours	201	88	53	14	17	7	3	3	3	153	116	102	57	23	35	2	56	51	14
	3%a JL	2%	7% Zaef	14% Zabde fgh	7% Zae	2%	3%	3%	2%	2%	6% Zi	5% Zi	2%	2%	3%	2%	3%	3%	2%
21-30 hours	106	53	27	7	6	1	*	-	1	83	60	52	58	25	33	1	19	18	1
	1%r sL	1%	3% Zaefg	7% Zabde fgh	2% e	*	*	-	1%	1%	3% Zi	2% i	2% qr	2% r	2% qr	*	1% r	1% r	*
31-35 hours	29	19	3	2	2	-	-	-	3	27	12	9	18	7	11	-	9	2	*
	*	*	*	2% Zabef g	1%	1%	-	-	2% a	*	1%	*	1%	1%	1%	-	1%	*	*
36 or more hours	111	77	18	5	7	3	1	-	3	96	50	50	33	14	19	*	32	36	3
	2%r	1%	2%	5% Zabef g	3% g	1%	1%	-	2%	2%	2% Z	2%	1%	1%	1%	*	2% r	2% r	1%
I work on an ad hoc basis without usual hours	132	103	11	1	3	2	1	*	1	115	22	37	19	7	12	1	71	26	2
	2%r	2%	1%	1%	1%	1%	*	*	1%	2%	1%	2%	1%	1%	1%	*	4% Zlmno qr	1% r	*
Don't know	396	356	15	2	2	9	*	3	6	379	62	90	156	73	83	4	110	86	20
	5%bcde fjkr sFGH	6% bcdef g	2%	2% f	1%	3% f	*	3% f	4%	6% jk	3%	4%	6% r	6%	6% r	3%	6% r	5%	3%
Prefer not to say	154	129	10	3	3	7	*	1	6	144	29	32	52	26	27	3	51	38	6
	2% f	2% f	1%	3% bfg	1%	2%	*	1%	4%	2%	1%	1%	2%	2%	2%	2%	3% r	2%	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 89
QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer0 over and above your contracted or usual hours?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 hours	3455	403	2693	331	27	253	368	1016	749	1062	15	84	151	92	1527	377	809	273
	48%bcde fghjkr s vEFGHI	44%	47%v	59%Zstv	36%	60%ZCDE	54%E	48%	47%	45%	14%	25%F	25%F	32%F	58%ZK	43%	55%ZK	58%ZK
1-10 hours	2279	375	1749	124	31	69	181	675	501	853	37	128	262	143	632	316	420	118
	32%alpu AJ	41%Ztu	31%u	22%	42%Ztu	16%	26%A	32%A	32%A	36%ZABC D	33%	38%Z	43%ZF	49%ZFG	24%	36%JLM	28%J	25%
11-15 hours	370	38	316	11	5	21	26	127	91	104	19	61	69	16	80	47	36	13
	5%aJL	4%	6%u	2%	6%u	5%	4%	6%	6%	4%	17%ZHI	18%ZHI	11%ZI	5%	3%	5%JL	2%	3%
16-20 hours	201	21	168	11	1	15	17	54	49	65	16	30	49	9	37	24	21	5
	3%aJL	2%	3%	2%	1%	3%	3%	3%	3%	3%	14%ZGHI	9%ZI	8%ZI	3%	1%	3%	1%	1%
21-30 hours	106	3	87	16	1	9	12	39	16	24	8	10	27	8	41	9	2	*
	1%rsL	*	2% s	3% s	1%	2%	2%	2%	1%	1%	7%ZGI	3%	4%Z	3%	2%L	1%L	*	*
31-35 hours	29	1	28	-	-	*	2	4	13	10	3	1	3	-	16	3	1	-
	*	*	*	-	-	*	*	*	1%	*	3%ZGHI	*	*	-	1%	*	*	-
36 or more hours	111	9	87	13	2	5	15	27	31	33	6	8	15	*	30	14	25	9
	2%r	1%	2%	2%	3% s	1%	2%	1%	2%	1%	6%ZGHI	2%I	2%I	*	1%	2%	2%	2%
I work on an ad hoc basis without usual hours	132	9	79	42	1	6	10	44	31	40	1	7	7	11	31	8	35	29
	2%lr	1%	1%	8%Zst	1%	1%	2%	2%	2%	2%	1%	2%	1%	4%ZH	1%	1%	2%J	6%ZJKL
Don't know	396	35	340	18	2	29	46	107	87	119	2	3	16	10	183	53	101	19
	5%bcdef jkrFGH	4%	6% s	3%	3%	7%	7%	5%	5%	5%	2%	1%	3%	3%	7%	6%	7%	4%
Prefer not to say	154	14	136	-	4	17	10	33	21	71	3	3	8	3	68	30	29	2
	2%f	2%	2%	-	6%Zstu	4%CD	1%	2%	1%	3%CD	3%GHI	1%	1%	1%	3%	3%M	2%	*



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Table 90
QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer0 over and above your contracted or usual hours?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 hours	3455	1087	804	836	561	1421	1087	190	522	1070	1622	2327	614	251	91	1050	681	776	936
	48% b j l n r u v	46%	44%	45%	41%	48%	46%	53% j	59% Z j	52% Z j	43%	52% Z l m n	40%	44% n	33%	53% Z p r s	45%	48%	45%
1-10 hours	2279	769	619	603	483	894	747	68	229	688	1254	1309	583	185	106	508	484	549	728
	32% g h o C D E	33%	34%	32%	35%	30%	32%	19%	26%	33% g h	33% g h	29%	38% Z k	32%	39% k	25%	32% o	34% o	35% Z o s
11-15 hours	370	147	116	119	95	157	138	12	16	72	258	210	103	26	14	103	88	79	97
	5% h i	6%	6%	6%	7%	5%	6%	3%	2%	4%	7% Z h i	5%	7% k	5%	5%	5%	6%	5%	5%
16-20 hours	201	71	77	73	53	82	73	6	14	17	156	108	51	26	5	39	52	44	66
	3% i j	3%	4% Z	4%	4%	3%	3%	2%	2%	1%	4% Z h i	2%	3%	5% k	2%	2%	3%	3%	3%
21-30 hours	106	31	28	31	25	56	47	*	6	19	80	53	23	17	10	41	34	15	17
	1% r w	1%	2%	2%	2%	2%	2%	*	1%	1%	2% i	1%	1%	3% k	4% k	2% r	2% q r s	1%	1%
31-35 hours	29	13	8	9	7	21	14	-	2	6	20	14	7	4	-	8	6	9	6
	*	1%	*	*	1%	1%	1%	-	*	*	1%	*	*	1%	-	*	*	1%	*
36 or more hours	111	31	25	31	24	31	25	4	7	9	78	43	31	18	15	29	21	23	35
	2% i j	1%	1%	2%	2%	1%	1%	1%	1%	*	2% i	1%	2% k	3% Z k	5% Z k l	1%	1%	1%	2%
I work on an ad hoc basis without usual hours	132	44	29	26	21	44	35	34	24	24	34	82	30	7	5	49	22	19	43
	2% j	2%	2%	1%	2%	1%	1%	10% Z h i j	3% i j	1%	1%	2%	2%	1%	2%	2%	1%	1%	2%
Don't know	396	101	90	87	76	205	153	37	51	113	178	236	69	28	21	142	86	72	94
	5% k	4%	5%	5%	6%	7% a c	6% a	10% Z h i j	6%	5%	5%	5%	5%	5%	8%	7% q r t	6%	4%	4%
Prefer not to say	154	45	35	40	28	75	38	3	17	47	82	82	11	11	8	26	29	28	69
	2% l	2%	2%	2%	2%	2%	2%	1%	2%	2%	2%	2% l	1%	2%	3% l	1%	2%	2%	3% Z o q s t



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Table 90
QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer over and above your contracted or usual hours?)
Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 hours	3455	2762	647	963	201	839	756	276	117	2427	55	240	491	947	1055	2226
	48% b j n r u v	48% r	48%	41%	39%	52% Z u v	54% Z u v	47%	59% Z u v	46%	43%	52%	60% Z A B E	53% Z A	44%	50% F
1-10 hours	2279	1813	422	820	205	509	396	175	51	1806	32	100	164	410	849	1303
	32% g h o C D E	31% o	32% o	35% Z x	40% Z w x y z	32%	28%	30%	25%	34% Z C D E	25%	22%	20%	23%	35% G	29%
11-15 hours	370	289	72	166	30	67	61	21	5	275	*	11	41	79	105	247
	5% h i	5%	5%	7% Z w x y	6%	4%	4%	4%	2%	5%	*	2%	5%	4%	4%	6%
16-20 hours	201	150	50	103	14	32	24	18	1	145	3	12	19	47	80	111
	3% i	3%	4%	4% Z w x	3%	2%	2%	3%	*	3%	2%	3%	2%	3%	3%	3%
21-30 hours	106	74	28	56	13	5	18	7	-	71	*	13	13	29	32	72
	1% r w	1%	2% q r	2% Z w	2% w	*	1% w	1%	-	1%	*	3%	2%	2%	1%	2%
31-35 hours	29	20	9	11	*	2	2	3	-	15	4	2	4	14	7	18
	*	*	1%	*	*	*	*	1%	-	*	3% Z A D	*	1%	1%	*	*
36 or more hours	111	85	17	49	12	17	19	11	-	71	8	11	9	37	39	70
	2% i	1%	1%	2%	2%	1%	1%	2%	-	1%	6% Z A D E	2%	1%	2%	2%	2%
I work on an ad hoc basis without usual hours	132	105	26	53	9	28	18	19	1	108	1	7	9	23	51	79
	2% j	2%	2%	2%	2%	2%	1%	3%	*	2%	*	2%	1%	1%	2%	2%
Don't know	396	341	49	106	19	85	95	42	21	254	15	40	55	128	159	210
	5% k	6% r t	4%	4%	4%	5%	7% u	7%	11% Z u v w	5%	12% Z A	9% A	7%	7% A	7% G	5%
Prefer not to say	154	132	17	31	12	20	22	20	4	81	10	25	16	66	36	105
	2% l	2%	1%	1%	2%	1%	2%	3% u w	2%	2%	8% Z A D	5% Z A	2%	4% Z A	1%	2%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 91

QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer over and above your contracted or usual hours)?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 hours	3455	2758	609	299	293	1228	1010	220	82
	48%g	46%	57%Za	61%Z	53%	50%gh	47%g	38%	39%
1-10 hours	2279	2005	233	96	131	732	727	236	70
	32%bcd	33%b	22%	20%	24%	30%	34%	41%Zef	33%
11-15 hours	370	311	54	12	40	115	140	41	14
	5%	5%	5%	2%	7%c	5%	6%	7%	7%
16-20 hours	201	173	27	13	15	59	69	29	14
	3%	3%	3%	3%	3%	2%	3%	5%Ze	7%Zef
21-30 hours	106	91	10	7	3	27	54	5	2
	1%	2%	1%	1%	1%	1%	2%Ze	1%	1%
31-35 hours	29	25	3	1	3	23	4	*	1
	*	*	*	*	*	1%Zf	*	*	*
36 or more hours	111	82	23	11	12	43	23	11	5
	2%	1%	2%	2%	2%	2%	1%	2%	3%
I work on an ad hoc basis without usual hours	132	121	8	5	4	29	43	9	10
	2%	2%	1%	1%	1%	1%	2%	2%	5%Zefg
Don't know	396	313	74	41	32	144	76	21	10
	5%f	5%	7%	8%	6%	6%f	4%	4%	5%
Prefer not to say	154	112	24	8	16	47	20	3	1
	2%fg	2%	2%	2%	3%	2%f	1%	1%	*

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Table 92

QAdd_hours_unpaid On average, how many additional UNPAID hours do you work per week (for your employer over and above your contracted or usual hours)?

Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
0 hours	3455	1527	377	809	273	22	31	46	15	221
	48%efghi	58%Zbefghi	43%efhi	55%Zbefghi	58%Zbefghi	21%h	31%eh	30%h	14%	28%eh
1-10 hours	2279	632	316	420	118	64	56	80	37	344
	32%a	24%	36%acd	28%a	25%	62%Zabcdhi	57%Zabcdhi	52%Zabcdh	33%ad	43%Zabcdh
11-15 hours	370	80	47	36	13	11	5	9	19	99
	5%ac	3%	5%ac	2%	3%	11%Zabcdf	5%c	6%	17%Zabcdefgi	12%Zabcdf
16-20 hours	201	37	24	21	5	3	3	1	16	53
	3%ac	1%	3%	1%	1%	3%a	3%	1%	14%Zabcdefgi	7%Zabcde
21-30 hours	106	41	9	2	*	*	-	1	8	27
	1%c	2%c	1%c	*	*	*	-	*	7%Zabcdefgi	3%Zabcdef
31-35 hours	29	16	3	1	-	-	-	2	3	3
	*	1%	*	*	-	-	-	1%c	3%Zabcdefi	*
36 or more hours	111	30	14	25	9	1	-	2	6	18
	2%	1%	2%	2%	2%	1%	-	1%	6%Zabcdefgi	2%
I work on an ad hoc basis without usual hours	132	31	8	35	29	1	*	1	1	10
	2%	1%	1%	2%ae	6%Zabcefhi	*	*	1%	1%	1%
Don't know	396	183	53	101	19	*	3	6	2	14
	5%ehi	7%efhi	6%ehi	7%efhi	4%e	*	3%e	4%	2%e	2%
Prefer not to say	154	68	30	29	2	*	1	5	3	10
	2%e	3%e	3%dei	2%	*	*	1%	4%	3%defi	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 93

QWRQoL To what extent do you agree with the following? - Summary Table

Base : All respondents working in adult social care in England

	Unweighted Base	Weighted Base	Effective Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Agree (NET)	Disagree (NET)
A. I have a clear set of goals and aims to enable me to do my job	7233	7233	3559	2113 29%	3396 47%	1255 17%	368 5%	101 1%	5509 76%	469 6%
B. I feel able to voice opinions and influence changes in my area of work	7233	7233	3559	1263 17%	2454 34%	1656 23%	1286 18%	574 8%	3717 51%	1860 26%
C. I have the opportunity to use my abilities at work	7233	7233	3559	2022 28%	3588 50%	1062 15%	424 6%	138 2%	5610 78%	561 8%
D. I feel well at the moment	7233	7233	3559	1216 17%	2611 36%	1618 22%	1388 19%	399 6%	3828 53%	1787 25%
E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life	7233	7233	3559	1435 20%	2460 34%	1677 23%	1117 15%	543 8%	3896 54%	1660 23%
F. My current working hours / patterns suit my personal circumstances	7233	7233	3559	1533 21%	3053 42%	1344 19%	921 13%	381 5%	4587 63%	1302 18%
G. I often feel under pressure at work	7233	7233	3559	2076 29%	2498 35%	1558 22%	884 12%	216 3%	4575 63%	1100 15%
H. When I have done a good job it is acknowledged by my line manager /employer]	7233	7233	3559	1226 17%	2282 32%	1653 23%	1339 19%	733 10%	3508 48%	2072 29%
I. Recently, I have been feeling unhappy and depressed	7233	7233	3559	1154 16%	2043 28%	1763 24%	1642 23%	630 9%	3197 44%	2272 31%
J. I am satisfied with my life	7233	7233	3559	700 10%	2471 34%	2369 33%	1321 18%	372 5%	3171 44%	1693 23%
K. I am encouraged to develop new skills	7233	7233	3559	1017 14%	2546 35%	1962 27%	1291 18%	418 6%	3563 49%	1708 24%
L. I am involved in decisions that affect me in my own area of work	7233	7233	3559	859 12%	2333 32%	1856 26%	1641 23%	544 8%	3192 44%	2185 30%
M. My client(s) /employer provide(s) me with what I need to do my job effectively	7233	7233	3559	1163 16%	2978 41%	1661 23%	1078 15%	353 5%	4141 57%	1431 20%
N. My client(s) /line manager actively promote(s) flexible working hours / patterns.	7233	7233	3559	1060 15%	2088 29%	1975 27%	1388 19%	723 10%	3148 44%	2110 29%
O. In most ways my life is close to ideal	7233	7233	3559	339 5%	1752 24%	2459 34%	1948 27%	736 10%	2090 29%	2683 37%
P. I work in a safe environment	7233	7233	3559	1376 19%	3287 45%	1540 21%	810 11%	219 3%	4663 64%	1030 14%
Q. Generally things work out well for me	7233	7233	3559	631 9%	3005 42%	2681 37%	736 10%	180 2%	3636 50%	917 13%
R. I am satisfied with the career opportunities available for me here	7233	7233	3559	749 10%	2321 32%	2093 29%	1439 20%	631 9%	3070 42%	2070 29%
S. I often feel excessive levels of stress at work	7233	7233	3559	1594 22%	2430 34%	1769 24%	1180 16%	260 4%	4024 56%	1440 20%
T. I am satisfied with the training I receive in order to perform my present job	7233	7233	3559	1300 18%	3358 46%	1286 18%	945 13%	344 5%	4658 64%	1289 18%
U. Recently, I have been feeling reasonably happy all things considered	7233	7233	3559	541 7%	2449 34%	2393 33%	1442 20%	409 6%	2990 41%	1850 26%

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Table 93
QWRQoL To what extent do you agree with the following? - Summary Table
Base : All respondents working in adult social care in England

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	Unweighted Base	Weighted Base	Effective Base	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Agree (NET)	Disagree (NET)
V. The working conditions are satisfactory	7233	7233	3559	931 13%	3216 44%	1634 23%	1061 15%	391 5%	4147 57%	1452 20%
W. I am involved in decisions that affect members of the public in my own area of work	7233	7233	3559	534 7%	1630 23%	2585 36%	1832 25%	653 9%	2164 30%	2485 34%
X. I am satisfied with the overall quality of my working life	7233	7233	3559	647 9%	2598 36%	2109 29%	1392 19%	487 7%	3245 45%	1879 26%



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Table 94

**QWRQoL A. I have a clear set of goals and aims to enable me to do my job
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	2113	1616	235	40	95	83	19	22	45	1809	571	595	727	370	357	30	657	446	121
	29%efoq rsE	29%efg	29%f	41%Zabe fgh	37%Zabe fg	23%	19%	23%	27%	29%	28%	26%	29%or	31%oqr	27%r	20%	37%Zimn oqr	25%r	21%
Agree	3396	2541	400	43	129	180	55	58	74	2915	980	1099	1168	553	615	81	816	838	324
	47%	46%	50%	44%	51%	51%	53%Zac	58%Zabc	45%	47%	49%	49%	46%	46%	46%	55%Imp	46%	47%	56%Zimnpq
Neither agree nor disagree	1255	991	126	10	21	60	15	14	33	1119	319	383	455	210	245	27	247	373	88
	17%cdpA FG	18%cd	16%cd	10%	8%	17%cd	14%cd	14%	20%cd	18%	16%	17%	18%p	17%	18%p	19%	14%	21%Zpr	15%
Disagree	368	251	41	4	7	27	14	5	9	308	120	147	159	58	100	8	48	89	37
	5%pu	5%	5%	4%	3%	8%acd	13%Zabcd egh	5%	6%	5%	6%	7%i	6%p	5%	8%Zp	6%	3%	5%p	6%p
Strongly disagree	101	85	5	1	2	5	1	*	4	87	19	30	42	22	20	1	21	21	12
	1%	2%	1%	1%	1%	1%	1%	*	2%	1%	1%	1%	2%	2%	1%	1%	1%	1%	2%
Agree (NET)	5509	4157	635	83	223	263	75	80	119	4723	1551	1694	1895	923	972	110	1472	1284	445
	76%qEIL	76%	79%f	85%Zabe fgh	88%Zabe fgh	74%	72%	81%f	72%	76%	77%	75%	74%	76%	73%	75%	82%Zimn oqr	73%	76%
Disagree (NET)	469	336	46	4	9	32	15	5	13	396	139	177	201	81	120	9	70	111	49
	6%p	6%	6%	5%	4%	9%cd	14%Zabcd eg	5%	8%	6%	7%	8%	8%p	7%p	9%Zp	6%	4%	6%p	8%Zp

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 94

QWRQoL A. I have a clear set of goals and aims to enable me to do my job

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	2113	222	1657	213	21	172	252	657	409	614	44	116	162	76	779	264	398	171
	29%efoq rsE	24%	29% s	38%Zst	28%	40%ZCDE	37%ZDE	31%DE	26%	26%	40%ZHI	35%HI	27%	26%	29%	30%	27%	36%L
Agree	3396	466	2658	238	35	185	311	997	757	1138	50	163	310	127	1236	426	668	204
	47%	51%Ztu	47%	42%	47%	44%	45%	47%	48%	48%	46%	49%	51%	44%	47%	48%	45%	44%
Neither agree nor disagree	1255	151	994	96	14	46	94	341	307	462	11	39	90	59	470	142	303	74
	17%cdpA FG	17%	17%	17%	19%	11%	14%	16%	19%AB	19%ABC	10%	12%	15%	20%FG	18%	16%	21%Z	16%
Disagree	368	58	298	8	3	12	25	107	95	130	4	13	42	26	115	38	90	9
	5%pu	6%u	5%u	1%	4%	3%	4%	5%	6%	5%	4%	4%	7%	9%ZFG	4%	4%	6%M	2%
Strongly disagree	101	12	76	11	2	9	6	25	22	39	1	3	3	3	45	10	19	10
	1%	1%	1%	2%	2%	2%	1%	1%	1%	2%	1%	1%	1%	1%	2%	1%	1%	2%
Agree (NET)	5509	688	4315	451	55	357	563	1654	1167	1752	94	279	471	203	2015	690	1066	375
	76%qEIL	76%	76%	80%	74%	84%ZDE	82%ZDE	78%DE	73%	74%	85%ZHI	84%ZI	78%I	70%	76%L	78%L	72%	80%L
Disagree (NET)	469	70	374	19	5	22	30	132	117	168	5	16	45	29	160	48	109	19
	6%p	8%u	7%	3%	7%	5%	4%	6%	7%	7%	5%	5%	7%	10%ZFG	6%	5%	7%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 95

QWRQoL A. I have a clear set of goals and aims to enable me to do my job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	2113	643	505	530	373	931	668	102	315	542	1093	1317	378	204	101	593	476	443	594
	29%IA	27%	28%	29%	27%	31%a	28%	29%	35%Zij	26%	29%	29%l	25%	36%Zkl	37%l	30%	32%	27%	28%
Agree	3396	1096	864	891	662	1387	1150	184	383	1024	1753	2137	723	232	110	1028	654	765	937
	47%lm	47%	47%	48%	48%	46%	49%	52%	43%	50%h	47%	48%lm	47%lm	41%	40%	52%Zprt	44%	47%	45%
Neither agree nor disagree	1255	411	322	307	239	503	395	53	147	375	641	735	296	106	50	255	260	298	435
	17%ouDE	18%	18%	17%	17%	17%	17%	15%	16%	18%	17%	16%	19%k	18%	18%	13%	17%o	18%o	21%Zops
Disagree	368	151	106	100	78	136	122	17	26	97	221	207	110	27	7	105	74	96	89
	5%	6%e	6%	5%	6%	5%	5%	5%	3%	5%	6%h	5%	7%Zkn	5%	3%	5%	5%	6%r	4%
Strongly disagree	101	38	35	28	21	28	23	-	18	27	55	69	16	4	6	15	39	12	35
	1%	2%	2%	1%	2%	1%	1%	-	2%	1%	1%	2%	1%	1%	2%	1%	3%Zoqs	1%	2%q
Agree (NET)	5509	1738	1368	1420	1035	2318	1818	286	698	1566	2846	3455	1101	437	211	1621	1130	1208	1531
	76%lr	74%	75%	77%	75%	78%	77%	81%	79%	76%	76%	77%l	72%	76%	77%	81%Zpqr st	75%	75%	73%
Disagree (NET)	469	188	141	127	99	164	144	17	44	124	275	276	125	31	13	120	113	108	123
	6%	8%e	8%e	7%	7%	6%	6%	5%	5%	6%	7%	6%	8%k	5%	5%	6%	8%	7%	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 95

QWRQoL A. I have a clear set of goals and aims to enable me to do my job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	2113	1696	389	722	135	450	392	193	58	1412	44	199	318	657	555	1446
	29%IA	29%	29%	31%	26%	28%	28%	33%	29%	27%	34%	43%ZA	39%ZA	37%ZA	23%	33%F
Agree	3396	2763	591	1122	234	752	659	272	85	2526	58	187	368	791	1165	2079
	47%Im	48%pr	44%	48%	46%	47%	47%	46%	43%	48%	45%	41%	45%	44%	48%	47%
Neither agree nor disagree	1255	974	244	349	97	295	284	86	38	965	16	55	93	227	484	681
	17%ouDE	17%o	18%o	15%	19%	18%u	20%u	15%	19%	18%DE	12%	12%	11%	13%	20%G	15%
Disagree	368	262	91	144	34	79	59	34	8	280	6	19	31	76	172	178
	5%	5%	7%rs	6%	7%	5%	4%	6%	4%	5%	5%	4%	4%	4%	7%G	4%
Strongly disagree	101	76	22	21	15	29	18	6	11	70	4	1	12	30	37	57
	1%	1%	2%	1%	3%Zu	2%	1%	1%	5%Zuwxy	1%	3%C	*	1%	2%	2%	1%
Agree (NET)	5509	4459	980	1844	369	1203	1050	465	144	3938	102	386	686	1448	1720	3524
	76%lr	77%rt	73%	78%v	72%	75%	74%	79%	72%	75%	80%	84%ZA	83%ZA	81%ZA	71%	79%F
Disagree (NET)	469	338	112	165	49	107	77	41	18	350	10	20	43	107	209	235
	6%	6%	8%rs	7%	10%Zx	7%	5%	7%	9%	7%	8%	4%	5%	6%	9%G	5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 96

QWRQoL A. I have a clear set of goals and aims to enable me to do my job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	2113 29%	1656 28%	416 39% Za	224 45% Zd	181 33%	728 30%	584 27%	181 31%	74 35% f
Agree	3396 47%	2841 47%	475 45%	199 40%	267 49%	1118 46%	1058 49%	286 50%	87 41%
Neither agree nor disagree	1255 17% bcg	1087 18% b	116 11%	43 9%	70 13%	428 17% g	372 17% g	69 12%	40 19% g
Disagree	368 5%	323 5%	41 4%	17 3%	23 4%	134 5%	123 6%	38 7%	6 3%
Strongly disagree	101 1%	83 1%	18 2%	10 2%	8 1%	39 2%	28 1%	3 *	3 1%
Agree (NET)	5509 76%	4497 75%	891 84% Za	423 86% Z	447 82%	1846 75%	1642 76%	467 81% Zef	161 77%
Disagree (NET)	469 6%	406 7%	59 6%	26 5%	31 6%	173 7%	152 7%	41 7%	9 4%

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Table 97

QWRQoL A. I have a clear set of goals and aims to enable me to do my job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
2113 29%e	779 29%e	264 30%e	398 27%e	171 36%cef	19 19%	22 23%	41 27%	44 40%Zabcefgi	233 29%e
3396 47%	1236 47%	426 48%	668 45%	204 44%	55 53%Zacdh	58 58%Zabcdhi	67 44%	50 46%	396 49%
1255 17%h	470 18%h	142 16%h	303 21%Zefhi	74 16%	15 14%	14 14%	32 21%h	11 10%	125 16%h
368 5%	115 4%	38 4%	90 6%e	9 2%	14 13%Zabcdfhi	5 5%	9 6%	4 4%	41 5%
101 1%	45 2%	10 1%	19 1%	10 2%	1 1%	* *	4 2%	1 1%	5 1%
5509 76%e	2015 76%e	690 78%ce	1066 72%	375 80%ce	75 72%	80 81%ce	108 71%	94 85%Zabcegi	628 79%ce
469 6%	160 6%	48 5%	109 7%	19 4%	15 14%Zabcdfhi	5 5%	12 8%	5 5%	46 6%

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Table 98

QWRQoL B. I feel able to voice opinions and influence changes in my area of work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1263	846	205	41	87	47	9	14	28	1014	452	415	362	168	194	22	446	281	71
	17%af sJL	15%fg	25%Zaef g	42%Zabef fgh	35%Zabef fgh	13%	9%	14%	17%	16%	22%Zik	18%	14%	14%	15%	15%	25%Zlmn oqr	16%r	12%
Agree	2454	1797	312	30	95	125	35	40	56	2067	721	789	724	295	429	62	649	633	237
	34%lmj	33%	39%Zac	31%	38%	35%	34%	40%ac	34%	33%	36%	35%	28%	24%	32%lm	43%Zlmn	36%lm	36%lm	41%Zlmnq
Neither agree nor disagree	1656	1325	154	16	40	82	24	22	37	1477	437	514	659	327	333	33	356	391	122
	23%cd uFGM	24%bcd	19%	17%	16%	23%	23%cd	22%	23%	24%	22%	23%	26%pq r	27%pq r	25%p	23%	20%	22%	21%
Disagree	1286	1036	100	7	24	74	29	20	26	1149	288	384	533	278	255	24	227	338	108
	18%bcd jP AFGH	19%bcd	12%cd	8%	10%	21%bcd	28%Zabc deh	20%bcd	16%	18%j	14%	17%	21%Zp	23%Zp	19%p	17%	13%	19%p	19%p
Strongly disagree	574	479	36	2	5	28	8	3	18	532	112	152	272	146	125	4	112	125	44
	8%bcd jP oFG	9%bcd	4%	2%	2%	8%bcd	7%cd	3%	11%bcd	9%j	6%	7%	11%Zop qr	12%Zop qr	9%op	3%	6%	7%	8%op
Agree (NET)	3717	2643	517	72	183	172	44	53	84	3081	1172	1204	1087	463	624	84	1095	914	308
	51%af lmj	48%fg	64%Zaef gh	73%Zabef fgh	72%Zabef fgh	48%	42%	54%fg	51%	49%	58%Zik	53%lm	43%	38%	47%lm	58%lmn	61%Zlmn qr	52%lm	53%lmn
Disagree (NET)	1860	1516	136	10	30	102	36	24	44	1681	399	536	805	424	381	29	339	463	153
	26%bcd jP uAFGHM	28%bcd	17%cd	10%	12%	29%bcd	35%Zabc dg	24%bcd	26%bcd	27%jk	20%	24%j	32%Zop qr	35%Zop qr	28%op	20%	19%	26%p	26%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 98

**QWRQoL B. I feel able to voice opinions and influence changes in my area of work
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1263	129	973	146	14	90	120	381	252	407	45	111	142	58	378	143	207	117
	17%aflr sJL	14%	17%st	26%Zst	19%	21%	17%	18%	16%	17%	41%ZGHI	33%ZHI	23%Z	20%	14%	16%	14%	25%ZJKL
Agree	2454	337	1853	233	31	179	265	700	539	772	35	133	240	101	811	277	513	194
	34%lmJ	37%Zt	33%	41%t	41%	42%ZCDE	39%	33%	34%	32%	32%	40%F	40%ZF	34%	31%	31%	35%	41%JK
Neither agree nor disagree	1656	214	1340	87	14	87	156	490	356	561	18	53	122	57	636	272	340	72
	23%cdF GM	24%u	24%u	15%	19%	20%	23%	23%	22%	24%	16%	16%	20%	20%	24%M	31%ZJLM	23%M	15%
Disagree	1286	165	1033	77	10	37	108	386	296	459	8	29	74	53	532	128	317	58
	18%bcdj pAFGH	18%	18%	14%	14%	9%	16%A	18%A	19%A	19%A	8%	9%	12%F	18%FG	20%KM	15%	21%ZKM	12%
Strongly disagree	574	64	483	21	6	32	39	169	148	184	4	7	30	23	289	61	101	27
	8%bcdgj oFG	7%	9%u	4%	7%	8%	6%	8%	9%	8%	3%	2%	5%	8%FG	11%ZKLM	7%	7%	6%
Agree (NET)	3717	466	2827	380	45	269	384	1082	790	1178	80	244	381	158	1189	420	720	311
	51%afIm nJ	51%	50%	67%Zst	60%t	63%ZCDE	56%	51%	50%	49%	73%ZHI	73%ZHI	63%Z	54%	45%	48%	49%	66%ZJKL
Disagree (NET)	1860	229	1516	99	16	68	147	555	444	643	12	37	104	76	820	189	418	85
	26%bcdj puAFGHM	25%u	27%u	17%	21%	16%	21%	26%A	28%AB	27%A	11%	11%	17%F	26%FGH	31%ZKM	22%	28%KM	18%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 99

QWRQoL B. I feel able to voice opinions and influence changes in my area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1263 17% ^{ai}	393 17%	322 18%	329 18%	247 18%	521 17%	427 18%	70 20% ^{ai}	188 21% ^{ai}	281 14%	692 18% ^{ai}	765 17%	246 16%	130 23% ^{Zkl}	54 20%	348 17%	255 17%	289 18%	368 18%
Agree	2454 34% ^{ae}	795 34% ^{ae}	568 31%	628 34%	472 34%	902 30%	777 33%	104 29%	355 40% ^{Zgj}	717 35%	1218 32%	1552 35%	529 35%	169 29%	91 33%	683 34%	501 33%	523 32%	739 35%
Neither agree nor disagree	1656 23% ^{av}	514 22%	430 23%	408 22%	285 21%	711 24%	505 21%	78 22%	184 21%	499 24%	857 23%	1019 23%	340 22%	125 22%	49 18%	458 23%	337 22%	382 24%	470 22%
Disagree	1286 18% ^{ah}	442 19%	345 19%	330 18%	242 18%	602 20%	440 19%	74 21% ^{ah}	107 12%	406 20% ^{ah}	682 18% ^{ah}	773 17%	286 19%	110 19%	58 21%	334 17%	275 18%	315 20%	352 17%
Strongly disagree	574 8%	194 8%	167 9%	160 9%	128 9%	249 8%	208 9%	29 8%	55 6%	162 8%	314 8%	357 8%	122 8%	39 7%	23 8%	173 9%	134 9%	106 7%	160 8%
Agree (NET)	3717 51% ^{ae}	1188 51%	890 49%	957 52%	719 52%	1423 48%	1204 51%	174 49%	543 61% ^{Zgij}	998 48%	1910 51%	2318 52%	774 51%	299 52%	145 53%	1031 52%	756 50%	811 50%	1108 53%
Disagree (NET)	1860 26% ^{ahC}	636 27%	511 28%	490 26%	369 27%	852 29% ^Z	648 27%	104 29% ^{ah}	162 18%	568 27% ^{ah}	996 26% ^{ah}	1129 25%	408 27%	149 26%	80 29%	506 25%	409 27%	420 26%	512 25%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 99

QWRQoL B. I feel able to voice opinions and influence changes in my area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1263	1029	221	437	100	258	225	109	39	932	22	92	136	293	327	886
	17% i	18%	17%	19%	19%	16%	16%	18%	20%	18%	17%	20%	17%	16%	14%	20% F
Agree	2454	1961	462	818	186	530	469	194	64	1796	52	162	273	605	767	1587
	34% e	34%	35%	35%	36%	33%	33%	33%	32%	34%	41%	35%	33%	34%	32%	36% F
Neither agree nor disagree	1656	1315	305	502	92	406	333	123	46	1198	26	127	165	410	584	965
	23% v	23%	23%	21%	18%	25% uv	24% v	21%	23%	23%	20%	27%	20%	23%	24%	22%
Disagree	1286	1039	221	421	91	272	263	122	30	934	17	59	152	314	484	715
	18% h	18%	17%	18%	18%	17%	19%	21%	15%	18%	14%	13%	19%	18%	20% G	16%
Strongly disagree	574	427	126	180	46	139	121	44	22	392	11	21	96	160	251	287
	8% q	7%	9% q	8%	9%	9%	9%	7%	11%	7%	8%	4%	12% ZAC	9%	10% G	6%
Agree (NET)	3717	2990	683	1254	286	788	694	302	103	2728	74	255	409	898	1094	2473
	51% e	52%	51%	53%	56%	49%	49%	51%	51%	52%	58%	55%	50%	50%	45%	56% F
Disagree (NET)	1860	1466	347	601	137	411	384	167	52	1326	28	80	249	474	734	1002
	26% hC	25%	26%	25%	27%	26%	27%	28%	26%	25% C	22%	17%	30% AC	27% C	30% G	23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 100

QWRQoL B. I feel able to voice opinions and influence changes in my area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1263 17%e	1066 18%	172 16%	81 17%	85 15%	359 15%	375 17%	142 25%Zef	45 22%e
Agree	2454 34%	2036 34%	362 34%	151 31%	207 38%	811 33%	718 33%	216 37%	78 37%
Neither agree nor disagree	1656 23%	1378 23%	229 21%	113 23%	107 19%	558 23%	494 23%	113 20%	43 21%
Disagree	1286 18%	1062 18%	193 18%	71 14%	117 21%	480 20%g	421 19%g	84 15%	36 17%
Strongly disagree	574 8%g	449 7%	109 10%	77 16%Zd	33 6%	239 10%fgh	158 7%g	21 4%	8 4%
Agree (NET)	3717 51%e	3102 52%	535 50%	232 47%	292 53%	1170 48%	1093 50%	358 62%Zef	123 59%e
Disagree (NET)	1860 26%g	1511 25%	303 28%	148 30%	150 27%	719 29%Zgh	578 27%g	106 18%	44 21%

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Table 101

QWRQoL B. I feel able to voice opinions and influence changes in my area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1263	378	143	207	117	9	14	24	45	203
17%ace	14%e	16%e	14%e	25%Zabcef	9%	14%	16%	41%Zabcdefgi	25%Zabc ef
2454	811	277	513	194	35	40	51	35	309
34%a	31%	31%	35%	41%abh	34%	40%ab	33%	32%	39%Zabh
1656	636	272	340	72	24	22	36	18	153
23%dh	24%dhi	31%Zacdefhi	23%dh	15%	23%dh	22%	24%	16%	19%
1286	532	128	317	58	29	20	25	8	100
18%hi	20%bdhi	15%h	21%Zbdhi	12%	28%Zabcdghi	20%dhi	16%	8%	12%h
574	289	61	101	27	8	3	17	4	35
8%fhi	11%Zbcdghi	7%h	7%h	6%	7%hi	3%	11%hi	3%	4%
3717	1189	420	720	311	44	53	75	80	512
51%ae	45%	48%	49%	66%Zabcefg	42%	54%ae	49%	73%Zabcefgi	64%Zabc efg
1860	820	189	418	85	36	24	42	12	134
26%dhi	31%Zbdghi	22%h	28%bdhi	18%h	35%Zbcdghi	24%hi	27%hi	11%	17%h

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 102

QWRQoL C. I have the opportunity to use my abilities at work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	2022	1466	266	46	102	77	22	25	36	1712	631	644	631	317	313	32	645	459	120
	28%efln rsDJ	27%f	33%Zaef	47%Zabefgh	41%Zaefgh	22%	21%	25%	22%	27%	31%Zi	29%	25%r	26%r	23%	22%	36%Zlmnoqr	26%r	21%
Agree	3588	2722	413	44	125	190	61	62	72	3066	988	1135	1173	497	676	87	867	909	356
	50%lm	50%	51%	45%	50%	53%cd	59%Zabc dh	62%Zabc dh	44%	49%	49%	50%	46%	41%	51%lm	59%Zlmp	48%lm	51%lm	61%Zlmnpq
Neither agree nor disagree	1062	853	80	5	17	60	13	7	41	962	261	320	485	286	199	15	190	267	65
	15%bcdg prsFG	16%bcdg	10%cd	5%	7%	17%bcdg	12%cd	7%	25%Zabc dfg	15%	13%	14%	19%Znop qr	24%Znop qr	15%p	10%	11%	15%pr	11%
Disagree	424	324	42	3	6	25	8	4	13	372	99	122	197	93	103	11	61	104	32
	6%cdpFG	6%cd	5%	3%	2%	7%cd	8%cd	4%	8%cd	6%	5%	5%	8%Zp	8%p	8%p	7%p	3%	6%p	5%p
Strongly disagree	138	119	7	1	2	4	1	1	2	127	30	33	65	20	46	2	27	29	10
	2%	2%cd	1%	1%	1%	1%	1%	1%	1%	2%	2%	1%	3%	2%	3%Zpq	2%	1%	2%	2%
Agree (NET)	5610	4188	678	90	227	267	83	87	108	4778	1619	1779	1804	815	989	119	1512	1367	475
	78%hlm	76%h	84%Zaeh	92%Zabefh	90%Zabefh	75%	80%h	87%Zaefh	66%	77%	81%Zi	79%	71%	67%	74%lm	81%lm	85%Zlmnq	77%lm	82%Zlmnpq
Disagree (NET)	561	443	49	3	8	29	9	6	15	498	129	155	262	113	149	13	87	134	42
	8%cdpFG	8%cd	6%	3%	3%	8%cd	8%cd	6%	9%cd	8%	6%	7%	10%Zpqr	9%p	11%Zpqr	9%p	5%	8%p	7%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 102
QWRQoL C. I have the opportunity to use my abilities at work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	2022	222	1549	231	21	155	182	635	389	650	52	134	192	86	643	247	387	186
	28%efln rsDJ	24%	27%	41%Zstv	28%	36%ZBDE	26%	30%D	24%	27%	47%ZHI	40%ZHI	32%	30%	24%	28%	26%	40%ZJKL
Agree	3588	510	2806	237	35	202	347	1035	830	1168	49	166	302	138	1341	409	749	217
	50%em	56%Ztu	49%	42%	46%	48%	50%	49%	52%	49%	45%	50%	50%	47%	51%	46%	51%	46%
Neither agree nor disagree	1062	109	871	69	12	40	103	301	251	364	5	23	76	40	425	144	236	47
	15%bcdg prsFG	12%	15%ss	12%	16%	10%	15%	14%	16%A	15%A	5%	7%	12%FG	14%FG	16%	16%	16%	10%
Disagree	424	56	341	20	6	18	49	106	93	155	3	8	30	24	160	66	81	15
	6%cdpFG	6%	6%	4%	8%	4%	7%	5%	6%	6%	3%	2%	5%	8%FG	6%	8%	5%	3%
Strongly disagree	138	12	117	8	1	9	5	50	27	45	1	3	7	4	76	15	25	4
	2%	1%	2%	1%	2%	2%	1%	2%	2%	2%	1%	1%	1%	1%	3%Z	2%	2%	1%
Agree (NET)	5610	732	4355	468	55	357	529	1670	1219	1818	101	300	494	224	1984	656	1136	403
	78%hlm	80%Zt	77%	83%	74%	84%DE	77%	79%	77%	76%	92%ZHI	90%ZHI	81%	77%	75%	74%	77%	86%ZJKL
Disagree (NET)	561	68	457	28	7	28	55	156	121	200	4	11	37	27	236	81	106	19
	8%cdpFG	8%	8%	5%	10%	6%	8%	7%	8%	8%	4%	3%	6%	9%FG	9%M	9%M	7%	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 103

QWRQoL C. I have the opportunity to use my abilities at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	2022	612	502	511	385	829	688	104	309	498	1038	1258	406	172	92	569	434	444	573
	28% <i>ai</i>	26%	27%	28%	28%	28%	29%	29%	35% <i>Zij</i>	24%	28% <i>ai</i>	28%	27%	30%	33%	28%	29%	27%	27%
Agree	3588	1175	905	949	684	1432	1137	188	426	1047	1864	2223	767	286	118	1038	693	807	1034
	50% <i>E</i>	50%	49%	51%	50%	48%	48%	53%	48%	51%	50%	50%	50%	50%	43%	52% <i>p</i>	46%	50%	49%
Neither agree nor disagree	1062	369	279	274	208	478	342	39	95	351	558	654	226	81	31	256	243	242	313
	15% <i>h</i>	16%	15%	15%	15%	16%	14%	11%	11%	17% <i>h</i>	15% <i>h</i>	15%	15%	14%	11%	13%	16%	15%	15%
Disagree	424	132	97	90	73	187	136	21	47	127	225	248	98	27	25	96	95	100	129
	6%	6%	5%	5%	5%	6%	6%	6%	5%	6%	6%	6%	6%	5%	9%	5%	6%	6%	6%
Strongly disagree	138	51	48	31	23	60	54	4	12	43	78	82	25	7	9	37	38	21	41
	2%	2%	3%	2%	2%	2%	2%	1%	1%	2%	2%	2%	2%	1%	3%	2%	3%	1%	2%
Agree (NET)	5610	1787	1407	1460	1069	2261	1825	292	735	1545	2901	3482	1173	458	209	1607	1126	1250	1607
	78%	76%	77%	79%	78%	76%	77%	82% <i>ai</i>	83% <i>Zij</i>	75%	77%	78%	77%	80%	77%	81% <i>p</i>	75%	78%	77%
Disagree (NET)	561	182	145	121	96	247	191	24	59	169	303	330	124	34	33	133	133	121	170
	8%	8%	8%	7%	7%	8%	8%	7%	7%	8%	8%	7%	8%	6%	12% <i>km</i>	7%	9%	8%	8%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 103

QWRQoL C. I have the opportunity to use my abilities at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	2022	1615	378	700	148	443	382	172	43	1446	39	148	252	529	578	1362
	28% i	28%	28%	30%	29%	28%	27%	29%	22%	28%	31%	32%	31%	30%	24%	31% F
Agree	3588	2881	651	1163	252	783	726	280	103	2687	64	193	368	798	1220	2178
	50% E	50%	49%	49%	49%	49%	51%	47%	51%	51% CDE	50%	42%	45%	45%	51%	49%
Neither agree nor disagree	1062	845	197	302	71	264	193	95	35	717	15	72	152	312	379	620
	15% h	15%	15%	13%	14%	16% u	14%	16%	18%	14%	12%	16%	18% A	17% A	16%	14%
Disagree	424	338	71	157	32	93	77	32	8	302	5	39	38	107	180	211
	6% j	6%	5%	7%	6%	6%	5%	5%	4%	6%	4%	8%	5%	6%	7% G	5%
Strongly disagree	138	93	39	37	12	23	34	14	11	100	5	9	12	35	56	70
	2% k	2%	3% qs	2%	2%	1%	2%	2%	5% Zuw	2%	4%	2%	1%	2%	2%	2%
Agree (NET)	5610	4496	1029	1862	400	1226	1109	452	146	4134	104	341	620	1328	1798	3540
	78% l	78%	77%	79%	78%	76%	79%	76%	73%	79% E	81%	74%	75%	75%	75%	80% F
Disagree (NET)	561	431	110	194	43	116	110	46	19	401	9	48	51	142	236	280
	8% m	7%	8%	8%	8%	7%	8%	8%	10%	8%	7%	10%	6%	8%	10% G	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 104

QWRQoL C. I have the opportunity to use my abilities at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	2022 28%	1668 28%	316 30%	166 34%	143 26%	617 25%	594 27%	201 35%Zef	67 32%
Agree	3588 50%	2997 50%	511 48%	211 43%	288 52%	1199 49%	1110 51%	282 49%	103 49%
Neither agree nor disagree	1062 15%g	860 14%	160 15%	74 15%	85 16%	402 16%g	320 15%g	57 10%	30 14%
Disagree	424 6%	350 6%	60 6%	30 6%	26 5%	168 7%f	104 5%	33 6%	9 4%
Strongly disagree	138 2%	115 2%	19 2%	13 3%	6 1%	60 2%g	37 2%	3 1%	1 *
Agree (NET)	5610 78%e	4665 78%	828 78%	377 76%	431 79%	1816 74%	1704 79%e	483 84%Zef	170 81%
Disagree (NET)	561 8%	465 8%	79 7%	42 9%	32 6%	229 9%f	141 7%	36 6%	10 5%

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Table 105

QWRQoL C. I have the opportunity to use my abilities at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
2022	643	247	387	186	22	25	31	52	263
28%ae	24%	28%e	26%	40%Zabcefg	21%	25%	20%	47%Zabcefgi	33%Zaceg
3588	1341	409	749	217	61	62	67	49	409
50%	51%h	46%	51%h	46%	59%Zabcdghi	62%Zabcdghi	44%	45%	51%
1062	425	144	236	47	13	7	41	5	80
15%fhi	16%fhi	16%fhi	16%fhi	10%h	12%h	7%	27%Zabcdefhi	5%	10%h
424	160	66	81	15	8	4	12	3	40
6%h	6%h	8%h	5%	3%	8%dh	4%	8%	3%	5%
138	76	15	25	4	1	1	2	1	7
2%	3%Zehi	2%	2%	1%	1%	1%	1%	1%	1%
5610	1984	656	1136	403	83	87	97	101	672
78%g	75%g	74%	77%g	86%Zabcg	80%g	87%Zabceg	64%	92%Zabcegi	84%Zabcegi
561	236	81	106	19	9	6	14	4	48
8%h	9%dh	9%dh	7%h	4%	8%dh	6%	9%	4%	6%

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Table 106

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	1216	953	123	18	52	38	10	10	20	1035	293	316	352	182	170	15	414	298	64	
	17%efgk InorDH	17%efg	15%f	19%efg	21%efg	11%	10%	10%	12%	17%k	15%	14%	14%	15%	13%	10%	23%Zlmm oqr	17%nor	11%	
Agree	2611	1955	295	38	105	142	38	46	63	2218	658	717	857	408	450	63	696	622	236	
	36%jk	36%	37%	39%	41%	40%	37%	46%Zabf	38%	36%k	33%	32%	34%	34%	34%	43%lmn	39%l	35%	41%Zlmnq	
Neither agree nor disagree	1618	1246	188	21	49	69	21	18	31	1425	505	542	585	276	309	29	372	417	127	
	22%	23%	23%	21%	19%	19%	21%	18%	19%	23%	25%	24%	23%	23%	23%	20%	21%	24%	22%	
Disagree	1388	1020	166	15	32	83	27	22	36	1209	423	512	567	261	307	34	243	343	124	
	19%cdpu ABM	19%d	21%cd	15%	13%	23%cd	25%Zacd	22%cd	22%	19%	21%	23%Zi	22%Zp	21%p	23%Zp	23%p	14%	19%p	21%p	
Strongly disagree	399	310	35	6	15	25	7	3	15	351	130	166	189	88	102	6	65	89	31	
	6%p	6%	4%	7%	6%	7%	7%	3%	9%	6%	6%	7%Zi	7%Zpq	7%p	8%pq	4%	4%	5%	5%	
Agree (NET)	3828	2909	418	56	157	180	49	56	82	3254	951	1033	1209	589	620	78	1109	920	300	
	53%ijkl nDH	53%f	52%	57%f	62%Zabef	50%	47%	56%f	50%	52%jk	47%	46%	47%	49%	46%	53%	62%Zlmm oqr	52%ln	52%	
Disagree (NET)	1787	1330	201	21	47	108	34	25	51	1560	553	679	757	348	409	40	308	431	155	
	25%puAM	24%	25%	21%	18%	30%Zacd	33%Zabcd	26%	31%cd	25%	28%	30%Zi	30%Zpq	29%p	31%Zpq	27%p	17%	24%p	27%p	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 106

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1216	134	926	144	11	144	151	339	215	361	21	63	75	58	461	133	246	110
	17%efgk InorDH	15%	16%	26%Zst	15%	34%ZBCD E	22%ZCDE	16%	13%	15%	19%H	19%H	12%	20%H	17%	15%	17%	23%ZKL
Agree	2611	370	1986	224	31	139	269	781	541	869	42	137	206	108	955	289	515	192
	36%jk	41%Zt	35%	40%	42%	33%	39%	37%	34%	36%	38%	41%	34%	37%	36%	33%	35%	41%
Neither agree nor disagree	1618	190	1294	120	13	71	118	437	423	567	23	60	153	57	591	216	342	96
	22%	21%	23%	21%	18%	17%	17%	21%	27%ZABC	24%AB	21%	18%	25%G	20%	22%	25%	23%	20%
Disagree	1388	175	1135	62	16	48	94	474	315	455	17	54	147	60	485	174	299	60
	19%cdpu ABM	19%u	20%u	11%	21%u	11%	14%	22%ZAB	20%AB	19%AB	15%	16%	24%ZFG	21%	18%	20%	20%M	13%
Strongly disagree	399	40	341	15	3	22	55	95	96	130	7	21	26	8	153	69	77	10
	6%p	4%	6%S	3%	5%	5%	8%C	4%	6%	5%	7%I	6%	4%	3%	6%	8%M	5%	2%
Agree (NET)	3828	504	2912	369	42	284	419	1120	755	1230	63	199	281	166	1416	422	761	302
	53%fjkl nDH	55%t	51%	65%Zst	57%	67%ZCDE	61%ZCDE	53%D	47%	52%	57%H	60%ZH	46%	57%H	54%	48%	51%	65%ZJKL
Disagree (NET)	1787	215	1476	77	19	70	149	569	412	585	24	75	173	68	639	242	375	70
	25%puAM	24%u	26%u	14%	25%u	16%	22%	27%A	26%A	25%A	22%	22%	28%	23%	24%M	27%M	25%M	15%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 107

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1216	387	307	315	219	502	386	71	206	289	601	833	196	94	47	316	262	262	370
	17%IIA	17%	17%	17%	16%	17%	16%	20%i	23%Zij	14%	16%	19%i	13%	16%	17%	16%	17%	16%	18%
Agree	2611	804	598	638	462	1084	809	140	345	743	1323	1671	504	181	87	662	547	598	793
	36%	34%	33%	34%	34%	36%	34%	39%	39%	36%	35%	37%i	33%	32%	32%	33%	36%	37%	38%o
Neither agree nor disagree	1618	560	451	464	347	661	541	66	173	473	874	943	367	175	49	500	297	354	460
	22%uDE	24%	25%	25%	25%	22%	23%	19%	20%	23%	23%	21%	24%	31%Zklin	18%	25%p	20%	22%	22%
Disagree	1388	451	355	348	270	564	487	67	126	462	721	791	361	99	65	386	318	316	363
	19%hyDE	19%	19%	19%	20%	19%	21%	19%	14%	22%Zhj	19%h	18%	24%Zkm	17%	24%	19%	21%r	20%	17%
Strongly disagree	399	136	120	90	76	175	135	11	39	97	244	228	95	24	27	133	77	83	104
	6%	6%	7%	5%	6%	6%	6%	3%	4%	5%	6%i	5%	6%	4%	10%Zkm	7%	5%	5%	5%
Agree (NET)	3828	1191	905	953	680	1585	1195	210	551	1032	1924	2504	700	275	133	978	809	860	1163
	53%lwA	51%	49%	51%	50%	53%	51%	59%ij	62%Zij	50%	51%	56%Zlm	46%	48%	49%	49%	54%	53%	56%o
Disagree (NET)	1787	587	475	438	346	739	622	78	165	559	964	1018	456	123	92	519	396	400	467
	25%hyCD	25%	26%	24%	25%	25%	26%	22%	19%	27%h	26%h	23%	30%Zkm	21%	33%Zkm	26%	26%r	25%	22%
E																			

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 107

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1216	965	241	431	80	235	212	117	39	739	37	117	248	454	189	995
	17%IIA	17%	18%	18%w	16%	15%	15%	20%	19%	14%	29%ZA	25%ZA	30%ZA	26%ZA	8%	22%F
Agree	2611	2080	497	923	175	523	479	230	75	1871	36	185	325	663	676	1807
	36%	36%	37%	39%wx	34%	33%	34%	39%	38%	36%	28%	40%	39%	37%	28%	41%F
Neither agree nor disagree	1618	1290	290	445	120	399	336	133	38	1235	21	85	114	325	631	875
	22%UDE	22%	22%	19%	23%	25%u	24%u	23%	19%	24%DE	17%	18%	14%	18%	26%G	20%
Disagree	1388	1127	229	428	108	353	298	81	36	1120	24	58	92	238	697	609
	19%hyDE	20%	17%	18%	21%y	22%uy	21%y	14%	18%	21%ZCDE	18%	13%	11%	13%	29%G	14%
Strongly disagree	399	308	78	131	31	95	87	31	12	288	10	17	43	100	219	155
	6%	5%	6%	6%	6%	6%	6%	5%	6%	5%	8%	4%	5%	6%	9%G	4%
Agree (NET)	3828	3046	739	1354	256	759	690	347	114	2611	73	302	573	1118	865	2802
	53%IwA	53%	55%o	57%ZvwX	50%	47%	49%	59%vwX	57%	50%	57%	65%ZA	70%ZABE	63%ZA	36%	63%F
Disagree (NET)	1787	1435	307	559	139	447	385	112	48	1407	34	75	135	338	917	764
	25%hyCD	25%	23%	24%	27%y	28%uy	27%y	19%	24%	27%CDE	26%	16%	16%	19%	38%G	17%
E																

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 108

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1216 17%	922 15%	275 26% Za	142 29% Z	127 23% Z	370 15%	359 17%	99 17%	44 21%
Agree	2611 36%	2138 36%	404 38%	183 37%	212 39%	835 34%	790 36%	219 38%	85 41%
Neither agree nor disagree	1618 22% bc	1378 23% b	187 18%	72 15%	108 20%	552 23%	470 22%	136 24%	35 17%
Disagree	1388 19% bc	1230 21% b	139 13%	61 12%	77 14%	519 21%	434 20%	105 18%	36 17%
Strongly disagree	399 6% g	323 5%	61 6%	35 7%	25 5%	170 7% g	112 5%	17 3%	9 4%
Agree (NET)	3828 53% e	3059 51%	680 64% Za	325 66% Z	338 62% Z	1205 49%	1150 53%	318 55% e	130 62% Ze
Disagree (NET)	1787 25% bd	1553 26% b	200 19%	96 20%	102 19%	690 28% Zg	546 25%	122 21%	45 21%

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Table 109

QWRQoL D. I feel well at the moment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1216	461	133	246	110	10	10	17	21	120
17%ef	17%ef	15%e	17%ef	23%Zbcefgi	10%	10%	11%	19%ef	15%e
2611	955	289	515	192	38	46	58	42	293
36%	36%	33%	35%	41%	37%	46%Zabcei	38%	38%	37%
1618	591	216	342	96	21	18	29	23	187
22%	22%	25%	23%	20%	21%	18%	19%	21%	23%
1388	485	174	299	60	27	22	34	17	165
19% ^d	18%	20%	20% ^{dh}	13%	25%Zacd ^h	22% ^{dh}	22%	15%	21% ^d
399	153	69	77	10	7	3	14	7	35
6%	6%	8% ^{di}	5%	2%	7% ^d	3%	9% ^d	7% ^d	4%
3828	1416	422	761	302	49	56	75	63	412
53% ^{ee}	54% ^{ee}	48%	51%	65%Zabcegi	47%	56% ^{ee}	49%	57% ^{be}	52%
1787	639	242	375	70	34	25	48	24	200
25% ^d	24% ^d	27% ^d	25% ^d	15%	33%Zacd ^{hi}	26% ^d	32% ^d	22% ^d	25% ^d

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 110

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1435 20%intD EJK	1044 19%	164 20%	28 29%Zabef	66 26%Zaf	79 22%	19 18%	29 29%Zabf	35 21%	1175 19%	407 20%	440 20%	389 15%	199 16%	189 14%	20 14%	511 29%Zimnoqr	308 17%	119 20%ln
Agree	2460 34%him	1822 33%h	284 35%h	38 39%Zah	99 39%h	118 33%h	46 44%Zabeh	44 45%Zabeh	32 19%	2046 33%	663 33%	729 32%	768 30%	319 26%	448 34%mm	68 46%Zimnpq	621 35%lm	579 33%mm	268 46%Zimnpq
Neither agree nor disagree	1677 23%cgpruACFM	1317 24%cg	166 21%g	16 17%	47 19%g	81 23%g	21 20%g	11 11%	52 31%bcdfg	1495 24%	455 23%	508 23%	680 27%Zpr	332 27%pr	348 26%pr	42 29%pr	322 18%	439 25%pr	105 18%
Disagree	1117 15%orsAIM	852 16%	137 17%c	12 12%	33 13%	60 17%	14 14%	11 12%	36 22%cc	1015 16%	327 16%	387 17%	467 18%Zopr	253 21%Zopr	214 16%or	10 7%	229 13%o	301 17%opr	62 11%
Strongly disagree	543 8%cdfgrsFGM	450 8%cdfg	56 7%c	3 3%	8 3%	18 5%	4 4%	3 3%	11 6%	506 8%	156 8%	190 8%	247 10%Zpr	110 9%pr	137 10%Zopr	7 5%	106 6%	141 8%r	29 5%
Agree (NET)	3896 54%himnqtEJ	2866 52%h	448 55%h	66 68%Zabeh	165 65%Zabeh	197 55%h	65 62%Zabhh	74 74%Zabefh	67 40%	3222 52%	1070 53%	1169 52%	1157 45%	519 43%	638 48%	88 60%lmnq	1132 63%Zimnq	887 50%lm	387 66%Zimnq
Disagree (NET)	1660 23%cdfgoprufGIM	1301 24%cdfg	193 24%cdfg	15 15%	41 16%	77 22%cc	18 18%	15 15%	47 28%cdg	1522 24%	483 24%	578 26%	714 28%Zopr	363 30%Zopr	351 26%opr	17 11%	335 19%o	442 25%opr	91 16%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 110

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1435	179	1008	235	13	130	143	477	261	415	33	86	111	72	439	134	277	191
	20%IntD EJK	20%	18%	42%Zstv	18%	31%ZBCD E	21%	22%DE	16%	17%	30%ZH	26%ZH	18%	25%	17%	15%	19%	41%ZJKL
Agree	2460	387	1864	182	27	159	219	716	565	794	42	131	204	120	848	300	501	169
	34%him	43%Ztu	33%	32%	36%	37%	32%	34%	36%	33%	38%	39%	34%	41%Z	32%	34%	34%	36%
Neither agree nor disagree	1677	190	1405	60	21	62	169	429	378	635	19	60	131	57	668	214	373	59
	23%cdgpr uACFM	21%u	25%su	11%	28%u	15%	25%A	20%	24%A	27%ZAC	17%	18%	22%	20%	25%M	24%M	25%M	13%
Disagree	1117	114	926	67	10	34	108	337	266	370	13	49	116	24	452	151	210	38
	15%corsA IM	13%	16%u	12%	14%	8%	16%A	16%A	17%A	16%A	12%	15%I	19%FI	8%	17%M	17%M	14%M	8%
Strongly disagree	543	39	481	21	3	40	48	167	120	169	4	8	44	19	238	82	117	11
	8%cdfgr sFGM	4%	8%su	4%	4%	9%	7%	8%	8%	7%	3%	2%	7%FG	7%G	9%M	9%M	8%M	2%
Agree (NET)	3896	566	2872	417	40	289	362	1194	826	1208	74	217	315	191	1287	434	778	360
	54%himn qtEJ	62%Zt	51%	74%Zstv	54%	68%ZBCD E	53%	56%E	52%	51%	68%ZH	65%ZH	52%	66%ZH	49%	49%	53%	77%ZJKL
Disagree (NET)	1660	153	1407	88	13	74	155	504	386	539	17	57	160	43	690	233	327	49
	23%cdfg oprsuFG IM	17%	25%su	16%	17%	17%	23%	24%	24%	23%	16%	17%	26%FGI	15%	26%ZLM	26%M	22%M	11%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 111

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1435	402	322	318	243	551	472	89	281	376	646	900	291	125	67	433	321	309	370
	20%aj	17%	18%	17%	18%	18%	20%	25%ij	32%Zij	18%	17%	20%	19%	22%	24%	22%r	21%r	19%	18%
Agree	2460	758	554	604	437	948	764	144	343	696	1215	1545	526	169	82	674	529	548	700
	34%b	32%	30%	33%	32%	32%	32%	40%j	39%j	34%	32%	35%	35%	30%	30%	34%	35%	34%	33%
Neither agree nor disagree	1677	569	432	460	322	716	530	62	152	542	882	1040	310	149	58	393	284	413	576
	23%hp	24%	24%	25%	23%	24%	22%	18%	17%	26%Zgh	23%h	23%	20%	26%	21%	20%	19%	26%op	28%Zops
Disagree	1117	389	335	309	246	524	395	43	83	298	685	672	260	79	42	305	247	244	317
	15%h	17%	18%Z	17%	18%	18%	17%	12%	9%	14%h	18%Zghi	15%	17%	14%	15%	15%	16%	15%	15%
Strongly disagree	543	219	189	163	126	247	197	17	30	153	333	308	135	51	24	191	122	100	127
	8%h	9%Z	10%Z	9%	9%	8%	8%	5%	3%	7%h	9%h	7%	9%	9%	9%	10%qr	8%	6%	6%
Agree (NET)	3896	1160	876	922	680	1499	1236	233	624	1072	1862	2445	817	295	149	1107	850	857	1070
	54%abce	50%	48%	50%	50%	50%	52%b	65%Zij	70%Zij	52%	49%	55%	54%	51%	55%	55%	57%r	53%	51%
Disagree (NET)	1660	609	524	472	372	771	592	60	113	451	1018	981	395	130	67	496	369	344	444
	23%h	26%Z	29%Z	25%	27%	26%Z	25%	17%	13%	22%h	27%Zghi	22%	26%k	23%	24%	25%	25%	21%	21%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 111

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1435	1173	244	477	114	320	252	120	55	1022	31	97	179	370	382	986
	20%aj	20%r	18%	20%	22%	20%	18%	20%	27%ix	19%	24%	21%	22%	21%	16%	22%F
Agree	2460	1948	482	860	168	514	460	216	57	1777	44	162	283	621	760	1589
	34%b	34%	36%	36%w	33%	32%	33%	36%	29%	34%	34%	35%	34%	35%	32%	36%F
Neither agree nor disagree	1677	1313	320	524	117	357	335	135	36	1215	22	109	169	405	577	976
	23%hp	23%p	24%p	22%	23%	22%	24%	23%	18%	23%	17%	24%	21%	23%	24%	22%
Disagree	1117	913	189	331	70	297	228	87	28	850	11	73	122	240	445	619
	15%h	16%	14%	14%	14%	18%Zu	16%	15%	14%	16%	8%	16%	15%	13%	18%G	14%
Strongly disagree	543	424	101	165	45	118	136	34	24	389	20	21	69	145	249	271
	8%h	7%	8%	7%	9%	7%	10%u	6%	12%y	7%	16%ZACE	5%	8%	8%	10%G	6%
Agree (NET)	3896	3121	726	1337	282	834	712	336	112	2800	75	258	462	991	1142	2575
	54%abce	54%	54%	57%wx	55%	52%	50%	57%	56%	53%	59%	56%	56%	56%	47%	58%F
Disagree (NET)	1660	1337	290	496	115	414	364	121	53	1238	31	94	191	385	694	890
	23%h	23%	22%	21%	22%	26%u	26%u	20%	26%	24%	24%	20%	23%	22%	29%G	20%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 112

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1435 20%e	1200 20%	205 19%	86 17%	111 20%	398 16%	440 20%e	154 27%Zef	49 23%e
Agree	2460 34%e	2016 34%	379 36%	156 32%	217 40%	742 30%	761 35%e	225 39%e	70 33%
Neither agree nor disagree	1677 23%g	1381 23%	256 24%	104 21%	144 26%	617 25%g	470 22%	99 17%	43 21%
Disagree	1117 15%d	954 16%	136 13%	84 17%d	49 9%	456 19%Zg	343 16%	74 13%	35 17%
Strongly disagree	543 8%g	439 7%	91 9%	62 13%Zd	28 5%	234 10%Zfg	152 7%	24 4%	13 6%
Agree (NET)	3896 54%e	3217 54%	584 55%	242 49%	328 60%c	1140 47%	1200 55%e	379 66%Zef	119 57%e
Disagree (NET)	1660 23%dg	1393 23%	227 21%	147 30%d	77 14%	690 28%Zfg	495 23%g	98 17%	48 23%

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Table 113

QWRQoL E. My client(s) /employer provide(s) adequate facilities and flexibility for me to fit work in around my family life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1435	439	134	277	191	19	29	30	33	162
20%ab	17%	15%	19%	41%Zabcefg	18%	29%Zabcei	20%	30%Zabcei	20%
2460	848	300	501	169	46	44	28	42	280
34%g	32%g	34%g	34%g	36%g	44%Zabcegi	45%Zabcegi	18%	38%ag	35%g
1677	668	214	373	59	21	11	50	19	164
23%dfh	25%defhi	24%dfh	25%dfh	13%	20%df	11%	33%defhi	17%	21%df
1117	452	151	210	38	14	11	34	13	137
15%d	17%dh	17%d	14%d	8%	14%d	12%	22%dh	12%	17%dh
543	238	82	117	11	4	3	10	4	56
8%defh	9%defh	9%defh	8%defh	2%	4%	3%	7%	3%	7%dh
3896	1287	434	778	360	65	74	59	74	442
54%ag	49%	49%	53%g	77%Zabceghi	62%Zabcegi	74%Zabcegi	38%	68%Zabcegi	55%ag
1660	690	233	327	49	18	15	44	17	193
23%defh	26%Zcdefh	26%defh	22%dfh	11%	18%d	15%	29%dfh	16%	24%defh

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Table 114

QWRQoL F. My current working hours / patterns suit my personal circumstances

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1533	1149	163	25	73	76	19	28	32	1266	367	421	417	195	222	42	502	344	147
	21% HK	21%	20%	26% Zaf	29% Zabf	21%	18%	29% Zabf	19%	20%	18%	19%	16%	16%	17%	29% Zlmn q	56% Zlmn q	19%	25% Zlmnq
Agree	3053	2284	320	41	110	181	49	51	84	2593	830	898	1093	526	567	82	693	732	271
	42% C	42%	40%	42%	44%	51% Zabc	47% b	52% Zabc	51%	42%	41%	40%	43%	43%	42%	56% Zlmn pqr	39%	41%	47% Zpq
Neither agree nor disagree	1344	1044	163	18	42	52	16	9	29	1192	415	484	549	274	276	10	287	340	94
	19% M	19% g	20% g	19% g	17% g	15%	16% g	9%	17%	19%	21%	21% Z	22% Zopr	23% opr	21% opr	7%	16% o	19% o	16% o
Disagree	921	696	119	10	22	40	17	9	16	832	284	322	323	134	188	12	213	257	57
	13% rsl	13%	15% cd	10%	9%	11%	16% cdg	10%	10%	13%	14%	14%	13%	11%	14% r	8%	12%	15% or	10%
Strongly disagree	381	311	43	4	5	7	3	1	4	355	112	129	168	84	84	1	95	95	13
	5% sE	6% efgor	5% eg	4% geg	2%	2%	3%	1%	3%	6%	6%	6%	7% or	7% or	6% or	*	5% or	5% or	2%
Agree (NET)	4587	3433	483	66	183	256	68	80	116	3859	1197	1318	1510	721	789	124	1195	1076	418
	63% HJK	63%	60%	67% b	72% Zab	72% Zab	66%	80% Zabc ef	70%	62% k	60%	58%	59%	59%	59%	84% Zlmn pqr	67% lmnq	61%	72% Zlmnq
Disagree (NET)	1302	1007	161	14	28	47	19	10	21	1188	396	451	491	219	272	13	308	352	70
	18% rsEl	18% cdeg	20% cdeg	14%	11%	13%	19% dg	10%	13%	19%	20%	20%	19% or	18% or	20% or	9%	17% or	20% or	12%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 114
QWRQoL F. My current working hours / patterns suit my personal circumstances
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1533	207	1098	212	15	115	122	455	311	523	29	88	92	84	506	132	333	175
	21% jlmn HK	23% t	19%	38% Zstv	21%	27% BD	18%	21%	20%	22%	26% ZH	26% H	15%	29% ZH	19%	15%	23% K	37% ZJKL
Agree	3053	455	2357	208	33	156	309	821	698	1056	44	147	241	131	1085	381	616	196
	42% C	50% Ztu	41%	37%	44%	37%	45%	39%	44% C	44% C	40%	44%	40%	45%	41%	43%	42%	42%
Neither agree nor disagree	1344	138	1143	52	11	76	113	441	273	440	20	52	127	42	517	212	276	38
	19% gosu M	15% u	20% su	9%	14%	18%	16%	21%	17%	18%	18%	16%	21%	14%	20% M	24% ZLM	19% M	8%
Disagree	921	94	742	71	14	46	92	275	217	290	12	37	108	23	359	101	185	50
	13% rsl	10%	13% s	13%	18% s	11%	13%	13%	14%	12%	11%	11%	18% ZFGI	8%	14%	12%	13%	11%
Strongly disagree	381	14	343	22	2	31	50	135	91	73	5	9	38	11	179	55	68	10
	5% efgor sE	2%	6% s	4%	3%	7% E	7% E	6% E	6% E	3%	5%	3%	6%	4%	7% M	6% M	5%	2%
Agree (NET)	4587	663	3455	420	48	271	431	1276	1009	1579	73	235	334	215	1591	512	949	371
	63% jkl HJK	73% Zt	61%	74% Zt	65%	64%	63%	60%	63%	66% C	66% H	70% ZH	55%	74% ZFH	60%	58%	64% K	79% ZJKL
Disagree (NET)	1302	109	1085	93	16	78	142	410	308	363	17	46	146	34	538	156	253	60
	18% dego rsEI	12%	19% s	16%	21% s	18%	21% E	19% E	19% E	15%	15%	14%	24% ZFGI	12%	20% M	18%	17%	13%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 115

QWRQoL F. My current working hours / patterns suit my personal circumstances
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1533	403	318	332	234	590	490	115	286	446	645	975	297	125	78	410	311	342	466
	21%abcj	17%	17%	18%	17%	20%	21%a	32%Zij	32%Zij	22%j	17%	22%	20%	22%	29%Zi	21%	21%	21%	22%
Agree	3053	927	695	733	539	1253	944	133	412	942	1494	1937	614	243	93	799	592	672	979
	42%b	40%	38%	40%	39%	42%	40%	37%	46%gj	46%Zgj	40%	43%n	40%	42%	34%	40%	39%	42%	47%Zopqst
Neither agree nor disagree	1344	490	403	400	303	623	478	55	96	357	805	792	309	98	55	386	284	312	354
	19%h	21%	22%Z	22%Z	22%	21%	20%	16%	11%	17%h	21%Zhi	18%	20%	17%	20%	19%	19%	19%	17%
Disagree	921	374	292	278	209	349	300	44	75	231	562	544	230	62	28	255	238	207	217
	13%hr	16%Zef	16%Zef	15%e	15%	12%	13%	12%	8%	11%	15%Zhi	12%	15%k	11%	10%	13%	16%Zrt	13%r	10%
Strongly disagree	381	143	122	112	88	171	146	8	20	89	256	219	73	46	20	145	78	80	75
	5%hr	6%	7%	6%	6%	6%	6%	2%	2%	4%	7%Zghi	5%	5%	8%kl	7%	7%Zrs	5%	5%	4%
Agree (NET)	4587	1330	1013	1065	773	1843	1433	248	698	1388	2139	2912	911	368	171	1209	903	1014	1445
	63%abcj	57%	55%	57%	56%	62%abc	61%b	70%j	79%Zgij	67%Zj	57%	65%l	60%	64%	62%	61%	60%	63%	69%Zopqst
Disagree (NET)	1302	517	415	390	297	520	446	52	95	320	818	762	303	108	48	401	316	288	291
	18%hr	22%Ze	23%Zef	21%Ze	22%	17%	19%	15%	11%	15%h	22%Zghi	17%	20%	19%	18%	20%r	21%r	18%r	14%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 115

QWRQoL F. My current working hours / patterns suit my personal circumstances
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1533	1252	270	475	119	347	315	128	52	1165	29	89	149	323	446	1015
	21%abcj	22%	20%	20%	23%	22%	22%	22%	26%	22%E	23%	19%	18%	18%	18%	23%F
Agree	3053	2454	547	1001	219	681	554	264	81	2228	59	212	326	742	973	1944
	42%b	43%	41%	42%	42%	42%	39%	45%	40%	42%	46%	46%	40%	42%	40%	44%
Neither agree nor disagree	1344	1028	281	427	84	299	280	92	34	966	14	72	155	333	482	742
	19%h	18%	21%r	18%	16%	19%	20%	15%	17%	18%	11%	16%	19%	19%	20%G	17%
Disagree	921	765	141	325	64	201	181	70	22	670	9	45	122	231	365	523
	13%hr	13%r	11%	14%	12%	12%	13%	12%	11%	13%	7%	10%	15%	13%	15%G	12%
Strongly disagree	381	272	97	129	29	77	81	39	11	224	17	43	70	152	147	215
	5%hr	5%	7%rs	5%	6%	5%	6%	7%	5%	4%	13%ZA	9%ZA	9%ZA	9%ZA	6%	5%
Agree (NET)	4587	3706	817	1476	338	1028	870	392	133	3393	88	301	475	1065	1419	2960
	63%abcj	64%p	61%	63%	66%	64%	62%	66%	66%	65%DE	69%	65%	58%	60%	59%	67%F
Disagree (NET)	1302	1037	238	454	93	278	262	109	33	894	26	88	192	383	512	738
	18%hr	18%r	18%r	19%	18%	17%	19%	18%	17%	17%	20%	19%	23%ZA	21%ZA	21%G	17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 116

QWRQoL F. My current working hours / patterns suit my personal circumstances
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1533	1318	187	71	109	422	469	144	59
	21%ce	22%b	18%	14%	20%	17%	22%e	25%e	28%e
Agree	3053	2558	419	169	243	963	888	280	93
	42%	43%	39%	34%	44%	39%	41%	49%Zef	44%
Neither agree nor disagree	1344	1093	221	94	117	501	410	78	28
	19%g	18%	21%	19%	21%	20%g	19%g	14%	13%
Disagree	921	748	144	84	60	370	293	62	23
	13%	12%	14%	17%	11%	15%Zg	14%	11%	11%
Strongly disagree	381	275	95	74	20	190	106	12	7
	5%g	5%	9%Za	15%Zd	4%	8%Zfg	5%g	2%	3%
Agree (NET)	4587	3876	606	240	351	1386	1357	424	152
	63%bce	65%b	57%	49%	64%c	57%	63%e	74%Zef	72%Zef
Disagree (NET)	1302	1022	239	158	80	560	398	74	30
	18%g	17%	22%Za	32%Zd	15%	23%Zfgh	18%g	13%	14%

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Table 117

QWRQoL F. My current working hours / patterns suit my personal circumstances
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1533	506	132	333	175	19	28	28	29	159
21%b	19%	15%	23%b	37%Zabceghi	18%	29%Zabei	18%	26%Zabei	20%
3053	1085	381	616	196	49	51	80	44	317
42%	41%	43%	42%	42%	47%ahi	52%Zachi	53%	40%	40%
1344	517	212	276	38	16	9	27	20	163
19%df	20%df	24%Zcdef	19%df	8%	16%df	9%	17%df	18%df	20%df
921	359	101	185	50	17	9	14	12	117
13%	14%	12%	13%	11%	16%fh	10%	9%	11%	15%
381	179	55	68	10	3	1	3	5	43
5%ef	7%def	6%def	5%f	2%	3%	1%	2%	5%f	5%f
4587	1591	512	949	371	68	80	108	73	476
63%ab	60%	58%	64%b	79%Zabcehi	66%b	80%Zabcehi	71%	66%abi	60%
1302	538	156	253	60	19	10	17	17	160
18%fi	20%dfh	18%f	17%f	13%	19%fi	10%	11%	15%	20%df

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Table 118
QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	2076	1391	306	42	86	155	50	39	72	1750	818	891	991	502	489	34	307	427	196
	29%apqu	25%	38%Za	43%Zad	34%a	44%Zad	48%Zabd	39%Za	44%Za	28%	41%ZI	40%ZI	39%Zopq	41%Zopq	37%Zopq	23%	17%	24%p	34%Zopq
Agree	2498	1829	332	38	110	132	39	41	56	2089	777	822	876	418	458	55	569	635	213
	35%AM	33%	41%Za	39%a	44%Za	37%	38%	41%a	34%	33%	39%ZI	36%	34%	34%	34%	38%	32%	36%	36%p
Neither agree nor disagree	1558	1275	126	13	39	49	11	13	27	1375	283	354	452	197	255	36	457	418	113
	22%bcf gjkImFH	23%bcde fg	16%f	13%	16%	14%	10%	13%	16%	22%jk	14%	16%	18%	16%	19%	24%lm	26%Zlmn r	24%lmnr	19%
Disagree	884	795	35	4	15	14	2	5	7	821	107	144	180	77	103	22	354	245	46
	12%bcde fghjklm nrsDFGH	14%Zbcde fgh	4%	4%	6%	4%	2%	5%	4%	13%jk	5%	6%	7%	6%	8%	15%lmnr	20%Zlmn qr	14%lmnr	8%
Strongly disagree	216	194	9	1	1	6	2	2	3	203	24	43	52	19	33	*	102	42	15
	3%bjkos EG	4%bcd	1%	1%	1%	2%	2%	2%	2%	3%jk	1%	2%	2%	2%	2%	*	6%Zlmno qr	2%	3%
Agree (NET)	4575	3220	638	80	197	287	89	80	128	3840	1594	1713	1867	920	947	89	877	1062	409
	63%apuA LM	59%	79%Za	82%Za	78%Za	81%Za	86%Zabd	80%Za	78%Za	62%	79%ZI	76%ZI	73%Zopq	76%Zopq	71%Zopq	61%p	49%	60%p	70%Zopq
Disagree (NET)	1100	989	43	5	17	20	4	7	10	1024	131	186	231	96	135	22	456	288	60
	15%bcde fghjklm nrsDEFG HI	18%Zbcde fgh	5%	5%	7%	6%	4%	7%	6%	16%jk	7%	8%	9%	8%	10%	15%lm	25%Zlmn oqr	16%lmnr	10%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 118
QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	2076	290	1706	58	24	72	163	636	494	711	48	116	256	93	728	305	313	43
	29%apqu ALM	32%Zu	30%u	10%	31%u	17%	24%	30%A	31%AB	30%AB	44%ZGI	35%	42%ZI	32%	28%LM	35%ZJLM	21%M	9%
Agree	2498	342	1961	167	28	113	264	684	565	866	42	141	243	92	909	299	508	111
	35%AM	38%Z	35%	30%	38%	27%	38%A	32%	36%A	36%AC	38%	42%ZI	40%Z	32%	34%M	34%M	34%M	24%
Neither agree nor disagree	1558	187	1232	123	16	100	132	457	354	509	14	55	79	78	609	161	385	115
	22%bcdef gijklmFH	21%	22%	22%	21%	24%	19%	21%	22%	21%	13%	16%	13%	27%FGH	23%	18%	26%ZK	25%
Disagree	884	80	655	143	7	103	100	288	130	255	5	21	22	23	332	87	230	142
	12%bcdef ghijklmn rsDEFGH	9%	12% s	25%Zstv	9%	24%ZBCD E	15%D	14%DE	8%	11%	4%	6%	4%	8%H	13%	10%	16%ZK	30%ZJKL
Strongly disagree	216	10	130	75	*	36	27	61	48	42	2	2	7	5	68	29	41	57
	3%bjkos EG	1%	2% s	13%Zstv	1%	8%ZBCDE	4%E	3%	3%	2%	1%	1%	1%	2%	3%	3%	3%	12%ZJKL
Agree (NET)	4575	632	3666	225	52	185	427	1320	1058	1576	90	257	499	186	1636	604	822	155
	63%apuA LM	69%Ztu	65%u	40%	70%u	44%	62%A	62%A	67%A	66%ZAC	82%ZI	77%ZI	82%ZI	64%	62%LM	69%ZJLM	56%M	33%
Disagree (NET)	1100	90	785	218	7	139	127	350	178	297	6	22	29	28	400	116	271	199
	15%bcde fghijklm nrsDEFG HI	10%	14% s	39%Zstv	9%	33%ZBCD E	19%DE	16%DE	11%	12%	6%	7%	5%	10%H	15%	13%	18%ZK	42%ZJKL

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 119

QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	2076	701	570	583	471	984	775	66	153	596	1242	1221	466	200	89	596	444	459	569
	29%ghDE	30%	31%	31%	34%	33%Z	33%Z	19%	17%	29%gh	33%Zghi	27%	31%	35%Zk	32%	30%	30%	28%	27%
Agree	2498	849	682	685	501	1049	837	106	243	726	1378	1547	547	175	96	660	528	588	710
	35%hD	36%	37%	37%	36%	35%	36%	30%	27%	35%h	37%h	35%	36%	31%	35%	33%	35%	36%	34%
Neither agree nor disagree	1558	487	368	365	261	609	471	83	242	442	734	994	297	97	55	408	304	341	498
	22%u	21%	20%	20%	19%	20%	20%	23%	27%Zij	21%	20%	22%u	20%	17%	20%	20%	20%	21%	24%
Disagree	884	241	170	177	111	279	213	80	193	234	343	557	174	84	23	258	173	194	257
	12%bcfe	10%	9%	10%	8%	9%	9%	23%Zij	22%Zij	11%j	9%	12%	11%	15%	9%	13%	11%	12%	12%
Strongly disagree	216	60	41	45	29	65	61	21	59	66	66	146	38	17	10	73	55	31	57
	3%j	3%	2%	2%	2%	2%	3%	6%Zj	7%Zij	3%j	2%	3%	3%	3%	4%	4%q	4%q	2%	3%
Agree (NET)	4575	1550	1252	1268	972	2033	1612	172	395	1323	2620	2768	1013	375	185	1256	972	1047	1278
	63%ghDE	66%	68%Z	68%Z	71%	68%Z	68%Z	48%	44%	64%gh	70%Zghi	62%	67%k	65%	68%	63%	65%	65%r	61%
Disagree (NET)	1100	301	211	222	140	344	274	101	252	300	408	704	212	102	34	331	227	225	314
	15%bcfe	13%	12%	12%	10%	12%	12%	28%Zij	28%Zij	15%j	11%	16%	14%	18%	12%	17%	15%	14%	15%
	j																		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 119

QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	2076	1686	351	683	166	485	410	154	52	1590	32	108	170	421	870	1101
	29%gh	29%DE	29%	29%	32%	30%	29%	26%	26%	30%DE	25%	23%	21%	24%	36%G	25%
Agree	2498	1963	480	871	158	573	470	187	57	1832	42	174	228	588	818	1530
	35%hD	34%	36%	37%v	31%	36%	33%	32%	29%	35%D	33%	38%D	28%	33%	34%	34%
Neither agree nor disagree	1558	1233	303	425	126	308	341	144	48	1108	21	115	197	407	464	1015
	22%u	21%	23%	18%	24%u	19%	24%uw	24%u	24%	21%	17%	25%	24%	23%	19%	23%F
Disagree	884	710	164	312	48	187	151	89	30	586	29	53	176	287	206	639
	12%bc	12%	12%	13%	9%	12%	11%	15%v	15%	11%	23%ZAC	12%	21%ZACE	16%ZA	9%	14%F
Strongly disagree	216	179	37	69	17	52	40	18	13	137	3	11	51	78	54	156
	3%j	3%q	3%	3%	3%	3%	3%	3%	6%Z	3%	3%	2%	6%ZA	4%A	2%	4%F
Agree (NET)	4575	3649	831	1553	325	1058	880	341	109	3421	74	282	397	1009	1688	2630
	63%gh	63%DE	62%	66%yz	63%	66%yz	62%	58%	54%	65%DE	58%	61%D	48%	57%D	70%G	59%
Disagree (NET)	1100	889	201	380	64	240	191	107	43	723	33	64	228	365	260	795
	15%bc	15%	15%	16%	13%	15%	14%	18%	21%vx	14%	26%ZAC	14%	28%ZACE	20%ZA	11%	18%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 120

QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	2076 29%bc	1786 30%b	247 23%	101 21%	142 26%	733 30%	642 30%	186 32%	64 31%
Agree	2498 35%	2084 35%	353 33%	151 31%	196 36%	839 34%	788 36%	216 37%	79 38%
Neither agree nor disagree	1558 22%	1268 21%	238 22%	113 23%	112 20%	490 20%	439 20%	109 19%	33 16%
Disagree	884 12%g	683 11%	184 17%Za	92 19%Z	91 17%	312 13%g	244 11%	50 9%	24 12%
Strongly disagree	216 3%	169 3%	44 4%	36 7%Zd	8 1%	73 3%	51 2%	16 3%	9 4%
Agree (NET)	4575 63%bc	3870 65%b	600 56%	252 51%	338 62%c	1572 64%	1431 66%	402 70%Z	143 68%
Disagree (NET)	1100 15%	852 14%	228 21%Za	128 26%Z	99 18%	385 16%g	295 14%	66 11%	34 16%

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Table 121

QWRQoL G. I often feel under pressure at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	2076 29%cd	728 28%cd	305 35%Zacd	313 21%cd	43 9%	50 48%Zabcdfi	39 39%Zacd	66 43%Zacd	48 44%Zabcd	304 38%Zacd
Agree	2498 35%cd	909 34%cd	299 34%cd	508 34%cd	111 24%	39 38%cd	41 41%cd	52 34%	42 38%cd	330 41%Zabcd
Neither agree nor disagree	1558 22%efhi	609 23%efhi	161 18%eh	385 26%Zbefhi	115 25%efhi	11 10%	13 13%	26 17%	14 13%	124 15%e
Disagree	884 12%efghi	332 13%efghi	87 10%ehi	230 16%Zbefghi	142 30%Zabcefg	2 2%	5 5%	6 4%	5 4%	35 4%
Strongly disagree	216 3%i	68 3%i	29 3%i	41 3%i	57 12%Zabcefg	2 2%	2 2%	3 2%	2 1%	7 1%
Agree (NET)	4575 63%cd	1636 62%cd	604 69%Zacd	822 56%cd	155 33%	89 86%Zabcdi	80 80%Zabcd	118 77%Zacd	90 82%Zabcd	634 79%Zabcd
Disagree (NET)	1100 15%efghi	400 15%efghi	116 13%efhi	271 18%Zbefghi	199 42%Zabcefg	4 4%	7 7%	9 6%	6 6%	42 5%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 122

**QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	1226	842	197	30	65	55	17	15	28	993	418	461	262	97	165	23	435	314	107	
	17%lmnE J	15%	24%Zaef g	31%Zabe fgh	26%Zaef g	16%	16%	15%	17%	16%	21%Zi	20%Zi	10%	8%	12%lm	16%lm	24%Zlmn oqr	18%lmn	18%lmn	
Agree	2282	1625	302	41	125	130	42	50	42	1862	678	742	668	283	385	54	629	564	222	
	32%lmJ	30%	37%Zah	42%Zah	50%Zabe fh	37%a	40%Zah	51%Zabe fh	26%	30%	34%i	33%i	26%	23%	29%	37%lm	35%Zlmn	32%lm	38%Zlmnq	
Neither agree nor disagree	1653	1292	163	13	36	74	21	19	36	1464	431	484	622	298	324	35	358	420	135	
	23%cdF	24%cd	20%cd	13%	14%	21%cd	20%cd	19%	22%	23%	21%	21%	24%p	25%	24%	24%	20%	24%p	23%	
Disagree	1339	1078	110	8	21	67	19	11	39	1217	339	390	626	350	277	25	235	310	83	
	19%bcdg prsuAFG M	20%bcdg	14%cd	8%	8%	19%bcdg	19%bcdg	11%	24%bcdg	20%	17%	17%	25%Zopq r	29%Znop qr	21%pr	17%	13%	18%p	14%	
Strongly disagree	733	647	36	5	5	28	5	4	20	702	142	176	373	187	187	9	133	160	36	
	10%bcdf gjkprsu FGHIM	12%Zbcdf g	4%	5%cd	2%	8%cd	5%	4%	12%bdg	11%jk	7%	8%	15%Zopq r	15%Zopq r	14%Zopqr	6%	7%	9%r	6%	
Agree (NET)	3508	2467	499	72	190	186	59	65	70	2855	1097	1203	930	380	550	78	1064	878	329	
	48%ailm ntEJK	45%	62%Zaeh	74%Zabe fh	75%Zabe fgh	52%a	56%Zah	66%Zaef h	42%	46%	55%Zi	53%Zi	36%	31%	41%lm	53%lmn	59%Zlmn q	50%lmn	56%Zlmnq	
Disagree (NET)	2072	1725	146	13	27	95	24	15	59	1919	481	567	1000	536	463	34	368	470	119	
	29%bcdf gjkprsu AFGHIM	31%Zbcd fg	18%cd	13%	11%	27%bcdg	23%cdg	15%	36%bcdf g	31%jk	24%	25%	39%Zopq r	44%Znop qr	35%Zopq r	23%	21%	27%pr	20%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 122
QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1226	161	877	172	16	107	123	406	237	345	35	76	139	66	307	126	255	153
	17%ImnE J	18%	15%	30%Zst	21%	25%ZDE	18%	19%DE	15%	14%	32%ZGHI	23%Z	23%Z	23%Z	12%	14%	17%J	33%ZJKL
Agree	2282	330	1732	198	22	170	211	673	487	737	45	159	204	105	737	249	449	185
	32%ImJ	36%Zt	30%	35%	30%	40%ZCDE	31%	32%	31%	31%	41%ZH	48%ZHI	34%	36%	28%	28%	30%	39%ZJKL
Neither agree nor disagree	1653	207	1302	126	18	75	187	461	364	557	14	58	134	64	636	210	352	92
	23%cdF	23%	23%	22%	24%	18%	27%A	22%	23%	23%	13%	17%	22%F	22%F	24%	24%	24%	20%
Disagree	1339	144	1134	50	11	42	111	371	336	477	10	35	95	44	571	195	274	36
	19%bcdg prsuAFG M	16%u	20%su	9%	15%	10%	16%	17%A	21%AC	20%A	9%	11%	16%F	15%F	22%ZM	22%M	19%M	8%
Strongly disagree	733	67	639	21	7	30	55	216	166	267	6	6	33	13	393	102	148	3
	10%bcdfg jkprsuFG HIM	7%	11%su	4%	9%u	7%	8%	10%	10%	11%	5%G	2%	6%G	4%	15%ZLM	12%M	10%M	1%
Agree (NET)	3508	491	2609	370	38	277	335	1079	724	1082	80	235	344	171	1044	375	704	338
	48%ailm ntEJK	54%Zt	46%	65%Zstv	51%	65%ZBCD E	49%	51%DE	46%	45%	73%ZHI	70%ZHI	57%Z	58%Z	39%	43%	48%J	72%ZJKL
Disagree (NET)	2072	211	1772	70	18	72	165	586	502	743	16	41	129	57	965	296	422	39
	29%bcd gjkprsu AFGHIM	23%u	31%Zsu	12%	25%u	17%	24%	28%A	32%AB	31%AB	14%	12%	21%FG	19%G	36%ZLM	34%ZM	29%M	8%



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Table 123

QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1226	356	269	283	229	415	377	66	203	293	626	731	262	128	47	346	271	269	337
	17%eix	15%	15%	15%	17%	14%	16%	19%	23%Zij	14%	17%	16%	17%	22%Zk	17%	17%	18%	17%	16%
Agree	2282	713	538	560	409	845	690	92	310	626	1192	1430	494	179	82	632	473	525	642
	32%ew	31%	29%	30%	30%	28%	29%	26%	35%g	30%	32%	32%	32%	31%	30%	32%	31%	33%	31%
Neither agree nor disagree	1653	532	449	427	318	686	527	58	182	495	878	1020	328	121	57	464	293	354	535
	23%gfu	23%	25%	23%	23%	23%	22%	16%	20%	24%g	23%g	23%	22%	21%	21%	23%	19%	22%	26%Zpqs
Disagree	1339	453	339	336	240	643	462	85	129	408	702	840	292	78	56	318	324	316	372
	19%	19%	18%	18%	18%	22%Zc	20%	24%h	15%	20%h	19%	19%h	19%h	14%	20%	16%	22%ort	20%t	18%
Strongly disagree	733	283	237	248	177	396	301	54	65	242	364	446	146	68	33	236	142	149	203
	10%u	12%	13%Z	13%Z	13%	13%Z	13%Z	15%Zhj	7%	12%h	10%	10%	10%	12%	12%	12%	9%	9%	10%
Agree (NET)	3508	1069	807	843	638	1260	1067	158	513	919	1818	2160	756	306	129	978	744	794	980
	48%beix	46%	44%	45%	46%	42%	45%	45%	58%Zgij	45%	48%l	48%	50%	53%	47%	49%	50%	49%	47%
Disagree (NET)	2072	736	576	585	418	1039	763	139	194	650	1066	1285	438	146	88	553	466	465	575
	29%hu	31%	31%	32%	30%	35%Z	32%Z	39%Zhij	22%	31%h	28%h	29%	29%	26%	32%	28%	31%t	29%	28%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 123
QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1226	994	222	432	94	325	170	105	22	883	22	73	150	318	351	837
	17%eix	17%	17%	18% x	18% x	20% Zxz	12%	18% x	11%	17%	17%	16%	18%	18%	15%	19% F
Agree	2282	1797	451	873	157	414	434	179	62	1657	42	150	275	572	720	1460
	32%ew	31%	34%	37% Zvwxy	30%	26%	31% w	30%	31%	32%	33%	32%	33%	32%	30%	33%
Neither agree nor disagree	1653	1290	329	453	127	374	349	140	54	1220	27	109	170	377	555	996
	23%gpu	22%	25% p	19%	25% u	23% u	25% u	24%	27%	23%	21%	24%	21%	21%	23%	22%
Disagree	1339	1094	208	414	86	311	290	111	33	950	24	95	130	340	488	759
	19%	19%	16%	18%	17%	19%	21%	19%	16%	18%	19%	21%	16%	19%	20% G	17%
Strongly disagree	733	596	126	187	50	180	169	57	30	543	12	35	98	175	299	388
	10%u	10%	9%	8%	10%	11% u	12% u	10%	15% u	10%	10%	8%	12%	10%	12% G	9%
Agree (NET)	3508	2791	673	1304	251	740	604	285	84	2540	64	222	425	889	1071	2297
	48%beix	48%	50%	55% Zvwxyz	49%	46%	43%	48%	42%	48%	50%	48%	52%	50%	44%	52% F
Disagree (NET)	2072	1690	334	601	137	491	459	168	62	1493	37	130	227	515	786	1148
	29%hu	29%t	25%	25%	27%	31% u	33% Zu	28%	31%	28%	29%	28%	28%	29%	33% G	26%



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Table 124

QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1226 17%e	1013 17%	203 19%	73 15%	123 22%Z	307 13%	391 18%e	127 22%Ze	44 21%e
Agree	2282 32%	1871 31%	364 34%	175 35%	182 33%	715 29%	721 33%e	239 41%Zefh	63 30%
Neither agree nor disagree	1653 23%g	1394 23%b	199 19%	97 20%	96 18%	587 24%g	470 22%	104 18%	53 25%
Disagree	1339 19%g	1098 18%	192 18%	73 15%	114 21%	508 21%g	415 19%g	69 12%	29 14%
Strongly disagree	733 10%dfg	614 10%	109 10%	76 15%Zd	33 6%	330 13%Zfg	168 8%	37 6%	20 9%
Agree (NET)	3508 48%e	2884 48%	566 53%	247 50%	305 56%Z	1022 42%	1112 51%e	365 63%Zefh	108 51%e
Disagree (NET)	2072 29%g	1712 29%	301 28%	149 30%	147 27%	838 34%Zfgh	583 27%g	107 19%	49 23%

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Table 125

QWRQoL H. When I have done a good job it is acknowledged by my line manager /employer
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	1226 17%a	307 12%	126 14%	255 17%a	153 33%Zabcefgi	17 16%a	15 15%	23 15%	35 32%Zabcefgi	194 24%Zabc ef
Agree	2282 32%a	737 28%	249 28%	449 30%	185 39%Zabc	42 40%Zabcg	50 51%Zabcdeghi	39 25%	45 41%Zabcg	300 38%Zabc
Neither agree nor disagree	1653 23%h	636 24%h	210 24%h	352 24%h	92 20%	21 20%h	19 19%	35 23%	14 13%	161 20%h
Disagree	1339 19%dfhi	571 22%Zdfhi	195 22%dfhi	274 19%dfhi	36 8%	19 19%dfhi	11 11%	37 24%dfhi	10 9%	109 14%dh
Strongly disagree	733 10%defhi	393 15%Zcdefhi	102 12%defhi	148 10%defhi	3 1%	5 5%d	4 4%d	19 12%dfi	6 5%d	35 4%d
Agree (NET)	3508 48%ab	1044 39%	375 43%	704 48%a	338 72%Zabcegi	59 56%Zabcg	65 66%Zabceg	62 41%	80 73%Zabcegi	494 62%Zabc g
Disagree (NET)	2072 29%defhi	965 36%Zcdefhi	296 34%Zdefhi	422 29%dfhi	39 8%	24 23%dfh	15 15%d	56 37%defhi	16 14%d	144 18%d

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 126

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1154	904	113	14	22	51	17	7	29	1048	334	412	510	259	251	22	229	271	76
	16% dgpr uAGM	16% dg	14% g	14% dg	9%	14% g	17% dg	7%	18% dg	17%	17%	18%	20% Zpqr	21% Zpqr	19% pr	15%	13%	15%	13%
Agree	2043	1546	241	25	61	108	32	29	52	1798	635	719	778	367	411	43	382	557	163
	28% pM	28%	30%	26%	24%	30%	30%	29%	31%	29%	32% Z	32% Zi	30% p	30% p	31% p	29% p	21%	32% Zp	28% p
Neither agree nor disagree	1763	1339	194	24	63	85	23	23	42	1506	475	502	622	281	341	30	458	400	147
	24% B	24%	24%	25%	25%	24%	22%	23%	25%	24%	24%	22%	24%	23%	26%	21%	26%	23%	25%
Disagree	1642	1216	197	21	76	88	26	34	31	1365	415	444	491	244	248	40	494	383	149
	23% klm	22%	24%	22%	30% Zac	25%	25%	35% Zabc efh	19%	22%	21%	20%	19%	20%	19%	27% ln	28% Zlmn q	22%	25% lmn
Strongly disagree	630	479	62	12	30	23	7	7	12	522	149	176	150	63	87	11	227	157	48
	9% lmv	9%	8%	13% Zabe fg	12% ef	7%	6%	7%	7%	8%	7%	8%	6%	5%	6%	8%	13% Zlmn q r	9% lm	8% lm
Agree (NET)	3197	2450	354	39	84	159	49	36	81	2846	969	1131	1288	626	662	65	611	828	239
	44% dgpu AGM	45% dg	44% d	40%	33%	45% d	47% dg	36%	49% d	46%	48% Z	50% Zi	50% Zpr	52% Zpr	49% Zpr	44% p	34%	47% pr	41% p
Disagree (NET)	2272	1695	259	34	106	111	32	41	42	1886	564	620	641	307	334	51	721	540	197
	31% klm nK	31%	32%	35%	42% Zabe fh	31%	31%	41% Zabe fh	26%	30%	28%	28%	25%	25%	25%	35% lmn	40% Zlmn qr	31% lmn	34% lmn

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 126

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1154	129	974	41	10	42	109	334	266	401	16	35	104	36	487	157	217	41
	16% dgpr uAGM	14% u	17% su	7%	13%	10%	16%	16%	17% A	17% A	15%	10%	17% G	12%	18% LM	18% M	15% M	9%
Agree	2043	252	1646	122	22	98	199	595	472	677	29	79	194	79	730	259	469	86
	28% pM	28%	29%	22%	30%	23%	29%	28%	30%	28%	26%	24%	32% G	27%	28% M	29% M	32% JM	18%
Neither agree nor disagree	1763	233	1365	144	21	86	126	541	404	605	26	81	147	68	646	237	337	117
	24% B	26%	24%	26%	28%	20%	18%	25% B	25% B	25% B	24%	24%	24%	23%	24%	27%	23%	25%
Disagree	1642	219	1249	154	20	135	181	485	333	498	24	102	124	78	578	171	330	134
	23% kln	24%	22%	27%	27%	32% ZCDE	26%	23%	21%	21%	22%	30% ZFH	20%	27%	22%	19%	22%	29% K
Strongly disagree	630	76	448	103	2	64	72	171	116	202	14	38	37	31	204	57	126	90
	9% lmv	8%	8%	18% Zstv	3%	15% ZCDE	11%	8%	7%	8%	13% ZH	11% H	6%	11%	8%	6%	9%	19% ZJKL
Agree (NET)	3197	381	2621	163	32	140	307	929	737	1078	45	114	298	115	1217	416	685	127
	44% edg pu AGM	42% u	46% su	29%	43% u	33%	45% A	44% A	46% A	45% A	41%	34%	49% FGI	39%	46% M	47% M	46% M	27%
Disagree (NET)	2272	295	1698	258	22	198	253	657	449	699	38	140	162	109	782	228	455	224
	31% jklm nK	32%	30%	46% Zstv	30%	47% ZBCD E	37% DE	31%	28%	29%	35% H	42% ZH	27%	37% H	30%	26%	31%	48% ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 127

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1154	408	338	318	250	539	412	41	86	345	664	649	290	95	51	365	237	252	294
	16%hu	17%	18%	17%	18%	18%	17%	11%	10%	17%h	18%gh	15%	19%Zk	17%	18%	18%r	16%	16%	14%
Agree	2043	741	595	570	451	808	654	87	205	571	1157	1247	434	153	93	586	443	444	561
	28%hD	32%Zef	32%Zef	31%	33%	27%	28%	25%	23%	28%	31%h	28%	29%	27%	34%	29%	29%	28%	27%
Neither agree nor disagree	1763	533	418	450	312	746	584	101	219	515	899	1088	354	157	52	477	380	381	516
	24%	23%	23%	24%	23%	25%	25%	28%	25%	25%	24%	24%	23%	27%	19%	24%	25%	24%	25%
Disagree	1642	501	370	398	271	660	507	93	242	460	782	1100	304	120	50	429	320	366	522
	23%xA	21%	20%	21%	20%	22%	22%	26%	27%j	22%	21%	25%l	20%	21%	18%	21%	21%	23%	25%p
Strongly disagree	630	155	111	120	89	233	200	34	137	174	260	383	140	47	28	139	124	169	197
	9%abcj	7%	6%	6%	7%	8%	8%b	10%	15%Zij	8%	7%	9%	9%	8%	10%	7%	8%	11%o	9%
Agree (NET)	3197	1149	933	888	701	1347	1066	128	292	916	1822	1896	724	249	144	951	679	696	855
	44%ghr	49%Ze	51%Zef	48%Z	51%	45%	45%	36%	33%	44%gh	48%Zghi	42%	48%k	43%	53%k	48%r	45%	43%	41%
Disagree (NET)	2272	656	481	518	360	893	707	127	379	633	1041	1482	444	167	78	567	443	536	719
	31%abcj	28%	26%	28%	26%	30%	30%	36%j	43%Zij	31%	28%	33%l	29%	29%	28%	28%	30%	33%o	34%Zop

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 127

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1154	916	204	319	90	293	236	110	26	836	25	53	140	290	601	483
	16%hu	16%	15%	14%	17%	18%u	17%	19%u	13%	16%	20%	12%	17%	16%	25%G	11%
Agree	2043	1623	387	666	148	438	454	136	56	1537	29	124	191	452	787	1121
	28%hD	28%	29%	28%	29%	27%	32%Zwy	23%	28%	29%DE	23%	27%	23%	25%	33%G	25%
Neither agree nor disagree	1763	1391	344	518	122	401	362	153	55	1333	29	103	167	373	558	1101
	24%	24%	26%	22%	24%	25%	26%	26%	27%	25%DE	22%	22%	20%	21%	23%	25%
Disagree	1642	1325	293	633	114	314	259	156	40	1079	32	149	252	517	339	1252
	23%xA	23%	22%	27%Zwx	22%	20%	18%	26%wx	20%	21%	25%	32%ZA	31%ZA	29%ZA	14%	28%F
Strongly disagree	630	516	109	222	41	160	101	38	24	468	13	32	72	149	127	482
	9%abcj	9%	8%	9%	8%	10%	7%	6%	12%	9%	10%	7%	9%	8%	5%	11%F
Agree (NET)	3197	2538	590	985	237	731	689	246	81	2373	54	177	330	742	1388	1604
	44%ghr	44%r	44%	42%	46%	46%	49%Zuy	41%	41%	45%	43%	38%	40%	42%	58%G	36%
Disagree (NET)	2272	1842	402	855	155	474	361	194	64	1546	45	181	325	666	466	1735
	31%abcjx	32%	30%	36%Zvwxx	30%	30%	26%	33%xx	32%	29%	35%	39%A	40%ZA	37%ZA	19%	39%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 128

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1154 16%g	953 16%	169 16%	83 17%	84 15%	489 20%Zfgh	310 14%	65 11%	23 11%
Agree	2043 28%	1738 29%	265 25%	123 25%	137 25%	743 30%	644 30%	153 27%	50 24%
Neither agree nor disagree	1763 24%bd	1507 25%b	196 18%	90 18%	98 18%	545 22%	537 25%	154 27%	52 25%
Disagree	1642 23%	1256 21%	347 33%Za	149 30%Z	189 35%Z	520 21%	485 22%	147 25%	49 23%
Strongly disagree	630 9%e	537 9%	89 8%	47 10%	40 7%	150 6%	189 9%e	58 10%e	36 17%Zefg
Agree (NET)	3197 44%gh	2691 45%	434 41%	206 42%	221 40%	1232 50%Zfgh	954 44%gh	218 38%	73 35%
Disagree (NET)	2272 31%e	1793 30%	436 41%Za	197 40%Z	229 42%Z	669 27%	674 31%	204 35%e	85 40%Zef

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Table 129

QWRQoL I. Recently, I have been feeling unhappy and depressed
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1154 16%df	487 18%cdffi	157 18%df	217 15%df	41 9%	17 17%df	7 7%	27 18%f	16 15%df	113 14%f
2043 28%df	730 28%df	259 29%df	469 32%adh	86 18%	32 30%df	29 29%df	48 31%df	29 26%df	241 30%df
1763 24%	646 24%	237 27%	337 23%	117 25%	23 22%	23 23%	40 26%	26 24%	190 24%
1642 23%	578 22%	171 19%	330 22%	134 29%b	26 25%	34 35%Zabceghi	28 18%	24 22%	194 24%
630 9%	204 8%	57 6%	126 9%	90 19%Zabcefgi	7 6%	7 7%	10 7%	14 13%Zabcefi	62 8%
3197 44%df	1217 46%df	416 47%df	685 46%df	127 27%	49 47%df	36 36%	75 49%df	45 41%df	354 44%df
2272 31%b	782 30%	228 26%	455 31%	224 48%Zabceghi	32 31%	41 41%Zabcegi	38 25%	38 35%ab	256 32%

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Table 130
QWRQoL J. I am satisfied with my life
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	700 10%	523 10%	69 9%	15 16%Zabefg	28 11%	33 9%	9 9%	7 7%	18 11%	589 9%	182 9%	192 9%	204 8%	109 9%	96 7%	12 8%	218 12%Zlnr	180 10%an	49 8%
Agree	2471 34%qd	1799 33%	288 36%	41 42%Za	111 44%Zab	145 41%Za	39 38%	49 49%Zabf	63 38%	2031 33%	681 34%	745 33%	797 31%	370 30%	427 32%	68 47%Zlmnpq	679 38%Zlmnq	548 31%	242 42%Zlmnq
Neither agree nor disagree	2369 33%cgF	1840 34%cg	264 33%cg	25 26%	71 28%	104 29%	33 32%	25 25%	48 29%	2081 33%	655 33%	737 33%	870 34%	428 35%	442 33%	42 29%	536 30%	596 34%	190 33%
Disagree	1321 18%cpFI	1023 19%cp	147 18%	13 14%	37 15%	63 18%	19 18%	17 17%	30 18%	1192 19%	385 19%	454 20%	530 21%opr	235 19%pr	294 22%Zopr	20 14%	257 14%	357 20%pr	83 14%
Strongly disagree	372 5%grsE	299 5%g	40 5%	4 4%	6 2%	11 3%	4 4%	2 2%	6 4%	344 6%	105 5%	126 6%	150 6%r	72 6%r	78 6%r	5 3%	99 6%r	87 5%	19 3%
Agree (NET)	3171 44%ln	2321 42%	357 44%	56 57%Zabf	139 55%Zab	178 50%Za	49 47%	55 56%Zabf	81 49%	2620 42%	864 43%	937 42%	1001 39%	479 39%	523 39%	80 55%Zlmnq	897 50%Zlmnq	728 41%	291 50%Zlmnq
Disagree (NET)	1693 23%cdprEFIM	1322 24%cd	187 23%cg	17 17%	43 17%	74 21%	22 21%	19 19%	36 22%	1537 25%	490 24%	580 26%	679 27%Zopr	307 25%opr	372 28%Zopr	24 17%	356 20%	444 25%opr	101 17%



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Table 130
QWRQoL J. I am satisfied with my life
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	700	102	519	74	5	56	86	183	122	241	17	43	48	31	252	79	146	43
	10%	11%t	9%	13%	7%	13%D	13%D	9%	8%	10%	15%ZH	13%	8%	11%	10%	9%	10%	9%
Agree	2471	366	1853	223	29	171	217	729	529	819	46	140	195	120	827	263	503	202
	34%q	40%Zt	33%	39%	39%	40%	32%	34%	33%	34%	42%ZH	42%ZH	32%	41%ZH	31%	30%	34%	43%ZJKL
Neither agree nor disagree	2369	287	1886	173	22	111	185	723	509	836	28	89	198	96	859	323	507	147
	33%cgF	32%	33%	31%	29%	26%	27%	34%AB	32%	35%AB	26%	27%	33%F	33%	32%	37%	34%	31%
Disagree	1321	123	1105	79	14	65	142	370	350	395	15	51	125	37	524	172	260	65
	18%cp	14%	19%rs	14%	19%	15%	21%	17%	22%ZACE	17%	14%	15%	21%FI	13%	20%	20%	18%	14%
Strongly disagree	372	31	321	17	4	22	57	121	81	91	5	10	41	7	183	43	62	11
	5%grsE	3%	6%rs	3%	5%	5%	8%ZE	6%E	5%	4%	4%	3%	7%I	2%	7%ZLM	5%	4%	2%
Agree (NET)	3171	468	2371	297	35	227	303	912	650	1060	62	183	243	152	1079	342	649	245
	44%In	51%Zt	42%	52%Zt	46%	53%ZCDE	44%	43%	41%	44%	56%ZH	55%ZH	40%	52%ZH	41%	39%	44%	52%ZJK
Disagree (NET)	1693	154	1426	95	18	87	199	491	430	486	20	62	166	43	707	215	322	76
	23%cdpr	17%	25%su	17%	24%	20%	29%ZE	23%	27%ZE	20%	18%	18%	27%FGI	15%	27%ZLM	24%M	22%	16%
	sEFIM																	



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Table 131

QWRQoL J. I am satisfied with my life

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	700 10% x	217 9%	155 8%	166 9%	118 9%	291 10%	229 10%	40 11%	149 17% Zij	162 8%	327 9%	449 10% l	118 8%	57 10%	35 13%	148 7%	119 8%	175 11% op	255 12% Zops
Agree	2471 34% abjn	708 30%	553 30%	574 31%	411 30%	980 33%	771 33%	131 37%	331 37% j	755 37% j	1179 31%	1641 37% Zln	478 31% n	178 31%	61 22%	659 33%	503 33%	551 34%	746 36%
Neither agree nor disagree	2369 33% u	794 34%	614 34%	624 34%	458 33%	981 33%	770 33%	111 31%	270 30%	715 35%	1235 33%	1412 32%	504 33%	205 36%	97 35%	656 33%	493 33%	519 32%	687 33%
Disagree	1321 18% hr	467 20%	382 21%	372 20%	297 22%	575 19%	442 19%	56 16%	111 12%	356 17% h	781 21% Zhi	752 17%	336 22% Zk	113 20%	64 23%	389 19% r	306 20% r	298 18% r	325 16%
Strongly disagree	372 5% ir	152 6%	127 7% Z	119 6%	90 7%	158 5%	145 6%	16 5%	28 3%	76 4%	240 6% hi	212 5%	85 6%	21 4%	17 6%	145 7% Zqrs	81 5%	70 4%	77 4%
Agree (NET)	3171 44% abcj lnx	925 40%	708 39%	739 40%	528 38%	1271 43%	1000 42%	172 48% j	480 54% Zij	917 44% j	1507 40%	2090 47% Zln	596 39%	234 41%	96 35%	807 40%	622 41%	727 45%	1001 48% Zopst
Disagree (NET)	1693 23% hr	619 26% Z	509 28% Z	491 26%	387 28%	733 25%	587 25%	72 20%	139 16%	433 21% h	1021 27% Zhi	964 22%	422 28% Zk	134 23%	81 30% k	533 27% rs	387 26% r	368 23% r	402 19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 131

QWRQoL J. I am satisfied with my life

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	700	539	156	250	42	149	93	65	20	440	21	82	101	234	113	562
	10% x	9%	12% op	11% x	8%	9%	7%	11% x	10%	8%	17% A	18% ZA	12% A	13% ZA	5%	13% F
Agree	2471	2021	418	871	178	511	468	183	84	1850	39	161	244	567	669	1697
	34% abjn	35%	31%	37% w	35%	32%	33%	31%	42% wy	35% D	30%	35%	30%	32%	28%	38% F
Neither agree nor disagree	2369	1914	399	684	173	543	495	214	53	1749	39	124	254	542	892	1332
	33% u	33%	30%	29%	34%	34% u	35% u	36% u	27%	33%	30%	27%	31%	30%	37% G	30%
Disagree	1321	1015	286	436	100	314	278	88	32	971	14	65	165	313	557	684
	18% hr	18%	21% rs	18%	19%	20%	20%	15%	16%	18%	11%	14%	20%	18%	23% G	15%
Strongly disagree	372	282	77	117	21	89	78	42	11	243	15	30	59	125	181	164
	5% ir	5%	6% r	5%	4%	6%	6%	7%	5%	5%	12% ZA	6%	7% A	7% ZA	7% G	4%
Agree (NET)	3171	2560	574	1121	220	660	561	248	104	2289	60	244	345	800	782	2260
	44% abcj	44%	43%	48% Zwx	43%	41%	40%	42%	52% wx	44%	47%	53% ZAD	42%	45%	32%	51% F
Disagree (NET)	1693	1297	363	553	121	402	356	131	43	1214	29	94	224	438	738	848
	23% hr	22% r	27% Zqrs	23%	24%	25%	25%	22%	21%	23%	23%	20%	27%	25%	31% G	19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 132

QWRQoL J. I am satisfied with my life

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	700 10%e	546 9%	133 13%a	61 12%	69 13%	179 7%	176 8%	76 13%Zef	22 10%
Agree	2471 34%e	2082 35%	339 32%	131 27%	200 36%c	717 29%	759 35%e	252 44%Zef	99 47%Zef
Neither agree nor disagree	2369 33%	1998 33%	305 29%	140 28%	152 28%	832 34%gh	691 32%	163 28%	53 25%
Disagree	1321 18%g	1082 18%	203 19%	97 20%	105 19%	525 21%Zg	450 21%g	71 12%	31 15%
Strongly disagree	372 5%g	283 5%	87 8%Za	64 13%Zd	22 4%	194 8%Zfgh	89 4%	14 3%	5 3%
Agree (NET)	3171 44%e	2628 44%	472 44%	192 39%	269 49%	896 37%	935 43%e	328 57%Zef	121 58%Zef
Disagree (NET)	1693 23%g	1365 23%	290 27%	160 33%Zd	127 23%	719 29%Zfgh	540 25%g	86 15%	36 17%

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Table 133

QWRQoL J. I am satisfied with my life

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
700	252	79	146	43	9	7	17	17	68
10%	10%	9%	10%	9%	9%	7%	11%	15%Zabcdefi	8%
2471	827	263	503	202	39	49	57	46	286
34%	31%	30%	34%	43%Zabc	38%ab	49%Zabcei	38%	42%Zabc	36%
2369	859	323	507	147	33	25	45	28	260
33%fh	32%fh	37%fh	34%fh	31%	32%h	25%	30%	26%	33%h
1321	524	172	260	65	19	17	28	15	146
18%h	20%h	20%h	18%	14%	18%	17%	18%	14%	18%
372	183	43	62	11	4	2	5	5	40
5%f	7%Zcdefh	5%	4%	2%	4%	2%	4%	4%	5%
3171	1079	342	649	245	49	55	74	62	353
44%	41%	39%	44%	52%Zab	47%b	56%Zabcei	49%	56%Zabcei	44%
1693	707	215	322	76	22	19	33	20	186
23%dh	27%Zcdefh	24%dh	22%	16%	21%	19%	22%	18%	23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 134
QWRQoL K. I am encouraged to develop new skills
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	1017	719	145	25	55	49	14	14	24	844	339	367	313	166	147	13	332	219	79	
	14%EJ	13%	18%Za	26%Zabefgh	22%Zaef	14%	13%	14%	14%	14%	17%Zi	16%i	12%	14%	11%	9%	19%Zimnoqr	12%	14%	
Agree	2546	1831	361	40	124	128	49	46	38	2131	784	833	877	402	476	56	605	643	231	
	35%hEM	33%	45%Zaeh	41%Zah	49%Zaeh	36%h	47%Zaeh	47%Zaeh	23%	34%	39%Zi	37%	34%	33%	36%	38%	34%	36%	40%Zimp	
Neither agree nor disagree	1962	1531	198	20	51	89	23	16	53	1720	491	559	697	314	383	51	454	505	151	
	27%cdgAF	28%cdg	25%g	21%	20%	25%g	22%	17%	32%cdg	28%	24%	25%	27%	26%	29%	35%Zmpr	25%	29%	26%	
Disagree	1291	1047	77	10	21	73	16	19	40	1151	300	380	491	238	253	22	289	312	94	
	18%bcdjsAFGH	19%bcd	10%	10%	8%	21%bcd	15%bcd	19%bcd	24%bcd	18%j	15%	17%	19%	20%	19%	15%	16%	18%	16%	
Strongly disagree	418	357	26	2	2	17	4	3	11	394	94	114	173	94	79	5	110	89	27	
	6%bcdFG	7%bcd	3%	2%	1%	5%cd	4%cd	3%	7%cd	6%	5%	5%	7%	8%	6%	4%	6%	5%	5%	
Agree (NET)	3563	2549	506	66	179	177	62	61	61	2975	1123	1200	1191	568	623	68	937	862	310	
	49%ahEJM	46%	63%Zaeh	67%Zaefh	71%Zabefgh	50%	60%Zaeh	61%Zaeh	37%	48%	56%Zi	53%Zi	47%	47%	47%	47%	52%In	49%	53%Imn	
Disagree (NET)	1708	1404	103	12	23	90	19	22	51	1544	394	494	664	332	332	27	399	401	122	
	24%bcdjsAFGH	26%bcd	13%	12%	9%	25%bcd	18%bcd	22%bcd	31%bcd	25%j	20%	22%	26%r	27%or	25%	19%	22%	23%	21%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 134

QWRQoL K. I am encouraged to develop new skills

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1017	137	786	86	8	127	148	310	191	232	28	63	108	43	310	145	203	59
	14%EJ	15%	14%	15%	11%	30%ZCDE	22%ZCDE	15%E	12%	10%	25%ZHI	19%Z	18%	15%	12%	17%J	14%	13%
Agree	2546	359	1985	171	30	167	247	808	549	767	46	162	267	94	895	329	491	110
	35%hEM	39%Ztu	35%	30%	40%	39%	36%	38%E	35%	32%	41%ZI	49%ZI	44%ZI	32%	34%M	37%M	33%M	24%
Neither agree nor disagree	1962	233	1564	148	17	71	163	524	432	768	23	75	145	85	751	228	397	151
	27%cdfg AF	26%	28%	26%	23%	17%	24%	25%A	27%A	32%ZABC D	21%	23%	24%	29%F	28%	26%	27%	32%
Disagree	1291	138	1005	132	16	48	100	361	300	480	11	31	65	53	499	131	304	112
	18%bcdj sAFGH	15%	18%	23% s	21%	11%	15%	17%	19%A	20%ABC	10%	9%	11%	18%FGH	19%	15%	21%K	24%K
Strongly disagree	418	43	343	28	3	11	28	124	119	135	3	3	21	17	189	48	83	37
	6%bcdFG	5%	6%	5%	4%	3%	4%	6%	7%A	6%	3%G	1%	4%G	6%G	7%	5%	6%	8%
Agree (NET)	3563	496	2772	257	38	294	395	1117	740	999	73	225	375	137	1206	474	695	169
	49%ahEJ M	55%Ztu	49%	45%	51%	69%ZBCD E	58%ZDE	53%DE	47%E	42%	67%ZI	67%ZI	62%ZI	47%	46%M	54%JLM	47%M	36%
Disagree (NET)	1708	181	1348	160	19	59	129	485	419	615	14	34	86	69	688	179	386	149
	24%bcd jsAFGH	20%	24% s	28% s	26%	14%	19%	23%A	26%AB	26%AB	13%	10%	14%	24%FGH	26%K	20%	26%K	32%ZK

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 135

**QWRQoL K. I am encouraged to develop new skills
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1017	328	290	287	231	465	362	51	172	239	530	627	193	106	47	338	222	208	246
	14% 14% 14%	14%	16%	15%	17%	16%	15%	14%	19% 19%	12%	14%	14%	13%	18% 18%	17%	17% 17%	15% 15%	13%	12%
Agree	2546	814	650	666	481	1039	770	99	300	676	1418	1649	473	183	85	715	527	559	739
	35% 35% 35%	35%	36%	36%	35%	35%	33%	28%	34%	33%	38% 38%	37% 37%	31%	32%	31%	36% 36%	35% 35%	35%	35%
Neither agree nor disagree	1962	621	455	493	351	785	661	108	232	617	957	1150	459	176	70	475	375	442	654
	27% 27% 27%	27%	25%	27%	26%	26%	28%	30%	26%	30% 30%	25%	26%	30% 30%	31%	25%	24% 24%	25% 25%	27%	31% 31%
Disagree	1291	426	315	316	244	519	418	66	142	390	670	789	301	84	47	343	277	304	360
	18% 18% 18%	18%	17%	17%	18%	17%	18%	19%	16%	19%	18%	18%	20%	15%	17%	17% 17%	18% 18%	19%	17%
Strongly disagree	418	149	121	92	65	178	145	32	43	143	187	250	96	25	25	125	100	100	91
	6% 6% 6%	6%	7%	5%	5%	6%	6%	9% 9%	5%	7% 7%	5%	6% 6%	6%	4%	9% 9%	6% 6%	7% 7%	6% 6%	4%
Agree (NET)	3563	1142	940	953	712	1503	1133	150	472	915	1948	2276	666	289	132	1053	749	767	986
	49% 49% 49%	49%	51%	51%	52%	50%	48%	42%	53% 53%	44%	52% 52%	51% 51%	44%	50%	48%	53% 53%	50% 50%	48%	47%
Disagree (NET)	1708	575	436	409	309	698	564	98	185	533	857	1040	397	109	72	468	378	405	451
	24% 24% 24%	25%	24%	22%	23%	23%	24%	27%	21%	26%	23%	23% 23%	26% 26%	19%	26%	23% 23%	25% 25%	25% 25%	22%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 135

QWRQoL K. I am encouraged to develop new skills
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1017	821	177	386	75	221	150	79	22	660	22	101	166	331	263	710
	14% 14% 14% 14% 14%	14% 14% 14% 14% 14%	13% 13% 13% 13% 13%	16% 16% 16% 16% 16%	15% 15% 15% 15% 15%	14% 14% 14% 14% 14%	11% 11% 11% 11% 11%	13% 13% 13% 13% 13%	11% 11% 11% 11% 11%	13% 13% 13% 13% 13%	17% 17% 17% 17% 17%	22% 22% 22% 22% 22%	20% 20% 20% 20% 20%	19% 19% 19% 19% 19%	11% 11% 11% 11% 11%	16% 16% 16% 16% 16%
Agree	2546	2016	504	838	178	542	462	222	88	1815	49	174	300	658	768	1657
	35% 35% 35% 35% 35%	35% 35% 35% 35% 35%	38% 38% 38% 38% 38%	36% 36% 36% 36% 36%	35% 35% 35% 35% 35%	34% 34% 34% 34% 34%	33% 33% 33% 33% 33%	38% 38% 38% 38% 38%	44% 44% 44% 44% 44%	35% 35% 35% 35% 35%	38% 38% 38% 38% 38%	38% 38% 38% 38% 38%	36% 36% 36% 36% 36%	37% 37% 37% 37% 37%	32% 32% 32% 32% 32%	37% 37% 37% 37% 37%
Neither agree nor disagree	1962	1571	360	592	116	430	455	145	53	1486	29	107	200	429	715	1130
	27% 27% 27% 27% 27%	27% 27% 27% 27% 27%	27% 27% 27% 27% 27%	25% 25% 25% 25% 25%	23% 23% 23% 23% 23%	27% 27% 27% 27% 27%	32% 32% 32% 32% 32%	24% 24% 24% 24% 24%	27% 27% 27% 27% 27%	28% 28% 28% 28% 28%	22% 22% 22% 22% 22%	23% 23% 23% 23% 23%	24% 24% 24% 24% 24%	24% 24% 24% 24% 24%	30% 30% 30% 30% 30%	25% 25% 25% 25% 25%
Disagree	1291	1041	218	412	112	318	256	97	24	1001	17	54	120	258	498	733
	18% 18% 18% 18% 18%	18% 18% 18% 18% 18%	16% 16% 16% 16% 16%	17% 17% 17% 17% 17%	22% 22% 22% 22% 22%	20% 20% 20% 20% 20%	18% 18% 18% 18% 18%	16% 16% 16% 16% 16%	12% 12% 12% 12% 12%	19% 19% 19% 19% 19%	14% 14% 14% 14% 14%	12% 12% 12% 12% 12%	15% 15% 15% 15% 15%	15% 15% 15% 15% 15%	21% 21% 21% 21% 21%	16% 16% 16% 16% 16%
Strongly disagree	418	322	77	130	33	94	88	48	13	291	10	26	36	105	168	210
	6% 6% 6% 6% 6%	6% 6% 6% 6% 6%	6% 6% 6% 6% 6%	5% 5% 5% 5% 5%	6% 6% 6% 6% 6%	6% 6% 6% 6% 6%	6% 6% 6% 6% 6%	8% 8% 8% 8% 8%	6% 6% 6% 6% 6%	6% 6% 6% 6% 6%	8% 8% 8% 8% 8%	6% 6% 6% 6% 6%	4% 4% 4% 4% 4%	6% 6% 6% 6% 6%	7% 7% 7% 7% 7%	5% 5% 5% 5% 5%
Agree (NET)	3563	2837	681	1224	254	763	613	302	110	2475	71	275	466	989	1031	2367
	49% 49% 49% 49% 49%	49% 49% 49% 49% 49%	51% 51% 51% 51% 51%	52% 52% 52% 52% 52%	49% 49% 49% 49% 49%	48% 48% 48% 48% 48%	43% 43% 43% 43% 43%	51% 51% 51% 51% 51%	55% 55% 55% 55% 55%	47% 47% 47% 47% 47%	56% 56% 56% 56% 56%	60% 60% 60% 60% 60%	57% 57% 57% 57% 57%	56% 56% 56% 56% 56%	43% 43% 43% 43% 43%	53% 53% 53% 53% 53%
Disagree (NET)	1708	1363	295	542	145	412	344	146	37	1292	28	79	156	363	666	943
	24% 24% 24% 24% 24%	24% 24% 24% 24% 24%	22% 22% 22% 22% 22%	23% 23% 23% 23% 23%	28% 28% 28% 28% 28%	26% 26% 26% 26% 26%	24% 24% 24% 24% 24%	25% 25% 25% 25% 25%	19% 19% 19% 19% 19%	25% 25% 25% 25% 25%	22% 22% 22% 22% 22%	17% 17% 17% 17% 17%	19% 19% 19% 19% 19%	20% 20% 20% 20% 20%	28% 28% 28% 28% 28%	21% 21% 21% 21% 21%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 136

QWRQoL K. I am encouraged to develop new skills

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1017 14%	773 13%	210 20% Za	105 21% Z	99 18%	318 13%	291 13%	94 16%	37 18%
Agree	2546 35%	2091 35%	398 37%	189 38%	201 37%	833 34%	768 35%	232 40% Ze	69 33%
Neither agree nor disagree	1962 27% b	1687 28% b	225 21%	101 20%	119 22%	652 27%	606 28%	159 28%	48 23%
Disagree	1291 18%	1096 18%	174 16%	64 13%	106 19%	488 20% g	383 18%	80 14%	48 23% g
Strongly disagree	418 6% g	343 6%	58 5%	35 7%	22 4%	156 6% g	117 5% g	11 2%	8 4%
Agree (NET)	3563 49%	2865 48%	608 57% Za	294 60% Z	301 55%	1151 47%	1059 49%	326 57% Zef	106 50%
Disagree (NET)	1708 24% g	1439 24%	233 22%	99 20%	129 23%	644 26% g	500 23% g	92 16%	56 27% g

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Table 137

QWRQoL K. I am encouraged to develop new skills
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1017 14%a	310 12%	145 17%a	203 14%	59 13%	14 13%	14 14%	21 14%	28 25%Zabcdefgi	143 18%Za
2546 35%dg	895 34%dg	329 37%dg	491 33%d	110 24%	49 47%Zabcdg	46 47%Zabcdg	33 21%	46 41%Zacd	359 45%Zabcdg
1962 27%efh	751 28%efh	228 26%f	397 27%fh	151 32%efh	23 22%	16 17%	50 33%fh	23 21%	195 24%f
1291 18%hi	499 19%hi	131 15%hi	304 21%behi	112 24%behi	16 15%hi	19 19%hi	39 25%bhi	11 10%	76 10%
418 6%hi	189 7%efhi	48 5%	83 6%h	37 8%hi	4 4%	3 3%	10 7%	3 3%	26 3%
3563 49%adg	1206 46%d	474 54%acd	695 47%d	169 36%	62 60%Zacd	61 61%Zacd	54 35%	73 67%Zabcd	502 63%Zabcdg
1708 24%ehi	688 26%behi	179 20%hi	386 26%behi	149 32%Zbehi	19 18%hi	22 22%hi	49 32%behi	14 13%	103 13%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 138

**QWRQoL L. I am involved in decisions that affect me in my own area of work
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	859	537	157	33	68	27	7	6	18	679	364	338	253	120	133	13	316	171	39	
	12%aefg qrsJL	10%f	19%Zaef g	34%Zabefgh	27%Zabefgh	8%	6%	6%	11%	11%	18%Zik	15%Zi	10%r	10%	10%	9%	18%Zlmn oqr	10%r	7%	
Agree	2333	1651	333	38	108	123	33	43	53	1929	771	789	709	314	395	54	614	597	215	
	32%lmJ	30%	41%Zaf	39%Zaf	43%Zaf	35%	31%	43%Zaf	32%	31%	38%Zi	35%l	28%	26%	30%	37%lm	34%lm	34%lm	37%Zlmn	
Neither agree nor disagree	1856	1514	144	14	37	94	24	26	46	1657	370	485	687	312	375	41	428	459	147	
	26%bcdj kuFGHl	28%bcd	18%	15%	15%	27%bcd	23%cd	26%bcd	28%bcd	27%jk	18%	22%	27%	26%	28%	28%	24%	26%	25%	
Disagree	1641	1328	133	8	29	86	31	19	38	1473	384	497	650	342	308	32	335	420	134	
	23%bcdj pCFGHM	24%bcd	16%c	9%	11%	24%bcd	30%Zabc dg	19%cd	23%cd	24%j	19%	22%	25%p	28%Zp	23%	22%	19%	24%p	23%p	
Strongly disagree	544	455	41	4	11	24	10	6	10	500	119	146	252	126	126	8	96	121	47	
	8%cpuFG M	8%bcd	5%	4%	4%	7%	10%bcd	6%	6%	8%j	6%	6%	10%Zpq	10%Zpq	9%p	5%	5%	7%	8%p	
Agree (NET)	3192	2188	490	71	176	150	39	49	71	2609	1135	1126	962	434	528	66	930	768	255	
	44%afIm nJ	40%	61%Zaef gh	73%Zabefgh	70%Zabefgh	42%	38%	49%af	43%	42%	57%Zik	50%Zi	38%	36%	40%	45%lm	52%Zlmn qr	43%lm	44%lm	
Disagree (NET)	2185	1782	174	12	40	111	41	24	47	1973	503	643	902	468	434	39	431	541	181	
	30%bcdj puFGHM	32%bcdg	22%c	12%	16%	31%bcd	40%Zabc deg	25%cd	29%cd	32%jk	25%	29%	35%Zopq r	39%Zopq r	32%p	27%	24%	31%p	31%p	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 138

QWRQoL L. I am involved in decisions that affect me in my own area of work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	859	78	668	106	6	74	93	263	166	253	37	90	118	42	205	105	120	105
	12% rsJL	9%	12% s	19% Zstv	9%	17% ZDE	14%	12%	10%	11%	34% ZHI	27% ZHI	19% Z	14%	8%	12% JL	8%	22% ZJKL
Agree	2333	323	1743	238	30	127	227	718	495	761	43	151	245	100	680	291	480	197
	32% lmJ	36% Zt	31%	42% Zt	40%	30%	33%	34%	31%	32%	39% Z	45% ZI	40% Z	34%	26%	33% J	32% J	42% ZJL
Neither agree nor disagree	1856	240	1499	102	15	89	172	546	393	654	16	47	106	73	804	209	405	92
	26% bcdj kuFGH	26% u	26% u	18%	20%	21%	25%	26%	25%	27%	14%	14%	18%	25% FGH	30% ZKM	24%	27% M	20%
Disagree	1641	197	1319	110	15	110	150	415	422	537	10	35	104	62	679	212	364	70
	23% bcdj pCFGHM	22%	23%	19%	20%	26%	22%	20%	27% ZCE	23%	9%	10%	17% FG	21% FG	26% ZM	24% M	25% M	15%
Strongly disagree	544	71	455	9	9	24	44	184	115	176	4	11	33	15	276	63	109	5
	8% cpuFG M	8% u	8% u	2%	12% u	6%	6%	9%	7%	7%	4%	3%	5%	5%	10% ZLM	7% M	7% M	1%
Agree (NET)	3192	401	2411	344	36	201	320	981	661	1014	80	241	363	141	886	396	600	302
	44% afim nJ	44%	42%	61% Zst	48%	47%	47%	46%	42%	43%	73% ZHI	72% ZHI	60% ZI	49%	33%	45% J	41% J	64% ZJKL
Disagree (NET)	2185	268	1774	119	24	134	194	600	537	714	14	46	137	77	955	276	473	75
	30% bcdj puFGHM	29% u	31% u	21%	32% u	32%	28%	28%	34% C	30%	13%	14%	23% FG	26% FG	36% ZM	31% M	32% M	16%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 139

QWRQoL L. I am involved in decisions that affect me in my own area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	859 12%	258 11%	230 13%	239 13%	177 13%	363 12%	316 13%	40 11%	123 14%	201 10%	458 12%	514 12%	164 11%	95 17%	43 16%	228 11%	176 12%	197 12%	257 12%
Agree	2333 32%	742 32%	560 31%	590 32%	448 33%	858 29%	665 28%	79 22%	316 36%	644 31%	1246 33%	1488 33%	487 32%	170 30%	84 31%	675 34%	462 31%	499 31%	690 33%
Neither agree nor disagree	1856 26%	574 25%	442 24%	452 24%	298 22%	795 27%	645 27%	99 28%	218 25%	534 26%	960 26%	1103 25%	401 26%	146 26%	67 25%	475 24%	384 26%	433 27%	555 27%
Disagree	1641 23%	552 24%	433 24%	425 23%	324 24%	717 24%	530 22%	100 28%	184 21%	532 26%	801 21%	1037 23%	343 23%	117 20%	64 23%	436 22%	365 24%	371 23%	458 22%
Strongly disagree	544 8%	211 9%	166 9%	150 8%	126 9%	252 8%	202 9%	37 10%	47 5%	154 7%	297 8%	324 7%	127 8%	45 8%	16 6%	182 9%	115 8%	113 7%	130 6%
Agree (NET)	3192 44%	1000 43%	790 43%	829 45%	626 46%	1222 41%	981 42%	119 34%	439 49%	845 41%	1704 45%	2002 45%	651 43%	265 46%	126 46%	903 45%	639 43%	696 43%	947 45%
Disagree (NET)	2185 30%	763 33%	599 33%	574 31%	450 33%	969 32%	732 31%	137 38%	232 26%	686 33%	1098 29%	1361 30%	470 31%	162 28%	80 29%	618 31%	480 32%	484 30%	588 28%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 139

QWRQoL L. I am involved in decisions that affect me in my own area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	859	689	162	312	61	209	136	65	14	628	15	70	96	207	219	608
	12%	12%	12%	13% x	12%	13% x	10%	11%	7%	12%	12%	15%	12%	12%	9%	14% F
Agree	2333	1839	458	779	177	478	438	207	73	1751	39	163	222	532	719	1504
	32% efgD	32%	34%	33%	34%	30%	31%	35%	36%	33% D	30%	35%	27%	30%	30%	34% F
Neither agree nor disagree	1856	1533	292	551	110	412	406	147	50	1330	41	132	211	463	667	1071
	26% t	27% t	22%	23%	21%	26%	29% uv	25%	25%	25%	32%	29%	26%	26%	28% G	24%
Disagree	1641	1302	299	552	120	377	314	133	44	1137	25	85	227	453	579	976
	23%	23%	22%	23%	23%	23%	22%	22%	22%	22%	20%	18%	28% ZAC	25% A	24%	22%
Strongly disagree	544	408	124	164	46	130	117	41	19	407	7	12	66	127	228	281
	8% C	7%	9% r	7%	9%	8%	8%	7%	10%	8% C	6%	3%	8% C	7% C	9% G	6%
Agree (NET)	3192	2528	621	1091	238	686	574	272	88	2378	54	233	318	739	939	2112
	44% eg	44%	46%	46% x	46%	43%	41%	46%	44%	45% D	42%	51% DE	39%	41%	39%	48% F
Disagree (NET)	2185	1710	423	715	166	506	431	174	63	1544	32	97	293	580	807	1258
	30% C	30%	32%	30%	32%	32%	31%	29%	31%	29% C	25%	21%	36% ZAC	33% C	33% G	28%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 140

QWRQoL L. I am involved in decisions that affect me in my own area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	859 12%e	713 12%	130 12%	62 13%	65 12%	214 9%	254 12%e	102 18%Zef	36 17%e
Agree	2333 32%	1956 33%	321 30%	142 29%	171 31%	745 30%	718 33%	222 38%Ze	66 31%
Neither agree nor disagree	1856 26%g	1536 26%	257 24%	128 26%	122 22%	646 26%g	548 25%g	110 19%	55 26%
Disagree	1641 23%	1335 22%	272 25%	110 22%	156 28%Z	649 27%Zfh	487 23%	124 21%	39 19%
Strongly disagree	544 8%g	450 8%	86 8%	51 10%	35 6%	192 8%g	159 7%g	19 3%	15 7%
Agree (NET)	3192 44%e	2669 45%	452 42%	204 41%	236 43%	960 39%	971 45%e	324 56%Zef	102 48%e
Disagree (NET)	2185 30%g	1785 30%	358 34%	161 33%	190 35%	841 34%Zfgh	646 30%	143 25%	53 25%

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Table 141

QWRQoL L. I am involved in decisions that affect me in my own area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	859 12%acef	205 8%	105 12%acef	120 8%	105 22%Zabcefg	7 6%	6 6%	15 10%	37 34%Zabcdefgi	157 20%Zabc ef
Agree	2333 32%a	680 26%	291 33%a	480 32%a	197 42%Zace	33 31%a	43 43%Zabce	48 32%	43 39%Zace	329 41%Zabc e
Neither agree nor disagree	1856 26%hi	804 30%Zbdehi	209 24%hi	405 27%dhi	92 20%	24 23%h	26 26%hi	44 29%hi	16 14%	143 18%
Disagree	1641 23%dhi	679 26%Zdhi	212 24%dhi	364 25%dhi	70 15%	31 30%Zcdfhi	19 19%h	36 24%h	10 9%	130 16%h
Strongly disagree	544 8%dh	276 10%Zcdfhi	63 7%d	109 7%dh	5 1%	10 10%dhi	6 6%d	9 6%d	4 4%d	41 5%d
Agree (NET)	3192 44%ae	886 33%	396 45%ae	600 41%a	302 64%Zabcefg	39 38%	49 49%ace	63 41%	80 73%Zabcefgi	485 61%Zabc efg
Disagree (NET)	2185 30%dhi	955 36%Zdfhi	276 31%dhi	473 32%dfhi	75 16%	41 40%Zbcdghi	24 25%dh	45 30%dh	14 13%	171 21%h

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 142

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1163	893	139	27	55	30	6	8	20	1013	328	340	293	155	139	12	495	244	57
	16%efgl norsv	16%efg	17%efg	27%Zabefgh	22%Zaefg	9%	6%	8%	12%	16%	16%	15%	11%	13%	10%	8%	28%Zlmoqr	14%nr	10%
Agree	2978	2244	346	43	131	128	37	52	45	2510	795	869	926	402	524	62	844	705	272
	41%fhlm	41%fh	43%fh	44%efh	52%Zabefh	36%	35%	53%Zabefh	27%	40%	40%	39%	36%	33%	39%	42%fm	47%Zlmnq	40%fm	47%Zlmnq
Neither agree nor disagree	1661	1273	181	15	35	94	27	19	49	1448	466	537	659	326	333	39	257	476	132
	23%cdpFGM	23%cd	22%cd	15%	14%	27%cd	26%cd	19%	30%cd	23%	23%	24%	26%p	27%p	25%p	26%p	14%	27%Zpr	23%p
Disagree	1078	800	108	10	22	83	26	16	42	946	330	389	494	242	251	29	143	254	99
	15%cdpuAFGM	15%cd	13%	11%	9%	23%Zabcd	25%Zabcdg	17%cd	26%Zabcd	15%	16%	17%Z	19%Zpq	20%Zpq	19%Zpq	20%p	8%	14%p	17%p
Strongly disagree	353	275	33	3	10	20	8	4	8	322	90	119	179	88	90	5	50	89	23
	5%psu	5%	4%	3%	4%	6%	8%Zabc	4%	5%	5%	4%	5%	7%Zpr	7%Zpr	7%pr	3%	3%	5%p	4%
Agree (NET)	4141	3136	485	70	186	158	43	60	65	3523	1123	1209	1219	557	663	74	1339	949	329
	57%efhklmnqE	57%efh	60%efh	72%Zabefgh	73%Zabefgh	45%	41%	61%efh	40%	56%	56%	54%	48%	46%	50%	51%	75%Zlmnoqr	54%lm	56%lmn
Disagree (NET)	1431	1075	142	13	32	103	34	20	51	1268	420	508	673	331	342	34	193	343	122
	20%cdpuAFGM	20%cd	18%	13%	13%	29%Zabcdg	33%Zabcdg	21%cd	31%Zabcd	20%	21%	23%Z	26%Zpqr	27%Zpqr	26%Zpq	23%p	11%	19%p	21%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 142

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1163	109	853	197	4	110	127	343	238	333	31	64	104	36	378	128	228	155
	16%efgl norsv	12%	15%sv	35%Zstv	6%	26%ZCDE	18%	16%	15%	14%	28%ZGHI	19%I	17%	12%	14%	15%	15%	33%ZJKL
Agree	2978	419	2297	229	33	183	296	880	659	952	49	170	237	126	1132	336	567	206
	41%fhlm	46%Zt	40%	41%	44%	43%	43%	41%	41%	40%	44%	51%ZH	39%	43%	43%	38%	38%	44%
Neither agree nor disagree	1661	208	1332	105	16	78	145	464	354	620	15	55	147	69	593	237	373	67
	23%cdpF GM	23%	23%	18%	21%	18%	21%	22%	22%	26%ZACD	14%	16%	24%FG	24%F	22%M	27%M	25%M	14%
Disagree	1078	142	890	28	17	38	86	312	276	364	12	33	93	44	400	139	230	29
	15%cdpu AFGM	16%u	16%u	5%	23%Zu	9%	13%	15%	17%A	15%A	11%	10%	15%	15%	15%M	16%M	16%M	6%
Strongly disagree	353	32	311	7	4	16	32	128	63	113	3	12	26	17	143	41	80	10
	5%psu	3%	5%su	1%	5%u	4%	5%	6%	4%	5%	3%	3%	4%	6%	5%	5%	5%	2%
Agree (NET)	4141	527	3150	426	37	292	423	1223	897	1285	80	234	340	162	1510	463	795	361
	57%efhk lmnqE	58%	55%	75%Zstv	50%	69%ZCDE	62%E	57%	56%	54%	72%ZHI	70%ZHI	56%	55%	57%	53%	54%	77%ZJKL
Disagree (NET)	1431	174	1201	35	21	54	119	440	339	478	15	45	119	61	542	180	310	40
	20%cdpu AFGM	19%u	21%u	6%	29%Zsu	13%	17%	21%A	21%A	20%A	14%	13%	20%F	21%FG	21%M	20%M	21%M	8%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 143

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1163 16%	360 15%	273 15%	315 17%	233 17%	467 16%	397 17%	63 18%	245 28%	286 14%	537 14%	731 16%	208 14%	115 20%	48 17%	368 18%	227 15%	246 15%	320 15%
Agree	2978 41% ^{nv}	914 39%	708 39%	743 40%	537 39%	1200 40%	963 41%	165 46%	374 42%	826 40%	1546 41%	1903 43% ^{mn}	657 43% ^{mn}	202 35%	86 31%	858 43%	603 40%	649 40%	861 41%
Neither agree nor disagree	1661 23% ^{ho}	575 25%	434 24%	433 23%	319 23%	671 22%	503 21%	62 17%	136 15%	520 25% ^{gh}	903 24% ^{gh}	942 21%	348 23%	153 27% ^k	87 32% ^{Zkl}	385 19%	352 23%	389 24% ^o	519 25% ^o
Disagree	1078 15%	356 15%	319 17%	289 16%	221 16%	490 16%	381 16%	47 13%	103 12%	331 16% ^h	579 15%	670 15%	241 16%	74 13%	42 15%	258 13%	238 16%	270 17% ^o	306 15%
Strongly disagree	353 5%	133 6%	98 5%	74 4%	63 5%	157 5%	113 5%	19 5%	31 4%	101 5%	197 5%	219 5%	69 5%	28 5%	11 4%	127 6% ^{qrs}	82 5%	60 4%	84 4%
Agree (NET)	4141 57% ^{bi}	1274 55%	981 54%	1058 57%	770 56%	1668 56%	1360 58%	227 64% ^{ij}	619 70% ^{Zij}	1112 54%	2082 55%	2635 59% ⁿ	865 57%	318 55%	134 49%	1226 61% ^{pqrt}	830 55%	895 55%	1181 56%
Disagree (NET)	1431 20% ^h	489 21%	417 23% ^Z	364 20%	284 21%	647 22%	494 21%	67 19%	134 15%	432 21% ^h	777 21% ^h	889 20%	309 20%	103 18%	53 19%	385 19%	320 21%	330 20%	390 19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 143

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1163	968	183	352	91	262	210	119	37	815	23	92	161	315	289	818
	16%	17%	14%	15%	18%	16%	15%	20%u	19%	16%	18%	20%	20%	18%	12%	18%F
Agree	2978	2387	554	993	182	648	594	237	95	2170	56	185	350	745	926	1919
	41%nv	41%	41%	42%v	35%	40%	42%v	40%	48%v	41%	44%	40%	43%	42%	38%	43%F
Neither agree nor disagree	1661	1327	298	481	126	393	322	149	33	1209	28	107	182	397	615	919
	23%ho	23%o	22%	20%	25%	24%u	23%	25%	16%	23%	22%	23%	22%	22%	26%G	21%
Disagree	1078	835	218	423	84	231	182	71	29	795	13	64	93	246	436	602
	15%	14%	16%	18%Zwxy	16%	14%	13%	12%	14%	15%	10%	14%	11%	14%	18%G	14%
Strongly disagree	353	255	83	110	32	71	104	17	6	263	7	14	36	77	146	182
	5%	4%	6%qr	5%	6%	4%	7%Zuwy	3%	3%	5%	5%	3%	4%	4%	6%G	4%
Agree (NET)	4141	3355	737	1344	273	909	804	356	133	2985	79	277	511	1060	1215	2737
	57%bi	58%	55%	57%	53%	57%	57%	60%	66%v	57%	62%	60%	62%	60%	50%	62%F
Disagree (NET)	1431	1089	301	533	115	303	286	87	35	1058	20	78	129	324	582	784
	20%h	19%	22%rs	23%Zwy	22%y	19%	20%	15%	17%	20%	16%	17%	16%	18%	24%G	18%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 144

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1163 16%	944 16%	193 18%	88 18%	95 17%	346 14%	308 14%	103 18%	35 17%
Agree	2978 41%	2453 41%	455 43%	205 42%	240 44%	983 40%	916 42%	254 44%	80 38%
Neither agree nor disagree	1661 23%	1392 23%	226 21%	107 22%	115 21%	572 23%	519 24%	125 22%	46 22%
Disagree	1078 15%	899 15%	154 14%	62 13%	90 16%	420 17% ^f	304 14%	77 13%	37 18%
Strongly disagree	353 5% ^d	302 5%	39 4%	30 6% ^d	9 2%	126 5%	118 5% ^g	16 3%	11 5%
Agree (NET)	4141 57%	3397 57%	647 61%	294 60%	334 61%	1329 54%	1224 57%	358 62% ^{ee}	115 55%
Disagree (NET)	1431 20%	1201 20%	193 18%	93 19%	99 18%	546 22% ^g	422 19%	94 16%	48 23%

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Table 145

QWRQoL M. My client(s) /employer provide(s) me with what I need to do my job effectively
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	1163 16%ef	378 14%ef	128 15%ef	228 15%ef	155 33%Zabcefgi	6 6%	8 8%	16 11%	31 28%Zabcefgi	137 17%ef
Agree	2978 41%eg	1132 43%eg	336 38%	567 38%g	206 44%g	37 35%	52 53%Zabcegi	39 26%	49 44%ceg	343 43%eg
Neither agree nor disagree	1661 23%dh	593 22%dh	237 27%dfh	373 25%dh	67 14%	27 26%dh	19 19%	49 32%dfh	15 14%	181 23%dh
Disagree	1078 15%dh	400 15%dh	139 16%dh	230 16%dh	29 6%	26 25%Zabcdfhi	16 17%dh	41 27%Zabcdhi	12 11%	105 13%d
Strongly disagree	353 5%	143 5%	41 5%	80 5%	10 2%	8 8%Zdhi	4 4%	8 5%	3 3%	33 4%
Agree (NET)	4141 57%eg	1510 57%eg	463 53%eg	795 54%eg	361 77%Zabcefgi	43 41%	60 61%eg	56 36%	80 72%Zabcefgi	480 60%bceg
Disagree (NET)	1431 20%dh	542 21%dh	180 20%dh	310 21%dh	40 8%	34 33%Zabcdfhi	20 21%dh	48 32%Zabcdhi	15 14%	139 17%d

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Table 146

**QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.
-To what extent do you agree with this statement?**

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1060	756	118	23	46	71	21	27	26	863	306	367	254	111	143	7	373	256	105
	15%Imno tEJ	14%	15%	24%Zab	18%	20%Za	20%Zab	27%Zabd h	16%	14%	15%	16%l	10%	9%	11%o	5%	21%Zlmn oq	14%Imno	18%Zlmmoq
Agree	2088	1509	265	32	102	109	41	41	30	1710	607	630	706	320	386	41	505	480	223
	29%J	28%	33%ah	33%ah	40%Zaeh	31%h	39%Zabc eh	42%Zabc eh	18%	27%	30%	28%	28%	26%	29%	28%	28%	27%	38%Zlmmoq
Neither agree nor disagree	1975	1575	199	23	54	70	20	14	38	1755	482	558	687	344	343	59	470	534	119
	27%efgj rsAF	29%cd fg	25%g	23%g	21%	20%	19%	14%	23%	28%jk	24%	25%	27%r	28%r	26%r	40%Zlmn pqr	26%r	30%r	20%
Disagree	1388	1064	151	13	38	77	17	13	51	1247	417	468	603	290	313	28	285	318	87
	19%cgpr ACF	19%cg	19%c	13%	15%	22%cg	16%	13%	31%Zabc dfg	20%	21%	21%	24%Zpqr	24%Zpqr	23%Zpqr	19%	16%	18%	15%
Strongly disagree	723	581	74	8	13	29	6	4	20	664	197	231	301	149	152	11	156	180	49
	10%dfgG M	11%dfg	9%g	8%	5%	8%	6%	4%	12%g	11%	10%	10%	12%pr	12%pr	11%	8%	9%	10%	8%
Agree (NET)	3148	2265	384	55	148	180	62	68	56	2573	913	997	960	431	529	48	878	736	328
	44%ImoE J	41%	48%ah	56%Zabh	58%Zabh	51%Zah	59%Zabe h	69%Zabc defh	34%	41%	45%i	44%	38%	36%	40%	33%	49%Zlmn oq	42%mo	56%Zlmmoq
Disagree (NET)	2110	1644	225	20	51	105	22	17	70	1910	614	699	904	439	465	40	440	498	136
	29%cdfg prsuCFG IM	30%cdfg	28%cdfg	21%	20%	30%cdfg	21%	17%	43%Zabc defg	31%	31%	31%	35%Zpqr	36%Zpqr	35%Zpqr	27%	25%	28%r	23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 146

QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1060	152	734	165	9	107	103	335	225	280	26	61	81	54	290	98	236	130
	15%Imno tEJ	17%t	13%	29%Zstv	13%	25%ZBCD E	15%	16%E	14%	12%	23%ZH	18%	13%	19%	11%	11%	16%JK	28%ZJKL
Agree	2088	304	1611	143	29	137	202	671	425	649	35	128	191	97	684	281	396	146
	29%J	33%Ztu	28%	25%	39%Ztu	32%	29%	32%DE	27%	27%	32%	38%Z	31%	33%	26%	32%J	27%	31%
Neither agree nor disagree	1975	215	1603	139	17	78	184	569	438	700	25	76	148	75	806	234	417	113
	27%efgj rsAF	24%	28% s	25%	23%	18%	27%A	27%A	28%A	29%A	23%	23%	24%	26%	30%Z	27%	28%	24%
Disagree	1388	160	1130	84	14	56	129	338	343	518	16	52	130	40	558	168	274	61
	19%cgpr ACF	18%	20%	15%	19%	13%	19%	16%	22%AC	22%ZAC	14%	16%	21%FI	14%	21%M	19%	19%	13%
Strongly disagree	723	78	606	34	4	47	67	214	160	234	8	17	57	25	308	99	155	18
	10%dfgGM	9%	11% s	6%	6%	11%	10%	10%	10%	10%	7%	5%	9%	9%	12%M	11%M	10%M	4%
Agree (NET)	3148	456	2345	308	39	244	306	1006	649	930	61	189	272	151	974	379	632	276
	44%ImoE J	50%Zt	41%	55%Zt	52%t	57%ZBCD E	44%	47%ZDE	41%	39%	55%ZH	57%ZH	45%	52%Z	37%	43%J	43%J	59%ZJKL
Disagree (NET)	2110	239	1735	118	18	103	197	552	503	753	24	69	187	65	866	268	429	79
	29%cdfg prsuCFG IM	26%	31% su	21%	25%	24%	29%	26%	32%C	32%AC	22%	21%	31%FGI	22%	33%ZM	30%M	29%M	17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 147

QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1060	312	249	255	199	374	339	78	211	262	482	675	206	92	43	350	231	214	263
	15%r	13%	14%	14%	15%	13%	14%	22%Zij	24%Zij	13%	13%	15%	14%	16%	16%	18%qrt	15%	13%	13%
Agree	2088	677	510	499	380	815	636	103	301	600	1029	1311	439	152	72	638	417	452	572
	29%w	29%	28%	27%	28%	27%	27%	29%	34%Zj	29%	27%	29%	29%	26%	26%	32%r	28%	28%	27%
Neither agree nor disagree	1975	595	452	495	354	834	612	97	211	564	1046	1207	405	169	72	475	361	482	647
	27%u	25%	25%	27%	26%	28%	26%	27%	24%	27%	28%	27%	27%	29%	26%	24%	24%	30%op	31%Zops
Disagree	1388	485	414	402	296	634	514	45	122	426	782	843	313	98	50	331	321	321	406
	19%ghB	21%	23%Z	22%	22%	21%	22%	13%	14%	21%gh	21%gh	19%	21%	17%	18%	17%	21%ot	20%	19%
Strongly disagree	723	269	207	204	144	328	256	32	43	213	423	430	159	62	37	203	172	144	202
	10%h	11%	11%	11%	10%	11%	11%	9%	5%	10%h	11%h	10%	10%	11%	13%	10%	11%	9%	10%
Agree (NET)	3148	990	758	754	579	1189	975	181	513	862	1511	1986	645	244	114	987	648	667	834
	44%ejr	42%	41%	41%	42%	40%	41%	51%ij	58%Zij	42%	40%	44%	42%	43%	42%	49%Zpqr	43%	41%	40%
Disagree (NET)	2110	753	621	606	440	962	770	77	165	639	1206	1272	473	160	87	534	493	465	608
	29%gh	32%	34%Z	33%Z	32%	32%Z	33%Z	22%	19%	31%gh	32%Zgh	28%	31%	28%	32%	27%	33%ot	29%	29%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 147

QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1060	872	177	372	73	246	184	78	37	728	23	79	137	301	326	697
	15%r	15%r	13%	16%	14%	15%	13%	13%	19%	14%	18%	17%	17%	17%A	14%	16%
Agree	2088	1640	420	771	139	402	375	178	53	1458	45	160	271	575	557	1421
	29%w	28%	31%	33%Zwx	27%	25%	27%	30%	26%	28%	35%	35%	33%A	32%A	23%	32%F
Neither agree nor disagree	1975	1549	388	564	140	450	425	170	46	1488	34	108	185	430	713	1135
	27%u	27%	29%op	24%	27%	28%u	30%u	29%	23%	28%DE	27%	23%	22%	24%	30%G	26%
Disagree	1388	1141	222	442	104	325	280	107	39	1051	10	79	131	294	515	807
	19%ghB	20%	17%	19%	20%	20%	20%	18%	19%	20%BE	8%	17%	16%	17%	21%G	18%
Strongly disagree	723	569	128	208	59	182	148	59	25	528	16	36	99	181	301	380
	10%h	10%	10%	9%	11%	11%	10%	10%	13%	10%	12%	8%	12%	10%	12%G	9%
Agree (NET)	3148	2513	597	1144	212	648	559	256	90	2186	68	239	408	876	883	2118
	44%ejr	44%r	45%r	49%ZvwX	41%	40%	40%	43%	45%	42%	53%	52%A	50%ZA	49%ZA	37%	48%F
Disagree (NET)	2110	1710	351	650	163	507	428	166	64	1579	26	114	230	475	816	1187
	29%gh	30%	26%	28%	32%	32%	30%	28%	32%	30%	20%	25%	28%	27%	34%G	27%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 148

QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1060 15%e	874 15%	166 16%	62 13%	98 18%	293 12%	303 14%	109 19%Zef	44 21%Zef
Agree	2088 29%	1672 28%	362 34%Za	154 31%	199 36%Z	661 27%	644 30%	198 34%Zeh	47 22%
Neither agree nor disagree	1975 27%g	1661 28%	263 25%	124 25%	132 24%	681 28%g	596 28%g	128 22%	46 22%
Disagree	1388 19%	1190 20%b	164 15%	70 14%	91 17%	539 22%Zg	407 19%	95 16%	55 26%Zfg
Strongly disagree	723 10%d	593 10%	112 11%	83 17%Zd	29 5%	273 11%	216 10%	47 8%	18 9%
Agree (NET)	3148 44%e	2546 43%	528 49%Za	216 44%	297 54%Z	954 39%	947 44%e	306 53%Zef	91 43%
Disagree (NET)	2110 29%d	1783 30%	276 26%	153 31%d	119 22%	812 33%Zfg	623 29%	142 25%	73 35%g

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Table 149

QWRQoL N. My client(s) /line manager actively promote(s) flexible working hours / patterns.
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1060	290	98	236	130	21	27	23	26	115
15%a	11%	11%	16%ab	28%Zabci	20%Zabi	27%Zabcgi	15%	23%Zabci	14%a
2088	684	281	396	146	41	41	27	35	264
29%a	26%	32%ag	27%	31%g	39%Zabcgh	42%Zabcdghi	18%	32%acg	33%acg
1975	806	234	417	113	20	14	36	25	198
27%efh	30%Zefhi	27%ef	28%efh	24%f	19%	14%	23%	23%f	25%f
1388	558	168	274	61	17	13	48	16	149
19%fh	21%defh	19%	19%	13%	16%	13%	31%Zbcdefhi	14%	19%
723	308	99	155	18	6	4	19	8	72
10%def	12%defh	11%def	10%def	4%	6%	4%	12%ddf	7%	9%df
3148	974	379	632	276	62	68	50	61	379
44%a	37%	43%a	43%a	59%Zabcgi	59%Zabcgi	69%Zabceghi	33%	55%Zabcgi	47%ag
2110	866	268	429	79	22	17	67	24	221
29%defh	33%Zdefh	30%defh	29%defh	17%	21%	17%	44%Zbcdefhi	22%	28%defh

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Table 150
QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	339	264	24	8	12	12	4	4	5	284	72	70	93	57	36	5	128	82	19	
	5%kn	5%	3%	8%Zabef	5%	3%	4%	4%	3%	5%k	4%	3%	4%	5%	3%	3%	7%Zlnqr	5%	3%	
Agree	1752	1331	188	27	69	89	22	25	44	1492	449	490	579	285	294	49	496	391	148	
	24%E	24%	23%	27%	27%	25%	21%	25%	27%	24%	22%	22%	23%	23%	22%	33%Zlmnqr	28%Zlnq	22%	25%	
Neither agree nor disagree	2459	1860	288	31	94	113	31	39	46	2103	663	722	853	399	455	47	597	603	222	
	34%	34%	36%	31%	37%	32%	30%	39%f	28%	34%	33%	32%	33%	33%	34%	32%	33%	34%	38%Zlp	
Disagree	1948	1458	224	26	66	108	35	26	51	1685	600	703	698	306	391	36	430	512	154	
	27%A	27%	28%	27%	26%	30%	34%Zac	26%	31%	27%	30%	31%Zi	27%	25%	29%p	25%	24%	29%p	26%	
Strongly disagree	736	571	83	7	12	34	12	5	19	675	225	269	328	167	162	10	139	180	40	
	10%cdgprs	10%cdg	10%cdg	7%	5%	10%cd	12%cdg	5%	11%	11%	11%	12%	13%Zopr	14%Zopr	12%pr	7%	8%	10%r	7%	
Agree (NET)	2090	1595	213	34	81	100	26	29	49	1776	521	560	671	342	330	53	624	473	166	
	29%knDEH	29%	26%	35%Zabef	32%	28%	25%	30%	30%	28%k	26%	25%	26%	28%	25%	36%Zlnqr	35%Zlmnqr	27%	29%	
Disagree (NET)	2683	2029	307	33	78	142	47	31	70	2360	824	972	1026	473	553	46	569	692	194	
	37%psA	37%	38%	33%	31%	40%dg	45%Zabc	31%	42%	38%	41%Z	43%Zi	40%opr	39%p	41%opr	32%	32%	39%pr	33%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 150
QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	339	45	260	29	5	32	56	91	61	92	9	19	15	17	126	39	69	30
	5%kn	5%	5%	5%	6%	8%DE	8%ZCDE	4%	4%	4%	8%ZH	6%H	2%	6%H	5%	4%	5%	6%
Agree	1752	239	1331	161	20	140	195	556	337	513	30	90	127	72	670	191	343	123
	24%E	26%t	23%	28%	27%	33%ZDE	28%DE	26%DE	21%	22%	27%H	27%	21%	25%	25%	22%	23%	26%
Neither agree nor disagree	2459	340	1891	208	20	138	213	698	551	857	34	111	207	112	861	313	520	163
	34%	37%Ztv	33%	37%	27%	32%	31%	33%	35%	36%	31%	33%	34%	38%	33%	36%	35%	35%
Disagree	1948	227	1569	129	23	84	156	551	470	684	30	91	176	73	665	263	408	119
	27%A	25%	28%	23%	31%	20%	23%	26%	30%AB	29%A	27%	27%	29%	25%	25%	30%	28%	25%
Strongly disagree	736	59	632	38	7	31	66	230	171	237	8	23	81	18	322	75	139	34
	10%cdgpr s	6%	11% s	7%	9%	7%	10%	11%	11%	10%	7%	7%	13%FGI	6%	12%	9%	9%	7%
Agree (NET)	2090	284	1591	190	25	172	251	648	397	605	39	108	142	89	796	230	411	153
	29%knDE H	31%t	28%	34%	34%	41%ZCDE	37%ZDE	30%DE	25%	25%	35%ZH	32%H	23%	30%	30%	26%	28%	33%
Disagree (NET)	2683	286	2201	167	30	115	223	781	641	920	38	115	258	91	987	338	547	153
	37%psA	31%	39% su	30%	40%	27%	32%	37%A	40%AB	39%A	34%	34%	42%FI	31%	37%	38%	37%	33%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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Table 151

QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	339	122	80	93	74	132	115	21	72	78	160	193	54	50	17	127	62	68	81
	5% ^x	5%	4%	5%	5%	4%	5%	6%	8%	4%	4%	4%	4%	9%	6%	6%	4%	4%	4%
Agree	1752	485	380	380	268	739	532	91	282	495	836	1219	303	103	41	520	359	400	467
	24% ^{abclmn}	21%	21%	20%	19%	25% ^{abc}	23%	26%	32% ^{Zij}	24%	22%	27% ^{Zlmn}	20%	18%	15%	26%	24%	25%	22%
Neither agree nor disagree	2459	792	609	634	466	1008	772	108	290	752	1255	1532	489	200	87	634	497	558	755
	34% ^B	34%	33%	34%	34%	34%	33%	30%	33%	36%	33%	34%	32%	35%	32%	32%	33%	35%	36%
Disagree	1948	682	549	549	408	770	701	100	179	555	1082	1130	494	143	86	507	431	435	571
	27% ^{hCDE}	29%	30% ^e	30% ^e	30%	26%	30% ^e	28% ^h	20%	27% ^h	29% ^h	25%	32% ^{Zkm}	25%	31%	25%	29%	27%	27%
Strongly disagree	736	257	213	199	158	336	237	35	66	185	429	392	182	77	43	208	154	153	216
	10%	11%	12%	11%	11%	11%	10%	10%	7%	9%	11% ^{hi}	9%	12% ^k	13% ^k	16% ^{Zk}	10%	10%	9%	10%
Agree (NET)	2090	607	460	473	341	871	647	111	354	573	996	1412	357	153	58	647	420	467	548
	29% ^{abclrxA}	26%	25%	25%	25%	29% ^b	27%	31%	40% ^{Zij}	28%	26%	32% ^{Zln}	23%	27%	21%	32% ^r	28%	29%	26%
Disagree (NET)	2683	939	762	748	565	1106	938	136	244	740	1511	1521	677	220	129	715	585	588	787
	37% ^{hkyCDE}	40%	42% ^{Ze}	40%	41%	37%	40%	38% ^h	27%	36% ^h	40% ^{Zhi}	34%	44% ^{Zk}	38%	47% ^{Zk}	36%	39%	36%	38%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 151

QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	339	265	73	103	22	84	41	34	16	213	12	41	48	120	62	260
	5% x	5%	5%	4%	4%	5% x	3%	6% x	8% x	4%	9% A	9% ZA	6%	7% ZA	3%	6% F
Agree	1752	1418	321	601	130	359	314	145	58	1176	44	166	262	524	434	1254
	24% abc	25%	24%	25%	25%	22%	22%	24%	29%	22%	35% A	36% ZA	32% ZA	29% ZA	18%	28% F
Neither agree nor disagree	2459	1999	424	741	172	519	494	237	58	1802	26	144	280	583	756	1550
	34% B	35%	32%	31%	33%	32%	35%	40% uw	29%	34% B	21%	31%	34% B	33% B	31%	35% F
Disagree	1948	1528	367	684	128	439	417	131	41	1516	25	79	168	379	770	1076
	27% h	26%	28%	29% y	25%	27%	30% y	22%	20%	29% CDE	19%	17%	20%	21%	32% G	24%
Strongly disagree	736	561	151	229	62	204	145	46	28	545	20	32	65	176	391	300
	10%	10%	11%	10%	12%	13% Zuy	10%	8%	14%	10%	16% CD	7%	8%	10%	16% G	7%
Agree (NET)	2090	1682	394	704	152	443	355	178	74	1389	56	207	309	644	496	1514
	29% abc	29% r	29%	30% x	30%	28%	25%	30%	37% x	26%	44% ZA	45% ZA	38% ZA	36% ZA	21%	34% F
Disagree (NET)	2683	2089	518	913	190	643	563	177	69	2061	45	111	233	555	1161	1376
	37% hky	36%	39%	39% y	37%	40% y	40% y	30%	34%	39% CDE	35%	24%	28%	31%	48% G	31%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 152

QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	339 5%	256 4%	74 7% a	33 7%	40 7%	100 4%	91 4%	32 5%	8 4%
Agree	1752 24%	1381 23%	323 30% Za	154 31%	162 30%	545 22%	495 23%	176 30% Zef	67 32% Zef
Neither agree nor disagree	2459 34%	2057 34%	342 32%	168 34%	165 30%	770 31%	739 34%	180 31%	72 34%
Disagree	1948 27% bc	1679 28% b	223 21%	82 17%	132 24%	706 29%	631 29%	149 26%	52 25%
Strongly disagree	736 10% h	618 10%	106 10%	56 11%	49 9%	327 13% Zfgh	210 10%	40 7%	10 5%
Agree (NET)	2090 29%	1637 27%	397 37% Za	187 38% Z	202 37% Z	644 26%	586 27%	207 36% Zef	76 36% ef
Disagree (NET)	2683 37% bc	2297 38% b	328 31%	138 28%	181 33%	1033 42% Zgh	841 39% gh	189 33%	62 30%

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Table 153

QWRQoL O. In most ways my life is close to ideal
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
339	126	39	69	30	4	4	3	9	23
5%	5%	4%	5%	6%	4%	4%	2%	8%Zabcegi	3%
1752	670	191	343	123	22	25	41	30	186
24%	25%	22%	23%	26%	21%	25%	27%	27%	23%
2459	861	313	520	163	31	39	43	34	285
34%	33%	36%	35%	35%	30%	39%eh	28%	31%	36%
1948	665	263	408	119	35	26	47	30	224
27%	25%	30%	28%	25%	34%Zach	26%	31%	27%	28%
736	322	75	139	34	12	5	17	8	81
10%fh	12%fh	9%	9%fh	7%	12%fh	5%	11%	7%	10%fh
2090	796	230	411	153	26	29	45	39	209
29%	30%	26%	28%	33%	25%	30%	29%	35%Zbcei	26%
2683	987	338	547	153	47	31	65	38	305
37%	37%	38%	37%	33%	45%Zacdfhi	31%	42%	34%	38%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 154
QWRQoL P. I work in a safe environment
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1376	949	218	36	83	39	11	11	22	1128	456	449	376	192	184	26	487	322	83
	19%efgl nrsvEJ	17%efg	27%Zaef gh	37%Zabe fgh	33%Zaef gh	11%	10%	11%	13%	18%	23%ZI	20%	15%	16%	14%	18%	27%Zlmn oqr	18%lnr	14%
Agree	3287	2424	397	48	126	178	51	57	77	2778	911	1005	1037	474	562	76	886	836	275
	45%lmL	44%	49%	49%	50%	50%	49%	57%Za	47%	45%	45%	45%	41%	39%	42%	52%lmn	50%Zlmn	47%lmn	47%lr
Neither agree nor disagree	1540	1275	119	9	30	66	21	17	28	1384	375	445	616	269	347	31	288	392	132
	21%bcdp uFGHM	23%bcdg	15%cd	9%	12%	18%cd	20%bcd	17%cd	17%	22%j	19%	20%	24%p	22%p	26%Zp	21%	16%	22%p	23%p
Disagree	810	659	54	4	11	57	18	13	26	749	218	284	397	209	189	10	104	177	76
	11%bcdp AFG	12%bcd	7%	4%	4%	16%Zbcd	17%Zabc d	13%bcd	16%bcd	12%	11%	13%	16%Zopq	17%Zopq	14%opq	7%	6%	10%p	13%op
Strongly disagree	219	177	20	1	3	16	3	2	11	199	49	70	124	69	55	3	25	41	16
	3%cpF	3%cd	2%	1%	1%	5%cd	3%cd	2%	7%bcd	3%	2%	3%	5%Zpqr	6%Zpqr	4%p	2%	1%	2%	3%p
Agree (NET)	4663	3373	615	84	209	217	62	68	100	3906	1367	1455	1413	667	746	102	1373	1158	359
	64%almn EJKL	62%	76%Zaef gh	86%Zabe fgh	83%Zaef gh	61%	59%	68%f	60%	63%	68%ZI	65%	55%	55%	56%	70%lmn	77%Zlmn qr	65%lmn	62%lr
Disagree (NET)	1030	836	73	5	14	73	21	15	38	948	267	354	521	278	243	13	128	218	92
	14%bcdp uAFG	15%bcd	9%cd	5%	6%	21%Zabc d	20%Zabc d	15%bcd	23%Zbcd	15%	13%	16%	20%Zopq r	23%Zopq r	18%Zopq	9%	7%	12%p	16%op

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 154

QWRQoL P. I work in a safe environment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1376	136	1024	209	8	124	154	433	268	382	41	107	162	63	393	138	260	154
	19%efgl nrsvEJ	15%	18%st	37%Zstv	10%	29%ZCDE	22%DE	20%E	17%	16%	37%ZHI	32%ZI	27%Z	22%	15%	16%	18%	33%ZJKL
Agree	3287	452	2540	261	35	188	334	977	731	1054	55	174	286	142	1218	374	602	227
	45%lmL	50%Zt	45%	46%	47%	44%	49%	46%	46%	44%	50%	52%Z	47%	49%	46%L	42%	41%	48%
Neither agree nor disagree	1540	204	1271	52	13	82	111	397	371	576	9	39	88	57	600	256	370	46
	21%bcdp uFGHM	22%u	22%u	9%	18%u	19%	16%	19%	23%BC	24%ZBC	8%	12%	15%F	19%FG	23%M	29%ZJM	25%ZM	10%
Disagree	810	99	660	38	13	17	61	262	177	293	5	10	54	24	326	89	205	38
	11%bcdp AFG	11%	12%	7%	18%u	4%	9%	12%A	11%A	12%A	4%	3%	9%FG	8%G	12%	10%	14%ZM	8%
Strongly disagree	219	18	189	6	6	12	26	58	44	78	1	4	16	6	107	24	41	3
	3%cpF	2%	3%st	1%	8%Zstu	3%	4%	3%	3%	3%	1%	1%	3%	2%	4%M	3%	3%	1%
Agree (NET)	4663	588	3563	470	42	313	488	1410	998	1436	96	281	448	205	1612	512	862	381
	64%almn EJKL	65%	63%	83%Zstv	57%	74%ZDE	71%ZDE	66%E	63%	60%	87%ZHI	84%ZHI	74%Z	70%	61%	58%	58%	81%ZJKL
Disagree (NET)	1030	118	850	44	19	30	88	320	221	371	5	14	70	30	433	113	246	42
	14%bcdp uAFG	13%	15%u	8%	25%Zstu	7%	13%	15%A	14%A	16%A	5%	4%	12%FG	10%FG	16%M	13%	17%M	9%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 155

QWRQoL P. I work in a safe environment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1376	430	305	342	250	519	468	60	251	336	690	891	270	113	51	460	287	270	355
	19% ^{ai}	18%	17%	18%	18%	17%	20%	17%	28% ^{Zgij}	16%	18%	20%	18%	20%	19%	23% ^{Zqrs}	19%	17%	17%
Agree	3287	1048	798	875	620	1373	1100	173	401	945	1686	2057	682	245	117	907	681	740	946
	45%	45%	44%	47%	45%	46%	47%	49%	45%	46%	45%	46%	45%	43%	43%	45%	45%	46%	45%
Neither agree nor disagree	1540	502	421	388	303	663	478	74	155	475	811	911	336	128	50	381	294	367	492
	21%	21%	23%	21%	22%	22%	20%	21%	17%	23% ^h	22%	20%	22%	22%	18%	19%	20%	23%	24% ^{op}
Disagree	810	267	225	185	149	337	252	39	61	243	454	471	183	73	49	188	193	202	223
	11% ^h	11%	12%	10%	11%	11%	11%	11%	7%	12% ^h	12% ^h	11%	12%	13%	18% ^{Zk}	9%	13% ^o	13% ^o	11%
Strongly disagree	219	91	82	66	50	93	60	9	21	67	120	135	51	13	8	60	47	34	74
	3%	4%	4% ^{Zi}	4%	4%	3%	3%	3%	2%	3%	3%	3%	3%	2%	3%	3%	3%	2%	4% ^q
Agree (NET)	4663	1478	1103	1217	870	1893	1568	233	652	1280	2377	2948	952	359	167	1367	968	1010	1301
	64% ^b	63%	60%	66% ^b	63%	63%	67% ^b	65%	73% ^{Zij}	62%	63%	66%	63%	63%	61%	69% ^{qr}	64%	63%	62%
Disagree (NET)	1030	358	307	250	199	430	312	48	82	310	574	606	234	87	57	248	240	236	297
	14% ^h	15%	17% ^f	13%	14%	14%	13%	14%	9%	15% ^h	15% ^h	14%	15%	15%	21% ^{Zk}	12%	16%	15%	14%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 155

QWRQoL P. I work in a safe environment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1376	1085	278	464	115	315	231	113	43	975	26	97	195	367	352	970
	19% i	19%	21% q	20%	22% x	20%	16%	19%	21%	19%	20%	21%	24% ZA	21%	15%	22% F
Agree	3287	2644	586	1118	227	686	634	263	89	2434	47	196	357	771	1049	2082
	45% j	46%	44%	47% w	44%	43%	45%	44%	45%	46%	37%	42%	43%	43%	43%	47%
Neither agree nor disagree	1540	1242	276	442	92	375	303	141	47	1079	29	116	169	406	582	847
	21% k	22%	21%	19%	18%	23% uv	21%	24%	23%	21%	22%	25%	21%	23%	24% G	19%
Disagree	810	635	152	261	54	196	195	56	10	598	17	45	74	188	330	432
	11% h	11%	11%	11%	10%	12% z	14% Zz	9%	5%	11%	13%	10%	9%	11%	14% G	10%
Strongly disagree	219	166	45	73	27	32	48	19	11	166	10	8	28	50	100	109
	3% l	3%	3%	3%	5% Zw	2%	3%	3%	6% w	3%	7% ZCE	2%	3%	3%	4% G	2%
Agree (NET)	4663	3729	863	1582	342	1001	865	376	132	3410	73	293	552	1137	1401	3052
	64% b	65%	65%	67% wx	66%	62%	61%	64%	66%	65%	57%	63%	67%	64%	58%	69% F
Disagree (NET)	1030	800	197	334	81	229	243	75	22	764	26	53	101	238	430	542
	14% h	14%	15%	14%	16%	14%	17% Z	13%	11%	15%	20%	11%	12%	13%	18% G	12%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 156

QWRQoL P. I work in a safe environment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1376	1135	220	105	111	421	367	148	50
	19%	19%	21%	21%	20%	17%	17%	26%Zef	24%
Agree	3287	2726	472	219	240	1066	1021	294	97
	45%	46%	44%	44%	44%	44%	47%	51%Ze	46%
Neither agree nor disagree	1540	1263	235	93	135	555	478	79	36
	21%g	21%	22%	19%	25%	23%g	22%g	14%	17%
Disagree	810	685	107	52	55	321	242	38	19
	11%g	11%	10%	11%	10%	13%g	11%g	7%	9%
Strongly disagree	219	182	32	25	7	84	57	17	8
	3%	3%	3%	5% d	1%	3%	3%	3%	4%
Agree (NET)	4663	3861	692	323	351	1487	1388	442	146
	64%e	64%	65%	66%	64%	61%	64%	77%Zef	70%e
Disagree (NET)	1030	866	139	77	62	406	300	55	27
	14%g	14%	13%	16%	11%	17%g	14%g	9%	13%

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Table 157

QWRQoL P. I work in a safe environment

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1376	393	138	260	154	11	11	18	41	216
19%aef	15%e	16%e	18%ef	33%Zabcefg	10%	11%	12%	37%Zabcefgi	27%Zabc efg
3287	1218	374	602	227	51	57	70	55	393
45%c	46%c	42%	41%	48%	49%c	57%Zabc	46%	50%bc	49%c
1540	600	256	370	46	21	17	28	9	117
21%dhi	23%dhi	29%Zadefhi	25%Zdfhi	10%	20%dhi	17%dh	18%h	8%	15%h
810	326	89	205	38	18	13	26	5	54
11%hi	12%hi	10%h	14%Zdhi	8%	17%Zabdhi	13%hi	17%dhi	4%	7%
219	107	24	41	3	3	2	11	1	19
3%h	4%dh	3%	3%h	1%	3%dh	2%	7%cdhi	1%	2%
4663	1612	512	862	381	62	68	88	96	610
64%abc	61%	58%	58%	81%Zabcefg	59%	68%bce	58%	87%Zabcefgi	76%Zabc efg
1030	433	113	246	42	21	15	37	5	73
14%hi	16%dhi	13%h	17%dhi	9%	20%Zbdhi	15%hi	24%Zbdhi	5%	9%h

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 158

QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	631	472	71	15	32	23	7	4	14	525	167	163	172	82	90	8	230	153	32	
	9%girs	9%	9%	15%Zabefg	13%efg	7%	7%	4%	8%	8%	8%	7%	7%	7%	7%	5%	13%Zimnoqr	9%r	6%	
Agree	3005	2190	358	50	130	165	46	56	70	2510	855	911	922	437	485	79	796	730	292	
	42%lmn	40%	44%	51%Zabf	52%Za	46%a	44%	56%Zabefh	42%	40%	43%	40%	36%	36%	36%	54%Zlmnpq	44%lmn	41%l	50%Zlmnpq	
Neither agree nor disagree	2681	2075	291	27	82	143	39	32	75	2348	728	871	1034	495	539	46	602	664	208	
	37%cAFG	38%c	36%c	27%	32%	40%c	37%c	32%	45%c	38%	36%	39%	41%opr	41%op	40%p	31%	34%	38%	36%	
Disagree	736	596	68	5	8	23	12	6	6	680	219	259	332	159	173	14	119	184	45	
	10%cdp rsFGM	11%cddeg	8%d	5%	3%	6%	11%cddeg	6%	4%	11%	11%	11%	13%Zpr	13%pr	13%pr	9%	7%	10%p	8%	
Strongly disagree	180	151	18	1	1	2	1	1	*	175	40	50	92	42	51	-	43	36	6	
	2%ers	3%de	2%	1%	*	1%	1%	1%	*	3%	2%	2%	4%oqr	3%or	4%oqr	-	2%r	2%	1%	
Agree (NET)	3636	2662	430	65	162	188	53	60	84	3034	1022	1074	1093	519	575	87	1025	883	324	
	50%lmnJ	49%	53%	66%Zabefh	64%Zabefh	53%	51%	61%Zaf	51%	49%	51%	48%	43%	43%	43%	59%Zlmnpq	57%Zlmnpq	50%lmn	56%Zlmnpq	
Disagree (NET)	917	747	87	6	8	25	13	7	6	856	259	309	424	200	224	14	162	220	51	
	13%cdg hpsuFG IM	14%cdg h	11%cd	6%	3%	7%	12%cddeg	7%	4%	14%	13%	14%	17%Zopqr	16%Zopqr	17%Zopqr	9%	9%	12%pr	9%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 158

QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	631	62	484	77	7	61	72	206	109	170	17	41	46	27	222	63	118	68
	9%glrs	7%	9%	14%Zst	9%	14%ZDE	10%	10%DE	7%	7%	15%ZHI	12%	8%	9%	8%	7%	8%	14%ZJKL
Agree	3005	446	2256	268	35	197	285	845	667	1007	57	174	250	139	1015	344	613	211
	42%lmn	49%Zt	40%	47%	47%	47%	42%	40%	42%	42%	51%ZH	52%ZH	41%	48%	38%	39%	42%	45%
Neither agree nor disagree	2681	323	2148	183	27	117	228	788	600	941	30	102	216	102	1013	336	564	160
	37%cAFG	36%	38%	32%	36%	28%	33%	37%A	38%A	39%A	27%	30%	36%F	35%F	38%	38%	38%	34%
Disagree	736	65	633	32	6	37	76	235	174	215	5	14	77	19	298	116	156	24
	10%cdpr	7%	11%su	6%	8%	9%	11%	11%	11%	9%	5%	4%	13%FGI	6%	11%M	13%M	11%M	5%
Strongly disagree	180	13	162	5	1	12	25	53	40	50	1	3	18	4	97	22	26	6
	2%ers	1%	3%Zs	1%	1%	3%	4%	2%	3%	2%	1%	1%	3%	1%	4%ZL	2%	2%	1%
Agree (NET)	3636	508	2741	345	42	258	357	1051	776	1177	73	215	296	167	1237	408	731	279
	50%lmnJ	56%Zt	48%	61%Zt	56%	61%ZCDE	52%	49%	49%	49%	67%ZHI	64%ZH	49%	57%	47%	46%	49%	60%ZJKL
Disagree (NET)	917	78	795	37	6	49	101	288	214	265	7	17	95	23	395	137	183	30
	13%cdpr	9%	14%su	7%	9%	11%	15%	14%	13%	11%	6%	5%	16%FGI	8%	15%ZM	16%M	12%M	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 159
QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	631	187	122	149	99	241	212	36	136	149	283	393	112	72	32	192	147	130	159
	9% bx A	8%	7%	8%	7%	8%	9%	10%	15% Zij	7%	8%	9%	7%	13% Zl	12%	10%	10%	8%	8%
Agree	3005	904	685	713	505	1205	941	162	413	837	1502	1963	597	222	77	781	581	670	962
	42% bnw	39%	37%	38%	37%	40%	40%	46%	47% ij	41%	40%	44% ln	39% n	39% n	28%	39%	39%	42%	46% Zopqst
Neither agree nor disagree	2681	891	746	709	545	1158	895	127	267	807	1441	1608	588	201	122	734	568	607	756
	37% huDE	38%	41% Z	38%	40%	39%	38%	36%	30%	39% h	38% h	36%	39%	35%	44% k	37%	38%	38%	36%
Disagree	736	278	209	226	175	300	255	27	57	219	425	409	184	59	33	221	154	182	178
	10% h	12%	11%	12%	13%	10%	11%	8%	6%	11% h	11% h	9%	12% k	10%	12%	11%	10%	11% r	9%
Strongly disagree	180	78	69	58	49	81	55	3	15	52	111	92	41	19	10	68	52	25	35
	2%	3%	4% Z	3%	4%	3%	2%	1%	2%	3%	3%	2%	3%	3%	4%	3% qr	3% qr	2%	2%
Agree (NET)	3636	1091	807	861	604	1447	1152	198	550	986	1786	2356	709	294	109	973	729	800	1121
	50% abcl nx	47%	44%	46%	44%	48% b	49% b	56% ij	62% Zij	48%	47%	53% ln	47%	51% n	40%	49%	48%	50%	54% Zopq
Disagree (NET)	917	356	278	285	224	381	310	30	72	271	536	501	225	79	43	289	205	207	213
	13% hr	15% Z	15% Z	15% Z	16%	13%	13%	8%	8%	13% h	14% gh	11%	15% k	14%	16%	14% r	14% r	13% r	10%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 159

QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	631	503	118	221	45	169	85	39	17	378	13	55	120	229	127	483
	9% bx A	9%	9%	9% x	9%	11% x	6%	7%	8%	7%	10%	12% A	15% ZA	13% ZA	5%	11% F
Agree	3005	2419	552	1101	201	580	536	279	88	2188	53	220	326	749	827	2059
	42% bnw	42%	41%	47% Zvw x	39%	36%	38%	47% w x	44%	42%	41%	48%	40%	42%	34%	46% F
Neither agree nor disagree	2681	2134	487	773	187	640	582	212	60	2018	45	143	257	577	986	1496
	37% hu DE	37%	36%	33%	36%	40% u	41% Z uz	36%	30%	38% DE	35%	31%	31%	32%	41% G	34%
Disagree	736	581	140	218	66	167	169	43	29	553	12	37	81	166	374	327
	10% h	10%	11%	9%	13% y	10%	12% y	7%	15% y	11%	10%	8%	10%	9%	15% G	7%
Strongly disagree	180	133	39	44	16	48	40	19	7	115	4	6	38	61	99	75
	2%	2%	3%	2%	3%	3%	3%	3%	3%	2%	3%	1%	5% ZA	3%	4% G	2%
Agree (NET)	3636	2923	670	1322	246	749	621	318	105	2567	66	276	446	978	954	2542
	50% abcl nx	51%	50%	56% Zvw x	48%	47%	44%	54% x	52%	49%	52%	60% ZA	54%	55% ZA	40%	57% F
Disagree (NET)	917	714	179	263	82	216	209	62	36	668	16	43	119	226	473	403
	13% hr	12% r	13% r	11%	16% u	13%	15% u	11%	18%	13%	13%	9%	15%	13%	20% G	9%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 160
QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	631 9%	480 8%	138 13% Za	64 13%	71 13% Z	180 7%	164 8%	56 10%	31 15% Zef
Agree	3005 42% e	2483 41%	452 42%	186 38%	252 46%	888 36%	942 43% e	297 52% Zef	105 50% e
Neither agree nor disagree	2681 37% bh	2274 38% b	337 32%	159 32%	171 31%	945 39% gh	801 37% h	188 33%	52 25%
Disagree	736 10% g	620 10%	99 9%	58 12%	41 7%	350 14% Zfg	215 10% g	34 6%	19 9%
Strongly disagree	180 2% g	133 2%	41 4%	27 5% Z	15 3%	83 3% fg	43 2% g	1 *	3 1%
Agree (NET)	3636 50% e	2963 49%	590 55% a	250 51%	322 59% Z	1068 44%	1106 51% e	353 61% Zef	136 65% Zef
Disagree (NET)	917 13% g	753 13%	140 13%	85 17% d	55 10%	434 18% Zfgh	258 12% g	35 6%	22 10%



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Table 161

QWRQoL Q. Generally things work out well for me
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
631	222	63	118	68	7	4	12	17	70
9% ^f	8%	7%	8%	14% ^{Zabcefi}	7%	4%	8%	15% ^{Zabcefi}	9%
3005	1015	344	613	211	46	56	63	57	354
42%	38%	39%	42%	45%	44%	56% ^{Zabcdegi}	42%	51% ^{Zabcei}	44% ^a
2681	1013	336	564	160	39	32	72	30	291
37% ^h	38% ^h	38% ^h	38% ^h	34%	37% ^h	32%	47% ^{fh}	27%	36% ^h
736	298	116	156	24	12	6	6	5	66
10% ^{dh}	11% ^{dfh}	13% ^{dfghi}	11% ^{dh}	5%	11% ^{dfgh}	6%	4%	5%	8%
180	97	22	26	6	1	1	-	1	18
2%	4% ^{Zceh}	2%	2%	1%	1%	1%	-	1%	2%
3636	1237	408	731	279	53	60	75	73	424
50% ^a	47%	46%	49%	60% ^{Zabc}	51%	61% ^{Zabce}	49%	67% ^{Zabcegi}	53% ^a
917	395	137	183	30	13	7	6	7	84
13% ^{dfgh}	15% ^{Zdfghi}	16% ^{dfghi}	12% ^{dfgh}	6%	12% ^{dfgh}	7%	4%	6%	11% ^h

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 162

QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	749	519	111	25	36	28	9	7	14	627	256	250	240	123	116	11	263	158	39
	10%rsDEL	9%	14%Zaeg	25%Zabdefgh	14%aeg	8%	9%	7%	8%	10%	13%ZI	11%	9%	10%	9%	7%	15%Zlmnoqr	9%	7%
Agree	2321	1681	323	39	116	111	39	36	41	1949	696	715	743	340	404	46	617	559	220
	32%	31%	40%Zaeh	40%Zaeh	46%Zaefh	31%	37%ah	36%	25%	31%	35%i	32%	29%	28%	30%	32%	34%lm	32%	38%Zlmnq
Neither agree nor disagree	2093	1674	188	20	60	90	21	21	51	1844	509	594	774	339	435	50	486	540	145
	29%bcfgjrsAFH	31%bcfg	23%	21%	24%	25%	20%	21%	31%	30%jk	25%	26%	30%r	28%	33%pr	34%r	27%	31%r	25%
Disagree	1439	1084	149	11	36	98	23	27	49	1246	409	507	533	280	253	31	290	370	119
	20%cdpF	20%cd	19%cd	11%	14%	28%Zabcd	22%cd	27%Zabcd	30%Zabcd	20%	20%	22%	21%p	23%p	19%	21%	16%	21%p	20%p
Strongly disagree	631	525	36	3	4	29	12	8	10	572	139	188	261	131	129	8	133	141	60
	9%bcdAFGH	10%bcd	4%	3%	2%	8%bcd	11%bcd	8%bcd	6%	9%j	7%	8%	10%p	11%p	10%	6%	7%	8%	10%p
Agree (NET)	3070	2201	434	64	153	139	48	43	55	2576	952	965	983	463	520	57	880	717	259
	42%IDL	40%	54%Zaefgh	65%Zabefgh	60%Zaefgh	39%	46%ah	43%	33%	41%	47%Zik	43%	39%	38%	39%	39%	49%Zlmnoq	41%	45%lmn
Disagree (NET)	2070	1609	185	14	40	127	35	35	59	1818	547	695	794	411	382	39	423	511	178
	29%bcdpAFG	29%bcd	23%cd	14%	16%	36%Zabcd	34%bcd	35%Zbcd	36%bcd	29%	27%	31%	31%p	34%Zp	29%p	27%	24%	29%p	31%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 162
QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	749	75	601	68	5	89	87	245	128	188	27	50	90	31	237	104	118	58
	10%rsDEL	8%	11%rs	12%	7%	21%ZBCD	13%DE	11%DE	8%	8%	25%ZGHI	15%Z	15%Z	11%	9%	12%L	8%	12%
Agree	2321	355	1780	160	27	178	220	700	459	757	44	137	230	98	834	271	446	125
	32%	39%Ztu	31%	28%	36%	42%ZBCD	32%	33%	29%	32%	40%Z	41%Z	38%Z	34%	32%	31%	30%	27%
Neither agree nor disagree	2093	227	1683	164	19	83	191	551	488	779	23	83	140	66	827	250	454	141
	29%bctfgjrsAFH	25%	30%rs	29%	25%	20%	28%	26%	31%AC	33%ZAC	21%	25%	23%	23%	31%	28%	31%	30%
Disagree	1439	177	1115	128	18	60	118	429	363	467	11	55	116	64	477	190	315	100
	20%cdpF	20%	20%	23%	25%	14%	17%	20%	23%A	20%	10%	17%F	19%F	22%F	18%	22%	21%	21%
Strongly disagree	631	75	504	46	6	15	70	202	152	191	4	8	32	32	269	66	144	44
	9%bcdAFGH	8%	9%	8%	8%	4%	10%A	10%A	10%A	8%A	4%	2%	5%	11%FGH	10%	7%	10%	9%
Agree (NET)	3070	429	2381	228	32	267	308	944	587	946	71	188	319	129	1072	375	564	183
	42%IDL	47%Zt	42%	40%	43%	63%ZBCD	45%D	44%DE	37%	40%	65%ZGHI	56%ZI	53%Z	44%	41%	43%	38%	39%
Disagree (NET)	2070	253	1620	173	24	75	188	631	516	658	16	63	148	96	746	256	460	144
	29%bcdpAFG	28%	28%	31%	33%	18%	27%A	30%A	32%ZAE	28%A	14%	19%	24%F	33%FGH	28%	29%	31%	31%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 163
QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	749 10%	248 11%	195 11%	204 11%	150 11%	338 11%	283 12%	36 10%	129 15%Zij	182 9%	377 10%	469 10%	134 9%	88 15%Zkl	30 11%	234 12%	145 10%	160 10%	207 10%
Agree	2321 32%	723 31%	614 34%	619 33%	444 32%	979 33%	765 32%	123 35%	296 33%	645 31%	1209 32%	1494 33%l	449 29%	165 29%	80 29%	675 34%	434 29%	487 30%	718 34%pq
Neither agree nor disagree	2093 29%ou	659 28%	478 26%	488 26%	352 26%	866 29%	675 29%	86 24%	251 28%	640 31%	1075 29%	1279 29%	440 29%	174 30%	79 29%	480 24%	407 27%	485 30%o	711 34%Zopqst
Disagree	1439 20%hrz	470 20%	362 20%	372 20%	288 21%	554 19%	442 19%	71 20%	138 15%	419 20%h	782 21%h	877 20%	339 22%	105 18%	50 18%	393 20%r	379 25%Zoqrs	331 21%r	328 16%
Strongly disagree	631 9%r	239 10%	183 10%	171 9%	139 10%	248 8%	192 8%	39 11%	75 8%	178 9%	318 8%	348 8%	161 11%k	42 7%	34 13%	214 11%rs	137 9%r	151 9%r	126 6%
Agree (NET)	3070 42%l	971 42%	809 44%	823 44%	594 43%	1316 44%	1048 44%	159 45%	425 48%Zij	827 40%	1587 42%	1962 44%l	583 38%	252 44%	110 40%	909 46%pq	579 39%	646 40%	925 44%pq
Disagree (NET)	2070 29%r	708 30%	545 30%	543 29%	426 31%	803 27%	634 27%	111 31%	213 24%	598 29%	1101 29%h	1225 27%	500 33%Zkm	147 26%	85 31%	607 30%r	516 34%Zqrs	482 30%r	454 22%



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Table 163

QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	749 10%	623 11%	119 9%	245 10%	60 12%	165 10%	125 9%	57 10%	26 13%	504 10%	24 19%ZA	70 15%A	99 12%	220 12%A	174 7%	541 12%F
Agree	2321 32%	1878 33%	422 32%	789 33%v	142 28%	479 30%	462 33%	163 27%	92 46%Zuvw xy	1742 33%	38 29%	141 30%	274 33%	544 31%	675 28%	1557 35%F
Neither agree nor disagree	2093 29%ou	1687 29%o	372 28%	567 24%	138 27%	479 30%u	458 32%uz	227 38%Zuvw z	42 21%	1527 29%	26 21%	138 30%	213 26%	492 28%	782 32%G	1159 26%
Disagree	1439 20%hrz	1118 19%r	289 22%r	532 23%xz	119 23%z	334 21%z	255 18%	106 18%	21 10%	1033 20%	26 21%	83 18%	164 20%	365 20%	513 21%	864 19%
Strongly disagree	631 9%r	465 8%r	134 10%r	226 10%	55 11%	148 9%	113 8%	39 7%	19 10%	446 8%	14 11%	30 6%	73 9%	161 9%	268 11%G	318 7%
Agree (NET)	3070 42%l	2501 43%p	540 40%	1034 44%	202 39%	644 40%	586 42%	220 37%	118 59%Zuvw xy	2247 43%	61 48%	211 46%	372 45%	764 43%	849 35%	2098 47%F
Disagree (NET)	2070 29%r	1584 27%r	423 32%rs	757 32%Zxyz	174 34%xyz	482 30%z	368 26%	145 25%	40 20%	1479 28%	40 31%	112 24%	237 29%	526 30%	782 32%G	1183 27%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 164

QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	749 10%	587 10%	147 14% Za	68 14%	72 13%	231 9%	193 9%	76 13% ef	22 11%
Agree	2321 32%	1958 33%	328 31%	145 29%	176 32%	749 31%	691 32%	199 34%	81 38%
Neither agree nor disagree	2093 29% g	1755 29%	271 25%	110 22%	157 29%	733 30% g	613 28%	135 23%	50 24%
Disagree	1439 20%	1179 20%	223 21%	114 23%	103 19%	504 21%	485 22%	144 25% Z	41 20%
Strongly disagree	631 9% g	512 9%	97 9%	57 12%	40 7%	231 9% g	183 8% g	23 4%	15 7%
Agree (NET)	3070 42%	2545 42%	476 45%	212 43%	248 45%	979 40%	884 41%	275 48% ef	103 49% e
Disagree (NET)	2070 29%	1691 28%	320 30%	171 35%	143 26%	735 30%	668 31%	167 29%	56 27%

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Table 165

QWRQoL R. I am satisfied with the career opportunities available for me here
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
749 10% ^c	237 9%	104 12% ^c	118 8%	58 12%	9 9%	7 7%	11 7%	27 25% ^{Zabcdefgi}	109 14% ^{Zacfh}
2321 32%	834 32%	271 31%	446 30%	125 27%	39 37% ^{acd} ^g	36 36% ^d	36 24%	44 40% ^{Zabcdg}	322 40% ^{Zabcdg}
2093 29% ^{efhi}	827 31% ^{efhi}	250 28% ^{eh}	454 31% ^{efhi}	141 30% ^{eh}	21 20%	21 21%	48 31%	23 21%	186 23%
1439 20% ^h	477 18% ^h	190 22% ^h	315 21% ^h	100 21% ^h	23 22% ^h	27 27% ^{Zahi}	48 31% ^{Zahi}	11 10%	149 19% ^h
631 9% ^{hi}	269 10% ^{hi}	66 7%	144 10% ^{hi}	44 9% ^{hi}	12 11% ^{hi}	8 8% ^{hi}	9 6%	4 4%	34 4%
3070 42% ^c	1072 41%	375 43%	564 38%	183 39%	48 46% ^{cg}	43 43%	48 31%	71 65% ^{Zabcdefgi}	431 54% ^{Zabcdg} defg
2070 29% ^{hi}	746 28% ^{hi}	256 29% ^{hi}	460 31% ^{hi}	144 31% ^h	35 34% ^{hi}	35 35% ^{Zahi}	57 37% ^{hi}	16 14%	183 23% ^h

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 166
QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1594	1165	207	29	56	88	32	20	40	1391	578	620	768	377	391	24	278	324	122
	22%puLM	21%	26%a	30%Zadg	22%	25%	31%Zadg	20%	24%	22%	29%Zi	28%Zi	30%Zopqr	31%Zopqr	29%Zopqr	16%	16%	18%	21%pr
Agree	2430	1804	281	36	82	147	41	41	69	2088	732	816	897	449	448	46	502	643	205
	34%puLM	33%	35%	37%	32%	41%Zad	39%Za	41%Za	42%	33%	36%	36%	35%p	37%p	34%p	31%	28%	36%p	35%p
Neither agree nor disagree	1769	1343	207	18	70	70	18	19	37	1507	451	507	546	242	304	50	477	454	146
	24%cfmF	24%cf	26%cf	18%	28%cefg	20%	18%	19%	22%	24%	22%	22%	21%	20%	23%	34%Zlmnqr	27%lm	26%lm	25%lm
Disagree	1180	950	102	11	37	43	11	19	14	1016	209	251	272	122	150	24	429	286	99
	16%bcfjklmnDFHK	17%bcef	13%	11%	15%	12%	10%	19%bcefh	9%	16%jk	10%	11%	11%	10%	11%	16%lm	24%Zlmnoqr	16%lmn	17%lmn
Strongly disagree	260	221	11	4	8	7	2	*	5	236	39	60	67	24	44	3	103	60	11
	4%bgjrsH	4%bfg	1%	4%bfg	3%	2%	2%	*	3%	4%j	2%	3%	3%	2%	3%	2%	6%Zlmnqr	3%	2%
Agree (NET)	4024	2969	488	65	137	235	73	61	109	3479	1310	1436	1665	826	840	70	780	968	327
	56%puALM	54%	60%a	67%Zad	54%	66%Zad	70%Zabdg	61%	66%a	56%	65%Zi	64%Zi	65%Zopqr	68%Zopqr	63%Zopqr	48%	44%	55%p	56%p
Disagree (NET)	1440	1171	113	15	45	51	13	20	20	1252	248	311	339	145	194	27	532	347	110
	20%bcfjklmnsDFHK	21%bcefh	14%	15%	18%	14%	12%	20%f	12%	20%jk	12%	14%	13%	12%	14%	18%	30%Zlmnoqr	20%lmn	19%lmn

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 166

QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manager- ial role with no direct care (G)	Other manager- ial and direct care (H)	Non- manager- ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1594	187	1346	43	18	68	136	487	361	537	33	73	163	57	638	247	233	45
	22%pqULM	21%u	24%su	8%	24%u	16%	20%	23%A	23%	23%	30%ZGI	22%	27%ZI	19%	24%LM	28%ZLM	16%M	10%
Agree	2430	318	1949	141	21	97	218	699	583	829	39	117	233	72	909	300	498	96
	34%puAlM	35%u	34%u	25%	28%	23%	32%A	33%A	37%A	35%A	36%I	35%I	38%I	25%	34%M	34%M	34%M	21%
Neither agree nor disagree	1769	247	1350	152	20	116	182	499	389	583	22	86	138	99	577	218	413	131
	24%cfmF	27%t	24%	27%	27%	27%	27%	23%	24%	24%	20%	26%	23%	34%ZFH	22%	25%	28%ZJ	28%
Disagree	1180	142	861	162	15	114	120	367	197	369	11	48	65	55	432	94	273	147
	16%bcfjklmndFK	16%	15%	29%Zst	20%	27%ZBCD	17%D	17%D	12%	15%D	10%	14%	11%	19%FH	16%K	11%	18%K	31%ZJKL
Strongly disagree	260	15	177	68	*	29	31	76	60	64	4	9	8	9	89	22	61	49
	4%bgjrsH	2%	3%st	12%Zstv	*	7%ZCE	5%	4%	4%	3%	4%H	3%	1%	3%	3%	3%	4%	10%ZJKL
Agree (NET)	4024	506	3295	184	39	165	354	1186	944	1366	72	191	396	129	1547	547	731	141
	56%puAlLM	56%u	58%u	33%	53%u	39%	52%A	56%A	59%AB	57%A	66%ZGI	57%I	65%ZGI	44%	59%LM	62%ZLM	49%M	30%
Disagree (NET)	1440	157	1038	230	15	143	151	442	257	433	16	57	73	63	521	116	334	196
	20%bcfjklmnsDFHK	17%	18%	41%Zstv	21%	34%ZBCD	22%D	21%D	16%	18%	14%	17%	12%	22%FH	20%K	13%	23%K	42%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 167

QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1594	542	471	473	380	816	614	55	131	486	900	928	350	151	68	544	317	316	411
	22%ghyD	23%	26%Z	25%Z	28%	27%Za	26%Z	16%	15%	24%gh	24%gh	21%	23%	26%k	25%	27%Zpqr st	21%	20%	20%
Agree	2430	850	656	637	477	1003	804	101	225	721	1339	1492	527	182	96	620	532	536	732
	34%h	36%	36%	34%	35%	34%	34%	28%	25%	35%h	36%h	33%	35%	32%	35%	31%	35%	33%	35%
Neither agree nor disagree	1769	556	451	456	321	676	522	105	209	457	952	1123	337	127	61	478	363	395	524
	24%	24%	25%	25%	23%	23%	22%	30%i	24%	22%	25%	25%	22%	22%	22%	24%	24%	24%	25%
Disagree	1180	313	211	242	163	413	343	79	249	331	479	756	262	96	33	304	226	304	340
	16%abce j	13%	12%	13%	12%	14%	15%b	22%Zij	28%Zij	16%j	13%	17%	17%	17%	12%	15%	15%	19%Zp	16%
Strongly disagree	260	77	42	47	32	78	74	14	74	70	93	167	46	17	15	50	64	62	83
	4%j	3%	2%	3%	2%	3%	3%	4%	8%Zij	3%	2%	4%	3%	3%	5%	3%	4%	4%	4%
Agree (NET)	4024	1392	1127	1110	857	1819	1418	156	356	1207	2239	2420	877	334	164	1164	849	853	1143
	56%ghDE	60%Z	62%Z	60%Z	62%	61%Z	60%Z	44%	40%	58%gh	60%Zgh	54%	58%	58%	60%	58%q	56%	53%	55%
Disagree (NET)	1440	390	253	289	195	491	417	94	323	401	571	923	308	113	48	354	291	366	423
	20%abce jx	17%	14%	16%	14%	16%	18%b	26%Zij	36%Zgij	19%j	15%	21%	20%	20%	18%	18%	19%	23%Zos	20%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 167

QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1594	1280	284	496	108	395	352	98	48	1217	24	74	135	335	702	807
	22%ghyD	22%r	21%	21%	21%	25%y	25%uy	17%	24%	23%CDE	19%	16%	16%	19%	29%G	18%
Agree	2430	1918	468	775	182	541	490	206	64	1801	40	167	236	556	833	1450
	34%h	33%	35%	33%	35%	34%	35%	35%	32%	34%D	31%	36%	29%	31%	35%	33%
Neither agree nor disagree	1769	1427	317	564	112	361	334	152	43	1248	33	140	221	476	517	1169
	24%	25%	24%	24%	22%	22%	24%	26%	22%	24%	26%	30%	27%	27%	21%	26%F
Disagree	1180	940	219	435	89	246	191	117	39	804	25	72	177	343	304	826
	16%abce	16%	16%	18%x	17%	15%	14%	20%x	19%	15%	20%	16%	22%ZA	19%A	13%	19%F
Strongly disagree	260	207	48	88	25	62	45	19	6	182	6	8	54	71	56	189
	4%j	4%	4%	4%	5%	4%	3%	3%	3%	3%	5%	2%	7%ZAC	4%	2%	4%F
Agree (NET)	4024	3198	752	1270	289	936	842	304	112	3018	63	241	371	891	1535	2257
	56%ghDE	55%	56%	54%	56%	58%	60%Zuy	51%	56%	57%DE	50%	52%	45%	50%	64%G	51%
Disagree (NET)	1440	1146	266	524	113	308	236	136	45	986	32	80	231	414	360	1015
	20%abce	20%	20%	22%x	22%x	19%	17%	23%x	22%	19%	25%	17%	28%ZAC	23%ZA	15%	23%F
	jx															

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 168

QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1594 22%	1350 23%	211 20%	82 17%	127 23%	646 26% Zfgh	470 22%	106 18%	36 17%
Agree	2430 34%	2013 34%	357 34%	162 33%	188 34%	819 33%	735 34%	218 38%	73 35%
Neither agree nor disagree	1769 24% e	1473 25%	235 22%	116 24%	109 20%	519 21%	534 25%	156 27% e	58 28%
Disagree	1180 16%	935 16%	226 21% Za	108 22%	112 20%	380 16%	356 16%	87 15%	30 14%
Strongly disagree	260 4%	218 4%	37 3%	24 5%	13 2%	84 3%	71 3%	10 2%	14 7% g
Agree (NET)	4024 56%	3364 56%	568 53%	244 50%	315 57%	1465 60% Zf	1205 56%	323 56%	108 52%
Disagree (NET)	1440 20%	1154 19%	263 25% Za	132 27% Z	125 23%	464 19%	427 20%	97 17%	43 21%

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Table 169

QWRQoL S. I often feel excessive levels of stress at work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1594	638	247	233	45	32	20	36	33	204
22%cd	24%cd	28%Zcd	16%d	10%	31%Zacdf	20%d	24%d	30%Zacdf	26%cd
2430	909	300	498	96	41	41	66	39	280
34%d	34%d	34%d	34%d	21%	39%Zd	41%Zcd	43%d	36%d	35%d
1769	577	218	413	131	18	19	33	22	204
24%eh	22%	25%e	28%Zaefh	28%eh	18%	19%	21%	20%	25%eh
1180	432	94	273	147	11	19	13	11	100
16%behi	16%beh	11%	18%beghi	31%Zabcefghi	10%	19%beghi	9%	10%	13%
260	89	22	61	49	2	*	5	4	11
4%fi	3%fi	3%	4%fi	10%Zabcefhi	2%	*	3%	4%efi	1%
4024	1547	547	731	141	73	61	101	72	484
56%cd	59%cd	62%Zcd	49%d	30%	70%Zabcdfi	61%cd	66%cd	66%Zacd	61%Zcd
1440	521	116	334	196	13	20	18	16	111
20%behi	20%behi	13%	23%behi	42%Zabcefghi	12%	20%be	12%	14%	14%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 170
QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	1300	1011	154	27	49	42	10	10	25	1148	373	404	403	186	217	23	410	329	61
	18%efgr sl	18%efg	19%efg	27%Zabd efgh	19%efg	12%	10%	10%	15%	18%	19%	18%	16%r	15%r	16%r	16%	23%Zlmn oqr	19%r	10%
Agree	3358	2580	384	43	130	136	48	47	48	2890	882	981	1183	576	608	75	824	839	278
	46%ehum 47%eh	47%eh	48%eh	44%h	52%eh	38%	46%h	47%h	29%	46%	44%	44%	46%	47%	45%	51%	46%	47%	48%
Neither agree nor disagree	1286	965	139	15	38	70	19	18	35	1096	368	416	461	211	250	23	277	326	114
	18%	18%	17%	15%	15%	20%	18%	19%	21%	18%	18%	18%	18%	17%	19%	16%	15%	18%	19%p
Disagree	945	671	107	11	31	75	19	20	37	809	305	357	377	177	200	19	186	206	97
	13%pA	12%	13%	12%	12%	21%Zabc d	18%Zabc d	20%Zabc d	22%Zabc d	13%	15%	16%Zi	15%pq	15%p	15%p	13%	10%	12%	17%Zpq
Strongly disagree	344	258	23	2	5	32	8	4	20	295	81	96	126	64	62	7	92	68	33
	5%cF	5%c	3%	2%	2%	9%Zabcd g	8%Zabcd	4%	12%Zabcd g	5%	4%	4%	5%	5%	5%	5%	5%	4%	6%
Agree (NET)	4658	3590	538	70	179	179	58	57	73	4038	1255	1385	1587	761	825	97	1234	1168	339
	64%efgh ruIM	65%efgh	67%efgh	71%Zaef gh	71%efgh	50%	56%	57%	44%	65%k	62%	61%	62%	63%	62%	66%	69%Zlmn r	66%r	58%
Disagree (NET)	1289	929	130	13	35	107	28	24	57	1104	386	453	503	241	262	26	278	274	130
	18%cAF	17%	16%	14%	14%	30%Zabc d	26%Zabc d	24%Zabc d	35%Zabc d	18%	19%	20%	20%pq	20%q	20%q	18%	16%	16%	22%Zpq

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 170

QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1300	128	1047	111	14	121	144	382	255	386	30	57	122	32	480	167	272	89
	18%efgr sl	14%	18%st	20%	19%	29%ZCDE	21%	18%	16%	16%	27%ZGHI	17%	20%I	11%	18%	19%	18%	19%
Agree	3358	455	2682	190	31	190	311	970	746	1130	49	160	276	129	1319	429	685	145
	46%ehuM	50%Zu	47%u	34%	42%	45%	45%	46%	47%	47%	44%	48%	46%	44%	50%ZM	49%M	46%M	31%
Neither agree nor disagree	1286	164	990	120	12	70	132	393	274	416	16	61	102	61	428	155	278	102
	18%	18%	17%	21%	16%	17%	19%	18%	17%	17%	15%	18%	17%	21%	16%	18%	19%	22%
Disagree	945	125	717	95	9	32	71	275	241	327	13	45	88	48	295	105	180	87
	13%pA	14%	13%	17%	12%	7%	10%	13%A	15%A	14%A	12%	13%	15%	17%	11%	12%	12%	19%JL
Strongly disagree	344	39	248	48	9	12	29	106	74	123	3	11	17	21	124	25	63	45
	5%cF	4%	4%	9%Zst	13%Zst	3%	4%	5%	5%	5%	2%	3%	3%	7%FH	5%	3%	4%	10%ZJKL
Agree (NET)	4658	583	3729	301	45	311	455	1353	1002	1517	79	217	399	161	1798	595	956	234
	64%efgh ruIM	64%u	66%u	53%	60%	73%ZCDE	66%	64%	63%	64%	71%ZI	65%I	66%I	55%	68%ZM	68%M	65%M	50%
Disagree (NET)	1289	163	964	144	18	44	100	381	314	450	15	56	105	69	418	131	243	132
	18%cAF	18%	17%	25%Zst	24%	10%	15%	18%A	20%A	19%A	14%	17%	17%	24%ZF	16%	15%	16%	28%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 171

QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1300 18%	448 19%	351 19%	369 20%	269 20%	547 18%	441 19%	67 19%	194 22% l	343 17%	663 18%	837 19% l	237 16%	123 21% l	54 20%	407 20%	245 16%	280 17%	365 17%
Agree	3358 46%	1101 47%	843 46%	891 48%	635 46%	1438 48%	1117 47%	153 43%	413 46%	938 45%	1785 47%	2121 47% l	657 43%	256 45%	124 45%	929 47%	690 46%	722 45%	1004 48%
Neither agree nor disagree	1286 18%	402 17%	324 18%	304 16%	252 18%	501 17%	394 17%	55 16%	133 15%	413 20% h	654 17%	751 17%	317 21% Zk	98 17%	44 16%	322 16%	270 18%	299 19%	389 19%
Disagree	945 13% zD	286 12%	221 12%	205 11%	159 12%	374 13%	308 13%	66 19% Zhi	88 10%	266 13%	503 13%	559 13%	223 15%	72 13%	37 14%	244 12%	221 15% r	234 14% r	239 11%
Strongly disagree	344 5% D	101 4%	92 5%	85 5%	58 4%	125 4%	97 4%	14 4%	61 7% j	105 5%	158 4%	197 4%	89 6%	25 4%	15 5%	94 5%	77 5%	79 5%	94 4%
Agree (NET)	4658 64% lv	1549 66%	1194 65%	1261 68% Z	904 66%	1985 66%	1558 66%	219 62%	607 68% l	1281 62%	2448 65%	2958 66% l	893 59%	379 66% l	177 65%	1336 67% qt	935 62%	1001 62%	1368 65%
Disagree (NET)	1289 18% zCDE	387 17%	314 17%	290 16%	217 16%	499 17%	405 17%	80 23%	149 17%	371 18%	660 18%	756 17%	312 20% k	97 17%	52 19%	338 17%	298 20% r	313 19% r	332 16%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 171

QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1300	1066	220	408	83	307	251	96	35	893	34	108	191	380	362	875
	18%	18%	16%	17%	16%	19%	18%	16%	17%	17%	27%A	23%A	23%ZA	21%ZA	15%	20%F
Agree	3358	2712	596	1042	219	762	659	309	108	2420	52	215	429	855	1059	2144
	46%	47%	45%	44%	43%	47%	47%	52%uv	54%v	46%	41%	47%	52%ZA	48%	44%	48%F
Neither agree nor disagree	1286	1010	262	430	103	261	251	94	38	950	11	88	131	303	485	714
	18%	17%	20%	18%	20%	16%	18%	16%	19%	18%	9%	19%	16%	17%	20%G	16%
Disagree	945	735	180	348	85	208	174	73	12	727	19	39	52	185	354	535
	13%zD	13%	13%	15%z	16%z	13%	12%	12%	6%	14%DE	15%D	8%	6%	10%D	15%G	12%
Strongly disagree	344	248	79	130	24	67	77	19	6	263	11	12	20	59	152	171
	5%D	4%	6%	6%	5%	4%	5%	3%	3%	5%D	9%CDE	3%	2%	3%	6%G	4%
Agree (NET)	4658	3778	815	1450	302	1069	910	405	143	3313	87	323	620	1235	1422	3020
	64%lv	65%qt	61%	61%	59%	67%uv	64%	68%uv	72%uv	63%	68%	70%	75%ZAE	69%ZA	59%	68%F
Disagree (NET)	1289	983	259	478	109	275	250	92	19	990	30	50	71	244	506	707
	18%zCDE	17%	19%	20%z	21%z	17%z	18%z	16%	9%	19%CDE	23%CDE	11%	9%	14%D	21%G	16%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 172

QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1300 18%	1042 17%	232 22%a	117 24%	103 19%	438 18%	354 16%	103 18%	47 22%
Agree	3358 46%	2723 45%	554 52%Za	264 54%	280 51%	1162 47%	983 45%	267 46%	85 41%
Neither agree nor disagree	1286 18%	1101 18%	154 14%	69 14%	83 15%	440 18%	395 18%	98 17%	33 16%
Disagree	945 13%bc	826 14%b	91 9%	22 4%	68 12%c	301 12%	339 16%Ze	84 15%	25 12%
Strongly disagree	344 5%	298 5%	36 3%	21 4%	14 3%	106 4%	94 4%	25 4%	20 9%Zefg
Agree (NET)	4658 64%	3765 63%	786 74%Za	381 77%Z	383 70%	1599 65%	1337 62%	370 64%	132 63%
Disagree (NET)	1289 18%bc	1124 19%b	127 12%	43 9%	83 15%	407 17%	433 20%e	109 19%	45 21%

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Table 173

QWRQoL T. I am satisfied with the training I receive in order to perform my present job
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1300	480	167	272	89	10	10	22	30	152
18%ef	18%ef	19%ef	18%ef	19%ef	10%	10%	15%	27%Zabcdefgi	19%ef
3358	1319	429	685	145	48	47	42	49	383
46%dg	50%Zdgh	49%dg	46%dg	31%	46%dg	47%dg	27%	44%dg	48%dg
1286	428	155	278	102	19	18	33	16	136
18%	16%	18%	19%	22%	18%	19%	22%	15%	17%
945	295	105	180	87	19	20	35	13	106
13%	11%	12%	12%	19%ach	18%Zabchi	20%Zabchi	23%Zabchi	12%	13%
344	124	25	63	45	8	4	20	3	23
5%h	5%h	3%	4%	10%Zabchi	8%Zabchi	4%	13%Zabcfhi	2%	3%
4658	1798	595	956	234	58	57	64	79	535
64%defg	68%Zdefg	68%defg	65%deg	50%	56%g	57%g	42%	71%Zcdefg	67%defg
1289	418	131	243	132	28	24	55	15	129
18%h	16%	15%	16%	28%Zabchi	26%Zabchi	24%Zabchi	36%Zabchi	14%	16%

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Table 174

QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	541 7%g	408 7%	57 7%	12 13%Zabef g	23 9%g	22 6%	6 6%	4 4%	14 8%	457 7%	135 7%	142 6%	154 6%	71 6%	83 6%	8 5%	186 10%Zimnq r	132 7%	32 6%
Agree	2449 34%lmn	1807 33%	274 34%	38 39%Za	105 42%Za	131 37%	36 34%	47 48%Zabc efh	54 33%	2036 33%	673 34%	717 32%	703 28%	334 28%	369 28%	67 46%Zimn q	725 41%Zimn q	576 33%ln	234 40%Zimnq
Neither agree nor disagree	2393 33%	1840 34%	283 35%g	29 30%	79 31%	110 31%	31 30%	26 27%	55 33%	2087 33%	654 33%	760 34%	899 35%o	429 35%o	469 35%o	38 26%	556 31%	586 33%	179 31%
Disagree	1442 20%cpuF M	1108 20%c	148 18%	14 14%	41 16%	79 22%cd	26 25%Zabc d	20 20%	34 21%	1276 20%	406 20%	475 21%	588 23%Zp	283 23%p	305 23%p	29 20%	252 14%	381 22%p	112 19%p
Strongly disagree	409 6%dgp	321 6%dg	46 6%dg	4 4%	5 2%	13 4%	5 5%g	1 2%	8 5%	382 6%	140 7%	161 7%	207 8%Zpqr	97 8%pr	111 8%Zpqr	5 4%	70 4%	94 5%	25 4%
Agree (NET)	2990 41%klmn J	2215 40%	331 41%	50 52%Zabe f	128 51%Zabf	153 43%	42 40%	51 51%Zabf	68 41%	2493 40%	809 40%	858 38%	857 34%	405 33%	452 34%	75 51%Zimn q	912 51%Zimn qr	708 40%lmn	267 46%Zimnq
Disagree (NET)	1850 26%cdpu FIM	1430 26%cd	194 24%	18 19%	46 18%	92 26%cd	31 30%cdg	22 22%	42 26%	1659 27%	546 27%	636 28%	795 31%Zpqr	380 31%Zpr	416 31%Zpr	34 23%	322 18%	474 27%p	137 24%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 174
QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	541	57	398	82	4	56	74	135	103	158	13	29	37	26	192	44	115	55
	7%g	6%	7%	15%Zst	6%	13%ZCDE	11%CDE	6%	6%	7%	12%ZH	9%	6%	9%	7%	5%	8%	12%ZJK
Agree	2449	351	1835	230	33	166	222	775	497	787	44	137	183	131	816	283	493	207
	34%lmn	39%Zt	32%	41%t	44%Zt	39%	32%	36%D	31%	33%	40%ZH	41%ZH	30%	45%ZH	31%	32%	33%	44%ZJKL
Neither agree nor disagree	2393	294	1901	177	21	115	201	679	523	870	32	101	213	82	895	316	479	146
	33%	32%	33%	31%	28%	27%	29%	32%	33%	36%ZABC	29%	30%	35%	28%	34%	36%	32%	31%
Disagree	1442	168	1201	59	13	59	144	417	362	459	16	57	126	42	586	170	305	47
	20%cpuF	18%u	21%su	10%	18%	14%	21%	20%	23%AE	19%	14%	17%	21%F	15%	22%M	19%M	21%M	10%
Strongly disagree	409	40	349	17	2	29	46	121	105	109	5	10	48	10	155	67	85	13
	6%dgp	4%	6% s	3%	3%	7%	7%	6%	7%E	5%	5%	3%	8%GI	3%	6%	8%M	6%	3%
Agree (NET)	2990	408	2232	312	38	222	296	911	600	945	57	166	220	157	1008	328	609	262
	41%klmn	45%Zt	39%	55%Zst	50%t	52%ZCDE	43%	43%D	38%	40%	52%ZH	50%ZH	36%	54%ZH	38%	37%	41%	56%ZJKL
Disagree (NET)	1850	208	1550	77	16	87	190	538	467	567	21	67	174	53	741	237	390	60
	26%cdpu	23%u	27%su	14%	21%	21%	28%	25%	29%ZAE	24%	19%	20%	29%FGI	18%	28%M	27%M	26%M	13%
	FIM																	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 175

QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	541 7% ^b	159 7%	99 5%	116 6%	87 6%	194 6%	172 7%	26 7%	126 14% ^{Zgij}	132 6%	239 6%	347 8%	92 6%	46 8%	28 10%	141 7%	100 7%	124 8%	174 8%
Agree	2449 34% ^{abcj} n	682 29%	540 29%	562 30%	388 28%	976 33%	761 32%	142 40% ^j	336 38% ^j	720 35% ^j	1163 31%	1588 36% ^{mn}	508 33% ⁿ	164 29%	65 24%	673 34%	480 32%	535 33%	754 36%
Neither agree nor disagree	2393 33% ^B	830 36%	684 37% ^Z	686 37% ^Z	512 37%	1008 34%	822 35%	122 34%	263 30%	678 33%	1296 34%	1446 32%	483 32%	215 38%	102 37%	662 33%	502 33%	540 33%	679 32%
Disagree	1442 20% ^h	476 20%	355 19%	347 19%	277 20%	618 21%	456 19%	52 15%	127 14%	410 20% ^h	836 22% ^{gh}	857 19%	339 22%	115 20%	58 21%	380 19%	329 22%	333 21%	386 18%
Strongly disagree	409 6% ^Z	190 8% ^Z	153 8% ^Z	144 8% ^Z	109 8%	190 6%	146 6%	15 4%	37 4%	125 6%	228 6%	228 5%	100 7%	34 6%	20 7%	140 7% ^r	91 6%	80 5%	96 5%
Agree (NET)	2990 41% ^{abcj}	841 36%	639 35%	678 37%	475 35%	1170 39% ^b	933 40% ^b	167 47% ^j	462 52% ^{Zij}	852 41% ^j	1403 37%	1935 43% ^{lmn}	600 39%	210 37%	93 34%	814 41%	580 39%	660 41%	929 44% ^{Zp}
Disagree (NET)	1850 26% ^{gh}	666 29%	509 28%	491 26%	386 28%	808 27%	602 26%	66 19%	164 18%	535 26% ^{gh}	1064 28% ^{Zgh}	1085 24%	439 29% ^{Zk}	148 26%	79 29%	520 26%	420 28% ^r	414 26%	483 23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 175

QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	541	430	107	189	47	117	81	34	26	364	19	49	61	156	122	401
	7%b	7%	8%	8%	9% x	7%	6%	6%	13% Zwxy	7%	15% ZA	11%	7%	9%	5%	9% F
Agree	2449	1973	452	823	172	547	452	206	72	1821	52	153	257	571	643	1718
	34% abcj n	34%	34%	35%	33%	34%	32%	35%	36%	35%	40%	33%	31%	32%	27%	39% F
Neither agree nor disagree	2393	1922	422	732	146	500	531	215	51	1749	27	161	261	564	853	1372
	33% B	33%	32%	31%	28%	31%	38% Zuvw z	36% v	26%	33% B	21%	35% B	32%	32%	35% G	31%
Disagree	1442	1133	274	500	104	348	252	105	39	1037	20	75	187	371	602	754
	20% h	20%	21%	21%	20%	22%	18%	18%	20%	20%	15%	16%	23%	21%	25% G	17%
Strongly disagree	409	314	80	114	45	92	97	33	12	282	11	24	56	119	192	195
	6%	5%	6%	5%	9% Zu	6%	7%	6%	6%	5%	9%	5%	7%	7%	8% G	4%
Agree (NET)	2990	2403	559	1012	219	664	532	240	98	2184	70	201	318	727	765	2119
	41% abcj	42%	42%	43% x	43%	41%	38%	40%	49% x	42%	55% ZADE	44%	39%	41%	32%	48% F
Disagree (NET)	1850	1446	355	615	149	441	349	138	51	1319	31	99	243	490	794	949
	26% gh	25%	27%	26%	29%	27%	25%	23%	25%	25%	24%	21%	30%	28%	33% G	21%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 176

QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	541 7%	447 7%	84 8%	33 7%	47 9%	156 6%	154 7%	55 10%e	20 10%
Agree	2449 34%e	2036 34%	370 35%	172 35%	187 34%	690 28%	739 34%e	226 39%Ze	82 39%e
Neither agree nor disagree	2393 33%	2005 33%	313 29%	132 27%	171 31%	858 35%	716 33%	177 31%	64 30%
Disagree	1442 20%	1174 20%	236 22%	121 25%	113 21%	544 22%	461 21%	108 19%	33 16%
Strongly disagree	409 6%g	327 5%	64 6%	34 7%	30 5%	200 8%Zfg	95 4%g	10 2%	11 5%g
Agree (NET)	2990 41%e	2484 41%	454 43%	206 42%	234 43%	845 35%	893 41%e	281 49%Zef	102 49%e
Disagree (NET)	1850 26%g	1502 25%	300 28%	156 32%	143 26%	744 30%Zfgh	556 26%g	118 21%	43 21%

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Table 177

QWRQoL U. Recently, I have been feeling reasonably happy all things considered
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
541	192	44	115	55	6	4	13	13	56
7% f	7%	5%	8% f	12% Zabef	6%	4%	8%	12% Zabcefi	7%
2449	816	283	493	207	36	47	48	44	268
34%	31%	32%	33%	44% Zabcei	34%	48% Zabcegi	32%	40% Zabci	34%
2393	895	316	479	146	31	26	52	32	282
33%	34%	36% fh	32%	31%	30%	27%	34%	29%	35% fh
1442	586	170	305	47	26	20	32	16	148
20% dh	22% dh	19% d	21% dh	10%	25% Zbdhi	20% d	21% d	14%	19% d
409	155	67	85	13	5	1	7	5	46
6% f	6% f	8% df	6% f	3%	5% f	2%	5%	5% f	6% f
2990	1008	328	609	262	42	51	61	57	323
41% a	38%	37%	41%	56% Zabcegi	40%	51% Zabcei	40%	52% Zabcei	40%
1850	741	237	390	60	31	22	39	21	194
26% dh	28% dh	27% dh	26% dh	13%	30% dfh	22% d	26% d	19% d	24% d

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Table 178

QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	931	650	138	26	47	32	9	8	18	772	293	297	238	110	127	15	354	218	54	
	13%lmnrsJ	12%	17%Zaefg	27%Zabdefgh	18%Zaefg	9%	8%	8%	11%	12%	15%	13%	9%	9%	10%	10%	20%Zlmnoqr	12%lr	9%	
Agree	3216	2367	400	49	132	164	47	62	61	2701	906	992	957	406	550	83	865	816	304	
	44%lmJ	43%	49%Zah	50%Zah	52%Zah	46%	45%	63%Zabcdefh	37%	43%	45%	44%	38%	33%	41%mq	57%Zlmnq	48%Zlmn	46%lm	52%Zlmnq	
Neither agree nor disagree	1634	1310	157	13	47	69	21	12	37	1449	430	480	667	340	327	32	344	394	118	
	23%cgpFM	24%bcg	19%cg	13%	18%	19%cg	20%cg	13%	22%	23%	21%	21%	26%Zpqr	28%Zpqr	24%p	22%	19%	22%	20%	
Disagree	1061	842	85	7	25	61	20	14	29	946	273	345	503	241	263	13	140	261	78	
	15%bcopuAFM	15%bcd	10%	7%	10%	17%bcd	19%Zbcd	14%cg	18%cg	15%	14%	15%	20%Zopqr	20%Zopqr	20%Zopqr	9%	8%	15%p	13%p	
Strongly disagree	391	315	28	2	3	29	8	3	20	371	106	140	186	117	70	3	86	79	28	
	5%cdEFG	6%bcd	3%	2%	1%	8%Zbcdg	8%bcdg	3%	12%Zabcdg	6%	5%	6%	7%Zopqr	10%Znopqr	5%	2%	5%	4%	5%	
Agree (NET)	4147	3017	538	75	178	196	56	70	79	3473	1199	1290	1194	517	678	98	1219	1034	358	
	57%lmnvJK	55%	67%Zaefh	77%Zabefh	71%Zaefh	55%	53%	71%Zaefh	48%	56%	60%lm	57%	47%	43%	51%mq	67%Zlmnq	68%Zlmnqr	58%lmn	61%Zlmn	
Disagree (NET)	1452	1157	113	10	28	91	28	16	49	1316	379	484	690	357	332	16	226	340	107	
	20%bcodpsuFGM	21%bcd	14%	10%	11%	26%Zbcdg	26%Zabcdg	16%cg	30%Zbcdg	21%	19%	21%	27%Zopqr	29%Zopqr	25%Zopqr	11%	13%	19%op	18%op	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 178
QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- er ial role with no direct care (G)	Other manag- er ial and direct care (H)	Non- manag- er ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	931 13%flmn rsJ	97 11%	681 12%	147 26%Zstv	5 7%	95 22%ZBCD E	77 11%	295 14%	174 11%	275 12%	29 26%ZGHI	60 18%Z	103 17%Z	46 16%	263 10%	94 11%	182 12%	109 23%ZJKL
Agree	3216 44%lmJ	454 50%Ztv	2456 43%	277 49%	29 39%	200 47%	323 47%	959 45%	678 43%	1056 44%	55 50%Z	172 52%Z	291 48%	146 50%	1086 41%	353 40%	672 45%	249 53%ZJK
Neither agree nor disagree	1634 23%cgpF M	207 23%	1320 23%u	92 16%	15 21%	70 17%	140 20%	451 21%	377 24%A	590 25%AC	14 13%	58 17%	117 19%F	50 17%	658 25%M	246 28%ZLM	332 22%M	72 15%
Disagree	1061 15%bcop uAFM	115 13%u	899 16%su	26 5%	20 27%Zstu	35 8%	75 11%	300 14%A	283 18%ZABC	367 15%A	9 8%	40 12%	72 12%	32 11%	450 17%M	142 16%M	227 15%M	23 5%
Strongly disagree	391 5%cdEFG	37 4%	327 6%u	23 4%	4 6%	24 6%	72 10%ZCDE	122 6%	78 5%	96 4%	3 3%	4 1%	23 4%	17 6%G	188 7%ZL	46 5%	64 4%	15 3%
Agree (NET)	4147 57%lmnv JK	551 61%Ztv	3137 55%	425 75%Zstv	34 46%	295 69%ZBCD E	400 58%	1254 59%D	852 54%	1330 56%	84 76%ZHI	233 70%Z	394 65%Z	193 66%Z	1349 51%	447 51%	854 58%JK	358 76%ZJKL
Disagree (NET)	1452 20%bcdop psuFGM	151 17%u	1226 22%su	49 9%	25 33%Zstu	60 14%	147 21%	422 20%	361 23%A	462 19%	12 11%	43 13%	95 16%	48 17%F	638 24%ZLM	188 21%M	291 20%M	38 8%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 179

QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	931 13%	287 12%	221 12%	251 14%	181 13%	358 12%	314 13%	37 10%	197 22% Zgij	231 11%	432 11%	585 13%	186 12%	94 16%	39 14%	266 13%	188 13%	201 12%	273 13%
Agree	3216 44% DE	1027 44%	787 43%	794 43%	606 44%	1221 41%	1017 43%	157 44%	424 48%	928 45%	1625 43%	2035 46%	660 43%	239 42%	115 42%	947 47% t	652 43%	687 43%	919 44%
Neither agree nor disagree	1634 23% hu	528 23%	422 23%	449 24%	306 22%	720 24%	519 22%	98 28% h	131 15%	481 23% h	904 24% h	943 21%	366 24%	137 24%	65 24%	415 21%	339 23%	416 26% Zors	458 22%
Disagree	1061 15% o	368 16%	283 15%	261 14%	194 14%	493 17%	361 15%	43 12%	99 11%	308 15%	595 16% h	660 15%	232 15%	76 13%	38 14%	228 11%	252 17% o	246 15% o	325 16% o
Strongly disagree	391 5% q	128 5%	119 6%	99 5%	85 6%	193 6%	146 6%	20 6%	38 4%	118 6%	206 5%	242 5%	78 5%	28 5%	17 6%	139 7% qs	71 5%	63 4%	115 6% q
Agree (NET)	4147 57% etDE	1313 56%	1008 55%	1045 56%	787 57%	1579 53%	1331 56%	194 55%	621 70% Zgij	1158 56%	2057 55%	2620 59%	846 56%	333 58%	154 56%	1214 61% qt	840 56%	888 55%	1192 57% t
Disagree (NET)	1452 20% h	496 21%	402 22%	360 19%	280 20%	687 23% Zc	507 22%	63 18%	137 15%	426 21% h	801 21% h	902 20%	311 20%	104 18%	55 20%	367 18%	323 22%	309 19%	440 21%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 179
QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	931	783	137	321	72	216	170	57	27	707	23	57	94	202	245	650
	13%	14%	10%	14%	14%	13%	12%	10%	14%	13%	18%	12%	11%	11%	10%	15%F
Agree	3216	2612	557	1055	227	716	628	274	96	2439	44	204	305	700	1046	2034
	44%DE	45%	42%	45%	44%	45%	44%	46%	48%	46%DE	35%	44%	37%	39%	43%	46%
Neither agree nor disagree	1634	1260	342	461	103	363	348	149	33	1087	33	120	219	489	539	971
	23%hu	22%	26%os	20%	20%	23%	25%u	25%u	16%	21%	26%	26%	27%A	27%ZA	22%	22%
Disagree	1061	837	205	368	76	241	197	79	31	777	12	48	128	251	428	571
	15%o	15%o	15%o	16%	15%	15%	14%	13%	15%	15%	10%	10%	16%	14%	18%G	13%
Strongly disagree	391	280	96	152	37	70	69	33	14	243	15	32	76	139	154	215
	5%q	5%	7%qs	6%w	7%	4%	5%	6%	7%	5%	12%ZA	7%	9%ZA	8%ZA	6%	5%
Agree (NET)	4147	3395	694	1376	299	931	797	332	123	3146	67	261	398	901	1291	2683
	57%etDE	59%qt	52%	58%	58%	58%	56%	56%	62%	60%ZDE	53%	57%	48%	51%	54%	60%F
Disagree (NET)	1452	1117	300	521	113	311	267	112	44	1020	28	80	204	390	583	786
	20%h	19%	22%	22%	22%	19%	19%	19%	22%	19%	22%	17%	25%ZA	22%	24%G	18%



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Table 180

QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	931 13%	811 14%b	105 10%	38 8%	62 11%	282 12%	245 11%	92 16%ef	32 15%
Agree	3216 44%e	2717 45%	433 41%	187 38%	234 43%	963 39%	1039 48%Ze	290 50%Ze	103 49%e
Neither agree nor disagree	1634 23%	1304 22%	282 26%a	124 25%	151 28%	598 24%gh	461 21%	109 19%	32 15%
Disagree	1061 15%g	867 14%	154 14%	77 16%	76 14%	440 18%Zfg	315 15%	61 11%	33 16%
Strongly disagree	391 5%	291 5%	93 9%Za	67 14%Zd	26 5%	164 7%	105 5%	24 4%	9 4%
Agree (NET)	4147 57%bce	3529 59%b	538 50%	225 46%	296 54%	1245 51%	1284 59%e	382 66%Zef	136 65%e
Disagree (NET)	1452 20%g	1158 19%	247 23%	144 29%Zd	101 18%	604 25%Zfg	420 19%g	85 15%	41 20%

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Table 181

QWRQoL V. The working conditions are satisfactory
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
931 13%ae	263 10%	94 11%	182 12%	109 23%Zabcefg	9 8%	8 8%	15 10%	29 26%Zabcefgi	137 17%Zabc ef
3216 44%a	1086 41%	353 40%	672 45%	249 53%Zabg	47 45%	62 63%Zabceghi	55 36%	55 50%Zabg	396 50%Zabg
1634 23%dfh	658 25%dfhi	246 28%Zcdefhi	332 22%dfh	72 15%	21 20%fh	12 13%	35 23%	14 13%	155 19%fh
1061 15%dhi	450 17%dhi	142 16%dhi	227 15%dhi	23 5%	20 19%Zdhi	14 14%dh	28 18%dh	9 8%	84 10%d
391 5%h	188 7%Zcfhi	46 5%	64 4%	15 3%	8 8%cdfhi	3 3%	19 12%Zbcdthi	3 3%	28 4%
4147 57%ab	1349 51%	447 51%	854 58%ab	358 76%Zabcegi	56 53%	70 71%Zabceg	70 46%	84 76%Zabcegi	533 67%Zabc eg
1452 20%dhi	638 24%Zcdfhi	188 21%dhi	291 20%dhi	38 8%	28 26%Zcdfhi	16 16%d	47 31%Zcdfhi	12 11%	112 14%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 182
QWRQoL W. I am involved in decisions that affect members of the public in my own area of work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	534	297	107	19	39	33	10	11	15	390	223	232	138	79	60	10	188	104	57	
	7%ainJ	5%	13%Za	19%Zabefgh	15%Zae	9%a	10%a	11%a	9%	6%	11%ZI	10%ZI	5%	6%	4%	7%	11%ZImnq	6%	10%ZImnq	
Agree	1630	1039	266	36	97	118	34	46	44	1258	580	600	465	227	239	38	389	409	208	
	23%ainDJ	19%	33%Za	37%Za	38%Za	33%Za	32%Za	46%Zabc efh	26%	20%	29%ZI	27%ZI	18%	19%	18%	26%In	22%	23%In	36%ZImnopq	
Neither agree nor disagree	2585	2083	249	26	73	95	20	20	58	2316	658	755	917	420	497	51	658	667	160	
	36%bcdf grsFGHI	38%bcde fg	31%fg	27%fg	29%fg	27%fg	19%	20%	35%fg	37%jk	33%	33%	36%r	35%r	37%r	35%	37%r	38%r	27%	
Disagree	1832	1517	139	13	34	80	30	17	35	1677	402	480	710	351	360	33	446	442	116	
	25%bcdg jkrsAFGH	28%Zbcd g	17%	14%	13%	23%cd	29%bcdg	17%	21%	27%jk	20%	21%	28%r	29%r	27%r	23%	25%r	25%r	20%	
Strongly disagree	653	549	46	3	10	29	10	6	14	597	144	186	320	137	183	14	109	147	42	
	9%bcdp FG	10%bcd	6%	4%	4%	8%cd	10%bcd	6%	8%	10%j	7%	8%	13%Zpqr	11%pr	14%Zpqr	10%	6%	8%	7%	
Agree (NET)	2164	1335	372	55	136	151	44	57	58	1649	804	832	604	305	298	48	577	512	266	
	30%aim nJ	24%	46%Za	56%Zabefh	54%Zaefh	43%Za	42%Za	57%Zabefh	35%a	26%	40%ZI	37%ZI	24%	25%	22%	33%In	32%Imn	29%In	46%ZImnopq	
Disagree (NET)	2485	2066	186	17	44	109	40	23	49	2274	547	667	1030	488	543	47	554	589	158	
	34%bcdg jkrsFGHI	38%Zbcd eg	23%cd	17%	17%	31%bcd	39%bcde g	23%	29%cd	36%jk	27%	30%	40%Zpqr	40%Zpqr	41%Zpqr	32%	31%	33%r	27%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 182
QWRQoL W. I am involved in decisions that affect members of the public in my own area of work
-To what extent do you agree with this statement?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	534	79	390	57	7	41	40	169	124	155	22	57	83	37	109	54	84	50
	7%ainJ	9%t	7%	10%	10%	10%	6%	8%	8%	7%	20%ZHI	17%Z	14%Z	13%Z	4%	6%	6%	11%JL
Agree	1630	282	1220	105	23	119	154	524	297	532	41	138	183	98	437	182	319	97
	23%ailnDJ	31%Ztu	21%	19%	31%tu	28%D	22%	25%D	19%	22%D	37%ZH	41%ZH	30%Z	34%Z	17%	21%	22%J	21%
Neither agree nor disagree	2585	289	2045	228	22	147	244	708	591	888	29	92	183	84	1024	332	538	185
	36%bcefgH	32%	36%S	40%S	30%	35%	36%	33%	37%	37%C	26%	27%	30%	29%	39%	38%	36%	40%
Disagree	1832	191	1486	142	14	75	192	508	439	614	15	36	114	58	787	235	384	109
	25%bcdgH	21%	26%S	25%	18%	18%	28%A	24%	28%A	26%A	14%	11%	19%G	20%G	30%Z	27%	26%	23%
Strongly disagree	653	68	543	34	8	41	57	219	140	193	4	12	43	15	288	78	153	27
	9%bcdpFG	7%	10%S	6%	11%	10%	8%	10%	9%	8%	3%	4%	7%F	5%	11%M	9%	10%	6%
Agree (NET)	2164	362	1610	162	31	161	194	693	421	687	62	195	266	135	546	236	403	147
	30%ailmnJ	40%Ztu	28%	29%	41%Ztu	38%BDE	28%	33%DE	26%	29%	57%ZHI	58%ZHI	44%Z	46%Z	21%	27%J	27%J	31%J
Disagree (NET)	2485	259	2029	176	22	117	249	726	578	808	19	48	157	73	1075	313	537	137
	34%bcdgH	28%	36%S	31%	29%	27%	36%	34%	36%A	34%	17%	14%	26%FG	25%FG	41%ZM	36%	36%	29%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 183

QWRQoL W. I am involved in decisions that affect members of the public in my own area of work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	534	164	141	156	118	196	195	22	78	104	304	327	114	47	29	146	109	123	151
	7%ixy	7%	8%	8%	9%	7%	8%	6%	9%i	5%	8%i	7%	7%	8%	11%	7%	7%	8%	7%
Agree	1630	459	399	401	288	597	444	65	181	470	876	987	376	116	68	465	330	368	461
	23%afwD	20%	22%	22%	21%	20%	19%	18%	20%	23%	23%	22%	25%	20%	25%	23%	22%	23%	22%
Neither agree nor disagree	2585	846	645	632	478	1116	872	118	349	764	1293	1563	511	229	91	707	509	560	798
	36%u	36%	35%	34%	35%	37%	37%	33%	39%	37%	34%	35%	34%	40%	33%	35%	34%	35%	38%p
Disagree	1832	624	451	484	334	785	604	116	209	544	933	1203	363	130	64	439	424	439	520
	25%	27%	25%	26%	24%	26%	26%	33%Zhj	23%	26%	25%	27%	24%	23%	24%	22%	28%ot	27%o	25%
Strongly disagree	653	246	195	182	154	291	241	34	72	183	356	386	158	52	21	240	130	122	160
	9%	11%	11%	10%	11%	10%	10%	10%	8%	9%	9%	9%	10%	9%	8%	12%Zpqrs	9%	8%	8%
Agree (NET)	2164	623	540	557	406	794	639	87	259	574	1180	1314	490	163	98	611	439	491	612
	30%aeD	27%	29%	30%	30%	27%	27%	24%	29%	28%	31%i	29%	32%	28%	36%	31%	29%	30%	29%
Disagree (NET)	2485	870	646	666	488	1076	846	150	281	727	1289	1589	521	182	85	678	554	562	680
	34%	37%	35%	36%	36%	36%	36%	42%Zhj	32%	35%	34%	36%	34%	32%	31%	34%	37%r	35%	33%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 183

QWRQoL W. I am involved in decisions that affect members of the public in my own area of work
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	534	424	103	211	46	128	75	22	14	397	9	30	60	117	149	371
	7%ixy	7%	8%	9%xy	9%xy	8%xy	5%	4%	7%	8%	7%	6%	7%	7%	6%	8%F
Agree	1630	1294	309	575	121	310	306	134	49	1218	31	124	137	380	508	1047
	23%atwD	22%	23%	24%w	23%	19%	22%	23%	24%	23%D	24%	27%D	17%	21%	21%	24%
Neither agree nor disagree	2585	2077	460	727	157	616	543	221	82	1909	40	185	265	602	869	1567
	36%u	36%	34%	31%	30%	38%uv	38%uv	37%u	41%u	36%	31%	40%	32%	34%	36%	35%
Disagree	1832	1493	309	637	143	386	354	162	45	1250	36	100	264	518	597	1127
	25%	26%o	23%	27%	28%	24%	25%	27%	22%	24%	28%	22%	32%ZAC	29%ZA	25%	25%
Strongly disagree	653	482	155	208	48	165	134	53	11	480	12	23	96	164	289	328
	9%	8%	12%Zqrs	9%	9%	10%	10%	9%	5%	9%	9%	5%	12%C	9%	12%G	7%
Agree (NET)	2164	1719	412	786	167	438	381	156	63	1614	40	154	197	497	657	1418
	30%aeD	30%	31%	33%Zwxy	32%	27%	27%	26%	31%	31%D	31%	33%D	24%	28%	27%	32%F
Disagree (NET)	2485	1975	464	845	191	551	488	215	55	1729	48	123	360	682	887	1455
	34%	34%	35%	36%	37%	34%	35%	36%	28%	33%	38%	27%	44%ZAC	38%ZAC	37%G	33%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 184

QWRQoL W. I am involved in decisions that affect members of the public in my own area of work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	534 7%	464 8%	58 5%	19 4%	36 7%	141 6%	130 6%	92 16%Zef	26 12%Zef
Agree	1630 23%	1381 23%	222 21%	95 19%	124 23%	507 21%	508 23%	164 29%Ze	52 25%
Neither agree nor disagree	2585 36%dg	2173 36%	341 32%	180 37%	154 28%	845 35%g	779 36%g	158 27%	75 36%
Disagree	1832 25%	1434 24%	343 32%Za	138 28%	194 35%Z	709 29%Zgh	563 26%g	120 21%	42 20%
Strongly disagree	653 9%	538 9%	102 10%	60 12%	40 7%	245 10%	185 9%	42 7%	14 7%
Agree (NET)	2164 30%e	1845 31%	280 26%	114 23%	160 29%	648 26%	638 29%	256 44%Zef	78 37%e
Disagree (NET)	2485 34%g	1973 33%	445 42%Za	199 40%	234 43%Z	954 39%Zfgh	748 35%g	163 28%	57 27%

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Table 185

QWRQoL W. I am involved in decisions that affect members of the public in my own area of work

-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
534	109	54	84	50	10	11	12	22	105
7%a	4%	6%	6%	11%ac	10%abc	11%abc	8%	20%Zabcdefgi	13%Zabc
1630	437	182	319	97	34	46	39	41	264
23%a	17%	21%	22%a	21%	32%Zabcd	46%Zabcdeghi	25%	37%Zabcd	33%Zabcd
2585	1024	332	538	185	20	20	55	29	246
36%efhi	39%efhi	38%efhi	36%efhi	40%efhi	19%	20%	36%ef	26%e	31%ef
1832	787	235	384	109	30	17	33	15	138
25%fhi	30%Zfhi	27%fhi	26%fhi	23%h	29%fhi	17%	22%	14%	17%
653	288	78	153	27	10	6	13	4	46
9%hi	11%dfhi	9%h	10%hi	6%	10%hi	6%	9%	3%	6%
2164	546	236	403	147	44	57	51	62	369
30%a	21%	27%a	27%a	31%a	42%Zabcd	57%Zabcdegi	33%a	57%Zabcdegi	46%Zabcd
2485	1075	313	537	137	40	23	46	19	184
34%fhi	41%Zdfhi	36%fhi	36%fhi	29%h	39%dfhi	23%	30%h	17%	23%h

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 186

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)									JOB RESPONSIBILITIES			SERVICE						
	Total (Z)	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	647	474	77	17	36	25	5	6	16	539	184	199	167	88	79	10	243	157	38
	9%finrD	9%f	10%f	17%Zabefg	14%Zaefg	7%	5%	6%	10%	9%	9%	9%	7%	7%	6%	7%	14%Zimnoqr	9%In	6%
Agree	2598	1946	287	41	112	122	36	49	43	2150	661	705	783	366	417	66	751	591	249
	36%klmnD	35%	36%	42%Zabefh	45%Zabefh	34%	34%	49%Zabefh	26%	34%k	33%	31%	31%	30%	31%	45%Zimnq	42%Zimnq	33%	43%Zimnq
Neither agree nor disagree	2109	1644	244	22	62	95	28	22	47	1871	580	667	764	341	423	37	460	559	165
	29%cgpuAFG	30%cg	30%cg	22%	24%	27%	27%	22%	28%	30%	29%	30%	30%p	28%	32%p	25%	26%	32%p	28%
Disagree	1392	1048	141	14	37	88	28	21	41	1231	436	511	606	309	297	30	235	349	104
	19%cpuAFM	19%c	17%	14%	15%	25%Zabcd	27%Zabcd	21%c	25%cd	20%	22%	23%Zi	24%Zpqr	25%Zpqr	22%p	20%p	13%	20%p	18%p
Strongly disagree	487	372	58	4	5	26	7	2	18	447	148	170	231	110	121	4	100	112	27
	7%dgorsEG	7%dg	7%dg	4%	2%	7%dg	7%dg	2%	11%dg	7%	7%	8%	9%Zopqr	9%opr	9%opr	2%	6%	6%	5%
Agree (NET)	3245	2420	365	58	149	147	41	54	59	2689	845	905	949	453	496	76	994	748	287
	45%fklnntDJ	44%	45%	60%Zabefh	59%Zabefh	41%	39%	55%Zabefh	36%	43%	42%	40%	37%	37%	37%	52%Imnq	56%Zimnqr	42%In	49%Zimnq
Disagree (NET)	1879	1420	199	18	43	113	35	23	59	1678	584	682	837	419	418	33	335	461	131
	26%cdprsuFM	26%cd	25%cd	18%	17%	32%Zabcdg	34%Zabcdg	23%	36%bcdg	27%	29%Z	30%Zi	33%Zopqr	35%Zopqr	31%Zopqr	23%	33%19%	26%p	22%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 186

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	647	65 9%flnrD	486 7%	92 16%Zstv	4 5%	72 17%ZCDE	76 11%D	197 9%D	106 7%	184 8%	19 17%ZHI	41 12%	51 8%	33 11%	209 8%	69 8%	114 8%	81 17%ZJKL
Agree	2598	387 36%klmn D	1909 43%Zt	273 48%Zt	29 38%	179 42%D	241 35%	780 37%D	509 32%	881 37%D	47 42%ZH	148 44%ZH	191 31%	119 41%H	890 34%	284 32%	537 36%	228 49%ZJKL
Neither agree nor disagree	2109	257 29%cgpu AFG	1715 28%u	114 30%u	22 20%	90 21%	203 30%	602 28%	503 32%A	709 30%A	23 21%	75 22%	188 31%FG	72 25%	785 30%	293 33%M	458 31%M	105 22%
Disagree	1392	157 19%cpuA FM	1163 17%u	56 20%su	16 10%	49 12%	110 16%	387 18%A	352 22%ABC	495 21%A	17 15%	61 18%	130 21%FI	42 14%	543 21%M	176 20%M	289 20%M	39 8%
Strongly disagree	487	43 7%dgors EG	411 5%	29 7%u	4 5%	34 8%	57 8%E	161 8%E	121 8%E	113 5%	5 5%	8 2%	46 8%G	26 9%FG	217 8%LM	59 7%	80 5%	15 3%
Agree (NET)	3245	452 45%fkln ntDJ	2395 50%Zt	365 65%Zstv	32 43%	252 59%ZBCD E	317 46%D	977 46%D	615 39%	1065 45%D	66 60%ZH	190 57%ZH	241 40%	152 52%ZH	1099 42%	353 40%	651 44%	309 66%ZJKL
Disagree (NET)	1879	200 26%cdpr suFM	1573 28%u	86 15%	20 27%u	83 20%	167 24%	548 26%	472 30%ZAE	608 26%	22 20%	70 21%	177 29%FG	68 23%	760 29%M	235 27%M	369 25%M	54 12%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 187

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	647 9%	179 8%	147 8%	160 9%	113 8%	251 8%	213 9%	40 11%	137 15%Zij	156 8%	289 8%	408 9%	125 8%	65 11%	30 11%	182 9%	129 9%	152 9%	181 9%
Agree	2598 36%b	772 33%	575 31%	621 34%	439 32%	1024 34%	790 34%	132 37%	388 44%Zij	728 35%	1276 34%	1682 38%l	504 33%	185 32%	86 31%	693 35%	502 33%	586 36%	811 39%Zp
Neither agree nor disagree	2109 29%	697 30%	539 29%	547 29%	405 29%	884 30%	671 28%	110 31%	220 25%	635 31%h	1106 29%	1287 29%	446 29%	174 30%	69 25%	583 29%	429 29%	478 30%	605 29%
Disagree	1392 19%hCE	496 21%	402 22%	371 20%	284 21%	597 20%	500 21%	58 16%	104 12%	414 20%h	803 21%h	811 18%	329 22%k	117 20%	62 23%	355 18%	327 22%	312 19%	391 19%
Strongly disagree	487 7%er	194 8%	169 9%Z	156 8%	132 10%	229 8%	183 8%	16 4%	40 5%	132 6%	289 8%h	277 6%	117 8%	32 6%	26 10%	183 9%Zqrs	116 8%qr	86 5%	101 5%
Agree (NET)	3245 45%abj	951 41%	722 39%	781 42%	551 40%	1275 43%	1003 43%	172 48%	525 59%Zgij	884 43%	1564 42%	2090 47%l	629 41%	250 44%	116 43%	875 44%	631 42%	738 46%	993 47%p
Disagree (NET)	1879 26%h	690 30%Z	570 31%Z	527 28%	416 30%	827 28%	683 29%Z	73 21%	144 16%	546 26%h	1092 29%Zgh	1089 24%	447 29%Zk	149 26%	88 32%k	538 27%	443 29%qrs	398 25%	492 24%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 187

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	647 9%	525 9%	114 9%	210 9%	61 12% x	143 9%	100 7%	47 8%	22 11%	427 8%	20 16% A	65 14% ZA	85 10%	195 11% A	139 6%	482 11% F
Agree	2598 36% b	2086 36%	479 36%	867 37%	170 33%	549 34%	505 36%	226 38%	81 40%	1928 37%	45 35%	178 39%	271 33%	624 35%	728 30%	1765 40% F
Neither agree nor disagree	2109 29%	1694 29%	375 28%	649 28%	128 25%	466 29%	447 32% v	176 30%	56 28%	1510 29%	29 23%	128 28%	258 31%	531 30%	790 33% G	1185 27%
Disagree	1392 19% hCE	1090 19%	274 21%	459 19%	107 21%	343 21%	262 19%	108 18%	28 14%	1066 20% CE	19 15%	56 12%	136 17%	286 16%	548 23% G	761 17%
Strongly disagree	487 7% r	377 7% r	93 7% r	173 7%	49 10%	105 7%	98 7%	36 6%	12 6%	323 6%	15 12%	35 8%	72 9%	145 8%	207 9% G	247 6%
Agree (NET)	3245 45% abj	2610 45%	594 44%	1077 46%	231 45%	692 43%	605 43%	273 46%	103 52%	2355 45%	65 51%	243 53%	356 43%	819 46%	867 36%	2247 51% F
Disagree (NET)	1879 26% h	1467 25%	367 28%	632 27%	156 30% z	447 28%	359 25%	144 24%	40 20%	1388 26%	34 26%	91 20%	208 25%	431 24%	755 31% G	1008 23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 188

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	647 9% ^f	528 9%	105 10%	48 10%	49 9%	205 8%	150 7%	68 12% ^{ef}	21 10%
Agree	2598 36% ^e	2165 36%	385 36%	175 36%	204 37%	749 31%	790 36% ^e	236 41% ^e	84 40% ^e
Neither agree nor disagree	2109 29%	1731 29%	301 28%	112 23%	182 33% ^c	747 31%	627 29%	151 26%	55 26%
Disagree	1392 19%	1192 20%	172 16%	89 18%	80 15%	524 21%	467 22%	106 18%	39 19%
Strongly disagree	487 7% ^g	374 6%	103 10% ^{Za}	70 14% ^{Zd}	33 6%	222 9% ^{Zfg}	131 6% ^g	16 3%	10 5%
Agree (NET)	3245 45% ^e	2693 45%	491 46%	223 45%	253 46%	954 39%	940 43% ^e	304 53% ^{Zef}	106 50% ^e
Disagree (NET)	1879 26% ^g	1566 26%	275 26%	158 32% ^d	113 21%	746 30% ^{Zg}	599 28% ^g	122 21%	49 23%

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Table 189

QWRQoL X. I am satisfied with the overall quality of my working life
-To what extent do you agree with this statement?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	647 9%e	209 8%	69 8%	114 8%	81 17%Zabcefi	5 5%	6 6%	14 9%	19 17%Zabcefi	76 9%e
Agree	2598 36%	890 34%	284 32%	537 36%	228 49%Zabcegi	36 34%	49 49%Zabcegi	38 25%	47 42%Zabcegi	285 36%
Neither agree nor disagree	2109 29%fh	785 30%fh	293 33%dfh	458 31%dfh	105 22%	28 27%h	22 22%	45 30%	23 21%	240 30%fh
Disagree	1392 19%dh	543 21%dh	176 20%d	289 20%d	39 8%	28 27%Zabcdhi	21 21%d	39 25%d	17 15%d	140 18%d
Strongly disagree	487 7%f	217 8%cdfh	59 7%f	80 5%f	15 3%	7 7%f	2 2%	17 11%df	5 5%	58 7%f
Agree (NET)	3245 45%ae	1099 42%	353 40%	651 44%	309 66%Zabcefgi	41 39%	54 55%Zabcegi	52 34%	66 60%Zabcegi	361 45%
Disagree (NET)	1879 26%dh	760 29%dh	235 27%dh	369 25%dh	54 12%	35 34%Zbcdghi	23 23%d	56 36%cdfh	22 20%d	199 25%d

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 190

ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red man ager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
I am able to make as much of a difference as I'd like	1780	1488	148	27	55	39	7	7	29	1622	406	463	535	280	255	27	645	433	65	
	25%bfg jklrsE GHI	27%Zbfg	18%efg	28%bfg h	22%efg	11%	7%	7%	18%fg	26%jk	20%	21%	21%r	23%r	19%r	18%r	36%Zlmn oqr	24%nr	11%	
I am able to make some difference	3179	2384	364	41	126	154	35	62	63	2702	861	940	1015	474	542	76	796	809	306	
	44%fi	43%f	45%f	42%f	50%f	43%f	34%	63%Zabc defh	38%	43%	43%	42%	40%	39%	40%	52%lmn	45%l	46%lmn	52%Zlmnpq	
I am able to make some difference but not enough	2105	1479	287	29	70	145	60	30	57	1761	696	796	911	403	508	41	333	483	201	
	29%puAM	27%	36%Za	30%	28%	41%Zacd g	58%Zabc degh	31%	34%	28%	35%Zi	35%Zi	36%Zpq	33%pq	38%Zopq	28%p	19%	27%p	34%Zpq	
I am not able to make any difference	169	133	8	*	2	17	2	-	16	153	46	54	90	56	33	2	15	43	11	
	2%cgpF	2%cg	1%	*	1%	5%Zabcd fg	2%	-	10%Zabcd fg	2%	2%	2%	4%Zp	5%Zpqr	2%p	2%	1%	2%p	2%p	
Able to make a difference (NET)	4959	3872	513	68	180	194	42	69	93	4324	1267	1403	1550	754	797	103	1441	1242	371	
	69%bafh jklmnr sVEH	71%bafh	63%ef	70%efh	71%efh	54%f	41%	69%efh	56%f	69%jk	63%	62%	61%	62%	60%	70%ln	81%Zlmn oqr	70%lmnr	64%	
Not able to make a difference (NET)	2274	1612	295	30	72	162	62	30	72	1914	742	851	1001	460	541	44	348	526	212	
	31%puAM	29%	37%Za	30%	29%	46%Zabc dg	59%Zabc degh	31%	44%Zacd g	31%	37%Zi	38%Zi	39%Zopq	38%Zpq	40%Zopq	30%p	19%	30%p	36%Zpq	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 190
ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I am able to make as much of a difference as I'd like	1780	157	1343	268	13	179	212	526	360	494	31	62	119	37	701	212	359	215
	25%b efg jkl nrs E GHI	17%	24% s	47% Z stv	18%	42% Z BCD E	31% Z CDE	25% E	23%	21%	28% G HI	19%	20% I	13%	27%	24%	24%	46% Z JKL
I am able to make some difference	3179	432	2505	211	30	167	282	968	708	1047	47	163	252	152	1127	385	685	178
	44% f l	47% Z tu	44%	37% t	41%	39%	41%	46%	45%	44%	43%	49%	41%	52% Z FH	43%	44%	46%	38%
I am able to make some difference but not enough	2105	306	1686	85	27	70	182	586	487	772	32	106	232	95	746	259	400	72
	29% p u AM	34% Z tu	30% u	15% t	37% u	17%	26% A	28% A	31% A	32% Z AC	29%	32%	38% Z F	33%	28% M	29% M	27% M	15%
I am not able to make any difference	169	15	149	2	4	9	10	46	35	69	1	3	4	8	71	25	33	3
	2% c gp F	2%	3%	*	5% s u	2%	1%	2%	2%	3%	1%	1%	1%	3% H	3%	3%	2%	1%
Able to make a difference (NET)	4959	589	3848	479	44	346	495	1495	1068	1541	78	225	370	189	1828	597	1044	393
	69% b ef h j kl m n rs v EH	65%	68%	85% Z stv	59%	81% Z BCD E	72% E	70% E	67%	65%	71% H	67%	61%	65%	69%	68%	71%	84% Z JKL
Not able to make a difference (NET)	2274	321	1835	87	31	79	192	632	522	841	32	109	236	103	817	284	433	75
	31% p u AM	35% Z u	32% u	15%	41% Z u	19%	28% A	30% A	33% A	35% Z ABC	29%	33%	39% Z F	35%	31% M	32% M	29% M	16%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 191

ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which

of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I am able to make as much of a difference as I'd like	1780	545	432	497	325	724	533	94	286	406	934	1193	301	126	66	565	377	377	458
	25% ^{ilrv}	23%	24%	27% ^{lf}	24%	24%	23%	26% ^{li}	32% ^{Zlj}	20%	25% ^{li}	27% ^{li}	20%	22%	24%	28% ^{qtr}	25%	23%	22%
I am able to make some difference	3179	1062	820	798	597	1236	1024	173	361	931	1640	1954	663	266	104	885	629	721	933
	44% ^{de}	45% ^{le}	45%	43%	43%	41%	43%	49%	41%	45%	44%	44%	44%	46%	38%	44%	42%	45%	45%
I am able to make some difference but not enough	2105	678	544	525	424	940	754	79	212	683	1103	1211	530	168	96	517	457	477	639
	29% ^{hDE}	29%	30%	28%	31%	31%	32%	22%	24%	33% ^{Zghj}	29% ^h	27%	35% ^{Zk}	29%	35% ^k	26%	30%	30%	31% ^o
I am not able to make any difference	169	52	36	34	27	86	46	9	29	44	85	108	28	14	7	29	39	38	59
	2% ^{de}	2%	2%	2%	2%	3%	2%	3%	3%	2%	2%	2%	2%	2%	3%	1%	3%	2%	3% ^o
Able to make a difference (NET)	4959	1607	1252	1295	922	1960	1557	267	647	1337	2574	3147	965	391	171	1449	1006	1098	1392
	69% ^{il}	69%	68%	70% ^{le}	67%	66%	66%	75% ^{li}	73% ^{li}	65%	68% ^{li}	70% ^{ln}	63%	68%	62%	73% ^{Zpqr}	67%	68%	67%
Not able to make a difference (NET)	2274	731	579	560	451	1026	800	88	242	728	1188	1319	558	182	103	546	496	515	698
	31% ^{oDE}	31%	32%	30%	33%	34% ^c	34%	25%	27%	35% ^{Zghj}	32%	30%	37% ^{Zk}	32%	38% ^k	27%	33% ^o	32% ^o	33% ^o

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 191

ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I am able to make as much of a difference as I'd like	1780	1463	301	564	101	388	326	171	58	1110	33	168	327	630	467	1223
	25%ilrv A	25%r	23%	24%	20%	24%	23%	29%v	29%	21%	26%	36%ZA	40%ZAB	35%ZA	19%	28%F
I am able to make some difference	3179	2507	614	1044	241	690	619	257	82	2375	56	180	346	731	1067	1953
	44%	43%	46%	44%	47%	43%	44%	43%	41%	45%E	44%	39%	42%	41%	44%	44%
I am able to make some difference but not enough	2105	1667	389	699	156	496	423	154	55	1651	37	104	137	381	813	1168
	29%hDE	29%	29%	30%	30%	31%	30%	26%	27%	31%ZCDE	29%D	23%	17%	21%	34%G	26%
I am not able to make any difference	169	134	32	52	17	31	43	10	5	117	1	10	11	40	65	96
	2%	2%	2%	2%	3%	2%	3%	2%	3%	2%	1%	2%	1%	2%	3%	2%
Able to make a difference (NET)	4959	3969	915	1608	341	1078	946	428	140	3485	90	348	674	1361	1535	3176
	69%il	69%	69%	68%	66%	67%	67%	72%	70%	66%	70%	75%A	82%ZABE	76%ZA	64%	72%F
Not able to make a difference (NET)	2274	1802	420	750	173	527	466	165	60	1768	38	114	149	420	878	1264
	31%oDE	31%	31%	32%	34%	33%	33%	28%	30%	34%CDE	30%D	25%	18%	24%D	36%G	28%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 192

ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I am able to make as much of a difference as I'd like	1780 25%af	1323 22%	405 38%Za	215 44%Zd	177 32%Z	719 29%Zfg	435 20%	131 23%	51 24%
I am able to make some difference	3179 44%e	2658 44%	442 41%	210 43%	225 41%	982 40%	970 45%e	274 47%e	83 40%
I am able to make some difference but not enough	2105 29%bc	1875 31%Zb	192 18%	64 13%	126 23%c	673 28%	721 33%Ze	164 28%	69 33%
I am not able to make any difference	169 2%	135 2%	27 3%	5 1%	20 4%	73 3%	40 2%	8 1%	7 3%
Able to make a difference (NET)	4959 69%f	3980 66%	848 79%Za	424 86%Zd	402 73%	1701 69%f	1405 65%	405 70%	134 64%
Not able to make a difference (NET)	2274 31%bc	2010 34%b	219 21%	69 14%	146 27%c	747 31%	760 35%Ze	172 30%	76 36%

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Table 193

ASCOT_diff_1 Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel? By making a difference, we mean how far you are able to support people to lead the lives they want.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I am able to make as much of a difference as I'd like	1780 25%efi	701 27%efi	212 24%ef	359 24%efi	215 46%Zabcefg	7 7%	7 7%	26 17%ef	31 28%efgi	148 19%ef
I am able to make some difference	3179 44%e	1127 43%e	385 44%e	685 46%e	178 38%	35 34%	62 63%Zabcdeg	57 37%	47 43%e	360 45%e
I am able to make some difference but not enough	2105 29%d	746 28%d	259 29%d	400 27%d	72 15%	60 58%Zabdcdfg	30 31%d	54 36%d	32 29%d	283 35%Zacdh
I am not able to make any difference	169 2%fh	71 3%fhi	25 3%fh	33 2%h	3 1%	2 2%	- -	16 10%Zabcdef	1 1%	8 1%
Able to make a difference (NET)	4959 69%egi	1828 69%egi	597 68%eg	1044 71%egi	393 84%Zabcefg	42 41%	69 69%eg	83 54%e	78 71%egi	508 64%e
Not able to make a difference (NET)	2274 31%d	817 31%d	284 32%d	433 29%d	75 16%	62 59%Zabdcdfg	30 31%d	70 46%Zabcdfh	32 29%d	291 36%Zacdh

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Table 194

ASCOT_rel_2 Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel? Please think about the person/people you have contact with and the quality of the relationships. Overall, my relationships with people who have care and support needs are:

Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Total (Z)	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
As good as I want them to be	3994	3130	459	62	133	124	31	36	64	3554	1095	1230	1224	541	683	85	1179	1068	240
	55%efgh lmrsvl	57%efgh	57%efgh	63%Zade fgh	53%efgh	35%	30%	36%	39%	57%	54%	55%	48%r	45%	51%r	58%lmr	66%Zlmn qr	60%Zlmn r	41%
Good enough	2191	1636	221	23	75	142	43	50	52	1827	570	663	803	412	391	41	479	508	225
	30%cpuF HM	30%c	27%	23%	30%	40%Zabc d	42%Zabc d	51%Zabc defh	31%	29%	28%	29%	31%p	34%p	29%	28%	27%	29%	39%Zlnopq
Not as good as I would like	1035	706	127	13	44	89	29	13	48	846	343	358	519	260	260	20	127	188	117
	14%pquL M	13%	16%	13%	17%	25%Zabc dg	28%Zabc dg	13%	29%Zabc dg	14%	17%Zl	16%	20%Zpq	21%Zpq	19%Zpq	14%p	7%	11%p	20%Zpq
Not at all good	13	12	1	*	*	*	-	-	*	10	1	4	5	1	4	-	4	3	1
Good (NET)	6185	4766	680	84	208	266	75	86	116	5382	1665	1893	2027	953	1074	126	1658	1577	465
	86%efhj lmnrEI	87%efh	84%efh	86%efh	82%efh	75%	72%	87%efh	70%	86%j	83%	84%	79%	79%	80%	86%	93%Zlmn oqr	89%Zlmn r	80%
Not Good (NET)	1048	718	128	13	44	90	29	13	49	857	344	361	524	261	263	20	131	191	118
	14%pquL M	13%	16%	14%	18%	25%Zabc dg	28%Zabc dg	13%	30%Zabc dg	14%	17%Zl	16%	21%Zpq	21%Zpq	20%Zpq	14%p	7%	11%p	20%Zpq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 194

ASCOT_rel_2 Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel? Please think about the person/people you have contact with and the quality of the relationships. Overall, my relationships with people who have care and support needs are:

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
As good as I want them to be	3994	419	3119	425	31	243	376	1193	882	1281	69	167	366	118	1398	508	865	353
	55%efgh lmrsvl	46%	55%sv	75%Zstv	41%	57%	55%	56%	55%	54%	63%ZGI	50%I	60%GI	41%	53%	58%	59%J	75%ZJKL
Good enough	2191	331	1720	108	32	142	240	628	479	699	27	105	152	103	870	231	445	86
	30%cpuF HM	36%Ztu	30%u	19%	43%Ztu	33%	35%	30%	30%	29%	24%	31%F	25%	35%FH	33%KM	26%	30%M	18%
Not as good as I would like	1035	157	833	33	12	39	71	302	227	395	14	62	88	70	371	140	166	27
	14%pqul M	17%Ztu	15%u	6%	16%u	9%	10%	14%	14%	17%ZAB	13%	18%	15%	24%ZFH	14%M	16%LM	11%M	6%
Not at all good	13	2	11	-	*	-	-	4	3	7	*	*	-	*	6	2	2	3
	*	*	*	-	*	-	-	*	*	*	*	*	-	*	*	*	*	1%
Good (NET)	6185	750	4840	532	63	385	615	1821	1360	1980	96	272	518	222	2268	739	1310	438
	86%efhj lmnrsEI	82%	85%sv	94%Zstv	84%	91%E	90%E	86%	86%	83%	87%I	81%	85%I	76%	86%	84%	89%ZK	94%ZJK
Not Good (NET)	1048	159	844	33	12	39	71	306	230	402	15	62	88	70	377	142	168	30
	14%pqul M	18%Ztu	15%u	6%	16%u	9%	10%	14%	14%	17%ZAB	13%	19%	15%	24%ZFH	14%M	16%LM	11%	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 195

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Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
As good as I want them to be	3994	1346	1031	1068	808	1564	1295	257	527	1121	1984	2495	810	315	177	1206	806	862	1107
		55% tuDE	58% e	56%	58% e	59%	52%	72% Zhij	59% j	54%	53%	56%	53%	55%	65% Zkl	60% Zpqr	54%	53% t	53%
Good enough	2191	711	568	576	399	906	713	77	250	610	1209	1390	435	168	57	579	517	493	589
		30% gnxA	30%	31%	31%	29%	30%	22%	28%	30% g	32% g	31% n	29%	29%	21%	29%	34% Zors	31%	28%
Not as good as I would like	1035	276	226	208	165	513	349	22	112	327	563	571	275	91	40	206	175	258	390
		14% acgo	12%	12%	11%	12%	17% Zabc	6%	13% g	16% g	15% g	13%	18% Zk	16%	14%	10%	12%	16% op	19% Zopst
Not at all good	13	4	6	3	1	4	1	-	-	6	7	9	3	-	-	3	5	1	4
		*	*	*	*	*	*	-	-	*	*	*	*	-	-	*	*	*	*
Good (NET)	6185	2058	1599	1644	1207	2469	2007	333	777	1731	3193	3885	1245	483	234	1786	1323	1355	1696
		86% elrz	88% Zef	87% e	89% Zef	88%	83%	94% Zhij	87%	84%	85%	87% l	82%	84%	86%	89% Zqrs	88% qr	84%	81%
Not Good (NET)	1048	280	232	210	166	517	350	22	112	334	570	581	277	91	40	210	179	258	394
		14% acgo	12%	13%	11%	12%	17% Zabc	6%	13% g	16% g	15% g	13%	18% Zk	16%	14%	11%	12%	16% op	19% Zopst
		CDE																	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY		
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)	
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406	
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440	
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130	
As good as I want them to be	3994	3283	646	1213	285	970	809	314	104	3073	68	252	333	852	1359	2437	
		55%tude	57%rt	48%	51%	55%	60%Zuy	57%u	53%	52%	58%ZDE	53%	55%D	41%	48%D	56%	55%
Good enough	2191	1663	504	807	144	437	366	199	52	1351	46	174	407	755	640	1439	
		30%gnxA	29%	38%Zoqr	34%Zvwx	28%	27%	26%	34%xx	26%	26%	36%	38%A	50%ZACE	42%ZA	27%	32%F
Not as good as I would like	1035	816	183	336	83	195	235	80	44	818	14	35	80	172	409	555	
		14%acgo	14%o	14%	14%	16%	12%	17%w	13%	22%Zuwy	16%CDE	11%	8%	10%	10%	17%G	12%
Not at all good	13	10	3	2	4	4	*	-	-	11	-	-	2	2	4	9	
		*	*	*	1%Zux	*	*	-	-	*	-	-	*	*	*	*	*
Good (NET)	6185	4946	1150	2020	428	1407	1176	513	156	4424	114	426	740	1607	1999	3877	
		86%elrz	86%r	86%r	86%z	83%	88%xz	83%	87%z	78%	84%	89%	92%ZA	90%ZA	90%ZA	83%	87%F
Not Good (NET)	1048	826	186	338	86	198	236	80	44	828	14	35	82	174	413	563	
		14%acgo	14%o	14%	14%	17%	12%	17%w	13%	22%Zuwy	16%CDE	11%	8%	10%	10%	17%G	13%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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ASCOT_rel_2 Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel? Please think about the person/people you have contact with and the quality of the relationships. Overall, my relationships with people who have care and support needs are:

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
As good as I want them to be	3994	3410	508	239	257	1349	1223	321	99
	55% bd	57% b	48%	49%	47%	55%	56% h	56%	47%
Good enough	2191	1649	467	220	234	753	641	172	71
	30% a	28%	44% Za	45% Z	43% Z	31%	30%	30%	34%
Not as good as I would like	1035	918	91	34	58	340	299	82	39
	14% bc	15% b	9%	7%	10%	14%	14%	14%	19%
Not at all good	13	13	-	-	-	6	2	1	*
	*	*	-	-	-	*	*	*	*
Good (NET)	6185	5059	975	459	491	2102	1864	493	170
	86%	84%	91% Za	93% Z	90%	86%	86%	86%	81%
Not Good (NET)	1048	931	91	34	58	346	301	83	40
	14% bc	16% b	9%	7%	10%	14%	14%	14%	19%

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Table 197

ASCOT_rel_2 Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel? Please think about the person/people you have contact with and the quality of the relationships. Overall, my relationships with people who have care and support needs are:

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
As good as I want them to be	3994	1398	508	865	353	31	36	57	69	453
	55%efg	53%efg	58%efg	59%aefg	75%Zabcefg	30%	36%	37%	63%Zaefg	57%efg
Good enough	2191	870	231	445	86	43	50	48	27	220
	30%dh	33%bdhi	26%	30%dh	18%	42%Zabcdhi	51%Zabcdeg	31%d	24%	27%d
Not as good as I would like	1035	371	140	166	27	29	13	47	14	126
	14%cd	14%d	16%cd	11%d	6%	28%Zabcdfhi	13%d	31%Zabcdfhi	13%d	16%cd
Not at all good	13	6	2	2	3	-	-	*	*	1
	*	*	*	*	1%	-	-	*	*	*
Good (NET)	6185	2268	739	1310	438	75	86	105	96	673
	86%eg	86%eg	84%eg	89%Zbegi	94%Zabefghi	72%	87%eg	69%	87%eg	84%eg
Not Good (NET)	1048	377	142	168	30	29	13	47	15	126
	14%cd	14%d	16%cd	11%	6%	28%Zabcdfhi	13%d	31%Zabcdfhi	13%d	16%cd

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Table 198

ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support direct ly (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
959 13%flmr s	727 13%flmr s	86 11%	25 25%Zabdefgh	35 14%flmr s	37 11%	8 8%	14 14%flmr s	18 11%	816 13%	253 13%	263 12%	242 9%	93 8%	149 11%	16 11%	362 20%Zlmnoqr	233 13%lmr	50 9%
3715 51%flmJ	2773 51%flmJ	464 58%Zacefh	48 49%	155 62%Zacefh	170 48%	45 43%	60 60%Zacefh	73 44%	3161 51%	1057 53%	1151 51%	1139 45%	512 42%	627 47%	82 56%lm	995 56%Zlmn	963 54%lmn	324 56%Zlmn
2104 29%cpuA FGM	1598 29%cpuA	230 28%	23 23%	57 23%	126 36%Zabcdeg	46 45%Zabcdeg	25 25%	58 35%cd	1849 30%	602 30%	733 33%Z	896 35%Zpq	453 37%Zpqr	442 33%p	44 30%p	348 19%	520 29%p	180 31%p
455 6%bcdgk qFGHL	386 7%bcdgk	28 3%	3 3%	4 2%	22 6%dg	4 4%g	1 1%	17 10%bcdg	412 7%jk	97 5%	106 5%	274 11%Zopqr	155 13%Zopqr	119 9%Zopqr	5 3%	85 5%q	52 3%	30 5%q
4674 65%eflm nJ	3500 64%flm	550 68%efh	73 74%Zaefh	191 76%Zaefh	208 58%	53 51%	74 74%Zaefh	91 55%	3977 64%	1310 65%	1415 63%	1381 54%	606 50%	776 58%lm	98 67%lm	1357 76%Zlmnoqr	1196 68%lmn	374 64%lmn
2559 35%cdg uAFGM	1984 36%cdg	257 32%	25 26%	62 24%	148 42%Zbcdg	51 49%Zabcdeg	26 26%	74 45%bcdg	2261 36%	699 35%	839 37%	1169 46%Zopqr	608 50%Znopqr	561 42%Zpqr	48 33%p	432 24%	572 32%p	209 36%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 198
ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?
Thinking about making decisions and carrying out tasks in my everyday work, I have:
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
As much freedom and independence as I want	959	95	703	152	9	95	69	251	217	318	27	50	67	41	303	99	186	139
	13%flmr s	10%	12%	27%Zstv	12%	22%ZBCD E	10%	12%	14%	13%	25%ZGHI	15%	11%	14%	11%	11%	13%	30%ZJKL
Adequate freedom and independence	3715	492	2876	310	37	219	357	1111	819	1200	55	205	341	148	1250	461	810	245
	51%flmJ 54%t	51%	55%	50%	50%	52%	52%	52%	52%	50%	50%	61%ZFI	56%	51%	47%	52%	55%J	52%
Some freedom and independence, but not enough	2104	273	1737	72	22	87	219	631	445	716	25	69	183	84	833	275	426	59
	29%cpuA FGM	30%u	31%u	13%	29%u	21%	32%A	30%A	28%A	30%A	23%	21%	30%FG	29%G	32%M	31%M	29%M	13%
No freedom and independence	455	50	367	32	6	23	42	133	109	148	3	9	16	18	258	46	56	25
	6%bcdgk qFGHL	6%	6%	6%	8%	5%	6%	6%	7%	6%	3%	3%	3%	6%H	10%ZKL	5%	4%	5%
Has freedom (NET)	4674	587	3579	461	47	314	426	1362	1036	1518	82	256	408	190	1553	560	995	384
	65%eflm nJ	65%	63%	82%Zstv	62%	74%ZBCD E	62%	64%	65%	64%	75%ZHI	77%ZHI	67%	65%	59%	64%	67%J	82%ZJKL
No/not enough freedom (NET)	2559	323	2104	104	28	110	261	764	554	864	28	78	199	102	1091	321	483	85
	35%cdgp uAFGM	35%u	37%u	18%	38%u	26%	38%A	36%A	35%A	36%A	25%	23%	33%FG	35%FG	41%ZLM	36%M	33%M	18%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 199

ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
As much freedom and independence as I want	959 13%a	242 10%	203 11%	216 12%	154 11%	355 12%	293 12%	52 15%	176 20%Zij	243 12%	435 12%	634 14%l	170 11%	80 14%	33 12%	239 12%	197 13%	240 15%	279 13%
Adequate freedom and independence	3715 51%D	1251 54%e	952 52%	974 53%	708 52%	1452 49%	1190 50%	186 52%	471 53%	1068 52%	1921 51%	2306 52%	798 52%	268 47%	128 47%	1118 56%Zpqrs	744 50%	800 50%	1046 50%
Some freedom and independence, but not enough	2104 29%h	709 30%	572 31%	558 30%	426 31%	926 31%	708 30%	82 23%	197 22%	614 30%h	1174 31%gh	1237 28%	483 32%k	183 32%	84 31%	537 27%	452 30%	488 30%	612 29%
No freedom and independence	455 6%w	136 6%	103 6%	107 6%	85 6%	252 8%Zabc	166 7%	35 10%h	45 5%	140 7%	232 6%	288 6%	72 5%	42 7%	28 10%l	102 5%	109 7%	86 5%	153 7%q
Has freedom (NET)	4674 65%eD	1493 64%	1156 63%	1190 64%	862 63%	1807 61%	1483 63%	238 67%	647 73%Zij	1311 63%	2356 63%	2940 66%	968 64%	348 61%	161 59%	1357 68%pr	941 63%	1040 64%	1325 63%
No/not enough freedom (NET)	2559 35%h	845 36%	676 37%	665 36%	511 37%	1178 39%Z	874 37%	118 33%	242 27%	754 37%h	1406 37%h	1525 34%	555 36%	225 39%	113 41%	639 32%	561 37%o	573 36%	765 37%o

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 199

ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
As much freedom and independence as I want	959 13%a	776 13%	165 12%	318 13%	75 15%	200 12%	171 12%	74 12%	34 17%	680 13%	21 16%	79 17%	107 13%	254 14%	220 9%	692 16%F
Adequate freedom and independence	3715 51%D	2978 52%	688 51%	1216 52%	259 50%	857 53%	728 52%	283 48%	97 48%	2786 53%BDE	51 40%	236 51%	364 44%	847 48%	1240 51%	2302 52%
Some freedom and independence, but not enough	2104 29%h	1639 28%	414 31%	686 29%	144 28%	478 30%	419 30%	177 30%	47 24%	1490 28%	51 40%	129 28%	262 32%	533 30%	768 32%G	1192 27%
No freedom and independence	455 6%w	378 7%	69 5%	138 6%	36 7%	70 4%	93 7%	59 10%Zuw	22 11%uw	297 6%	5 4%	17 4%	90 11%ZAC	147 8%A	184 8%G	254 6%
Has freedom (NET)	4674 65%eD	3754 65%	853 64%	1533 65%	335 65%	1058 66%	899 64%	357 60%	131 65%	3466 66%DE	72 57%	315 68%D	471 57%	1101 62%	1461 61%	2994 67%F
No/not enough freedom (NET)	2559 35%h	2017 35%	483 36%	825 35%	180 35%	547 34%	513 36%	236 40%	70 35%	1787 34%	55 43%	146 32%	351 43%ZAC	680 38%A	952 39%G	1446 33%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 200

ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
As much freedom and independence as I want	959 13% ^f	804 13%	133 12%	45 9%	84 15%	339 14% ^f	224 10%	87 15% ^f	32 15%
Adequate freedom and independence	3715 51% ^e	3127 52%	513 48%	229 47%	265 48%	1154 47%	1178 54% ^e	318 55% ^e	113 54%
Some freedom and independence, but not enough	2104 29%	1712 29%	330 31%	168 34%	159 29%	772 32%	637 29%	154 27%	53 25%
No freedom and independence	455 6% ^g	347 6%	90 8% ^a	51 10% ^Z	39 7%	182 7% ^g	126 6% ^g	17 3%	12 6%
Has freedom (NET)	4674 65% ^{ce}	3931 66% ^b	646 61%	274 56%	350 64%	1493 61%	1402 65%	405 70% ^{Ze}	145 69%
No/not enough freedom (NET)	2559 35% ^g	2060 34%	421 39% ^a	219 44% ^Z	199 36%	954 39% ^{Zg}	763 35%	172 30%	65 31%

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Table 201

ASCOT_aut_3 Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
As much freedom and independence as I want	959 13%e	303 11%	99 11%	186 13%e	139 30%Zabcefgi	8 8%	14 14%e	15 10%	27 25%Zabcefgi	86 11%
Adequate freedom and independence	3715 51%ae	1250 47%	461 52%e	810 55%ae	245 52%	45 43%	60 60%Zaegh	66 43%	55 50%	461 58%Zaegh
Some freedom and independence, but not enough	2104 29%dh	833 32%dh	275 31%dh	426 29%dh	59 13%	46 45%Zabcdfhi	25 25%d	55 36%dh	25 23%d	225 28%d
No freedom and independence	455 6%cfhi	258 10%Zbceghi	46 5%f	56 4%	25 5%f	4 4%f	1 1%	16 11%cfhi	3 3%	28 3%
Has freedom (NET)	4674 65%ae	1553 59%e	560 64%e	995 67%aeg	384 82%Zabceghi	53 51%	74 74%Zabeg	81 53%	82 75%Zabcegi	546 68%aeg
No/not enough freedom (NET)	2559 35%dfh	1091 41%Zcdfhi	321 36%dfh	483 33%dh	85 18%	51 49%Zabcdfhi	26 26%	71 47%cdfhi	28 25%d	253 32%dh

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 202

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I have the time I need	1368 19%bcde fghjklm nrsFGHI K	1199 22%Zbcde fgh	68 8%	11 11%f	33 13%f	28 8%	5 5%	11 11%f	12 7%	1237 20%jk	201 10%	243 11%	308 12%	138 11%	170 13%	25 17%	545 30%Zlmn oqr	372 21%lmnr	67 12%
I have adequate time	2412 33%bcde fgjklm HK	1965 36%Zbcd efg	183 23%f	25 26%f	61 24%f	80 23%	17 17%	21 21%	47 28%f	2115 34%jk	473 24%	544 24%	720 28%	354 29%	365 27%	41 28%	697 39%Zlmn or	632 36%lmnr	183 31%
I do not have enough time	2403 33%apuA JLM	1631 30%	375 46%Za	42 43%Za	118 47%Za	165 46%Za	50 48%Za	47 47%Za	73 44%a	2004 32%	898 45%Zi	968 43%Zi	985 39%Zpq	447 37%pq	538 40%Zpq	66 45%Zpq	430 24%	547 31%p	221 38%Zpq
I do not have time to do my job well and it is having a negative effect on me	1050 15%apuA BLM	689 13%	182 23%Za	20 20%Za	40 16%	83 23%Za	31 30%Zabc deg	21 21%Za	33 20%	882 14%	437 22%Zi	498 22%Zi	538 21%Zopq	274 23%Zopq	264 20%Zopq	14 10%	117 7%	217 12%p	112 19%Zopq
I have enough time (NET)	3780 52%bcde fghjklm nrsEFGH K	3164 58%Zbcd efgh	251 31%f	36 37%f	94 37%f	108 30%f	23 22%	31 32%f	59 36%f	3353 54%jk	673 34%	787 35%	1028 40%	493 41%	535 40%	66 45%	1243 69%Zlmn oqr	1004 57%Zlmn or	250 43%
No or not enough time (NET)	3453 48%apqu ABJLM	2320 42%	556 69%Za	62 63%Za	158 63%Za	248 70%Za	81 78%Zabc degh	68 68%Za	106 64%Za	2886 46%	1335 66%Zi	1467 65%Zi	1523 60%Zpq	721 59%Zpq	802 60%Zpq	80 55%pq	547 31%	764 43%p	333 57%Zpq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 202

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- er ial role with no direct care (G)	Other manag- er ial and direct care (H)	Non- manag- er ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I have the time I need	1368	127	975	256	10	141	152	382	277	405	11	42	40	35	509	108	357	222
	19% b c d e f g h i j k l m n r s F G H I K	14%	17% s	45% Z s t v	13%	33% E	22% Z B C D	18% E	17% D	17% E	10% H	13% H	7% H	12% H	19% K	12% K	24% Z J K	47% Z J K L
I have adequate time	2412	304	1876	205	27	156	280	707	517	748	30	92	129	102	969	243	584	165
	33% b c d e f g h i j k l n F H K	33%	33%	36%	36%	37%	41% Z C D E	33% E	33% D	31% E	27% H	27% H	21% H	35% F H	37% Z K	28% K	39% Z K	35% L
I do not have enough time	2403	326	1967	85	25	93	192	736	551	823	47	147	289	104	792	355	413	67
	33% a p u A J L M	36% u	35% u	15% u	33% u	22% E	28% B	35% A B	35% A	35% A B	42% Z	44% Z	48% Z I	36% E	30% M	40% Z J L M	28% M	14% L
I do not have time to do my job well and it is having a negative effect on me	1050	153	864	19	14	35	63	301	245	406	22	53	148	51	375	174	124	14
	15% a p u A B L M	17% Z u	15% u	3% u	18% u	8% E	9% B	14% A B	15% A B	17% Z A B	20% Z	16% H	24% Z G	18% E	14% L M	20% Z J L M	8% M	3% L
I have enough time (NET)	3780	430	2852	461	36	297	432	1090	794	1153	41	134	169	137	1478	352	940	387
	52% b c d e f g h i j k l m n r s E F G H K	47%	50%	82% Z s t v	49%	70% Z C D E	63% Z C D E	51% E	50% D	48% E	37% H	40% H	28% H	47% F H	56% Z K	40% K	64% Z J K	83% Z J K L
No or not enough time (NET)	3453	479	2832	104	38	128	255	1037	796	1229	69	200	437	155	1167	529	538	81
	48% a p q u A B J L M	53% Z u	50% u	18% u	51% u	30% E	37% B	49% A B	50% A B	52% Z A B	63% Z I	60% Z	72% Z F G I	53% E	44% L M	60% Z J L M	36% M	17% L

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 203

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I have the time I need	1368	411	291	300	196	408	337	88	273	366	596	912	215	131	45	407	285	302	369
	19% ^{befj}	18% ^{ef}	16%	16%	14%	14%	14%	25% ^{ij}	31% ^{Zij}	18%	16%	20% ^l	14%	23% ^l	16%	20%	19%	19%	18%
I have adequate time	2412	816	623	628	445	949	713	129	338	661	1213	1558	464	159	83	729	465	506	701
	33% ^A	35% ^f	34%	34%	32%	32%	30%	36%	38% ^{ij}	32%	32%	35% ^{lm}	30%	28%	30%	37% ^{pq}	31%	31%	34%
I do not have enough time	2403	788	628	656	504	1097	859	95	189	721	1362	1403	603	182	88	598	532	555	709
	33% ^{hyDE}	34%	34%	35%	37%	37% ^Z	36% ^Z	27%	21%	35% ^{gh}	36% ^{Zgh}	31%	40% ^{Zkm}	32%	32%	30%	35% ^{ot}	34% ^t	34%
I do not have time to do my job well and it is having a negative effect on me	1050	323	289	271	228	532	447	43	89	317	592	592	240	101	58	262	220	250	311
	15% ^{hCDE}	14%	16%	15%	17%	18% ^{Zac}	19% ^{Zac}	12%	10%	15% ^h	16% ^h	13%	16%	18%	21% ^{Zk}	13%	15%	16%	15%
I have enough time (NET)	3780	1227	914	928	640	1356	1051	217	611	1027	1809	2470	680	290	128	1136	750	808	1070
	52% ^{efjl}	52% ^{ef}	50% ^{ef}	50% ^{ef}	47%	45%	45%	61% ^{Zij}	69% ^{Zij}	50%	48%	55% ^{ZI}	45%	51%	47%	57% ^{Zpqr}	50%	50%	51%
No or not enough time (NET)	3453	1111	917	927	733	1629	1306	139	278	1038	1953	1996	843	283	146	860	752	806	1020
	48% ^{ghk}	48%	50%	50%	53%	55% ^{Zabc}	55% ^{Zabc}	39%	31%	50% ^{gh}	52% ^{Zgh}	45%	55% ^{Zk}	49%	53%	43%	50% ^{ot}	50% ^{ot}	49% ^{ot}

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 203

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I have the time I need	1368	1061	293	384	83	297	272	144	51	949	28	121	189	383	367	937
	19%befj lu	18%	22%rs	16%	16%	19%	19%	24%Zuvw	25%uv	18%	22%	26%ZA	23%A	21%A	15%	21%F
I have adequate time	2412	1897	482	767	145	535	479	221	63	1625	48	190	366	733	684	1600
	33%A	33%	36%pq	33%	28%	33%	34%	37%v	31%	31%	38%	41%A	45%ZA	41%ZA	28%	36%F
I do not have enough time	2403	1954	396	877	189	532	450	157	55	1856	43	117	197	480	899	1376
	33%hyDE	34%t	30%	37%Zxy	37%y	33%y	32%	27%	28%	35%CDE	33%	25%	24%	27%	37%G	31%
I do not have time to do my job well and it is having a negative effect on me	1050	859	165	329	97	241	211	69	32	823	9	33	70	185	462	527
	15%hCDE	15%	12%	14%	19%Zuy	15%	15%	12%	16%	16%CDE	7%	7%	9%	10%	19%G	12%
I have enough time (NET)	3780	2958	775	1152	228	832	751	366	113	2574	76	311	555	1116	1051	2537
	52%efjl uvA	51%	58%Zpqrs	49%	44%	52%v	53%v	62%Zuvw x	57%v	49%	60%	67%ZA	67%ZA	63%ZA	44%	57%F
No or not enough time (NET)	3453	2813	561	1206	286	773	661	227	87	2678	52	151	267	665	1362	1903
	48%ghko tyCDE	49%ot	42%	51%Zy	56%Zwxyz	48%y	47%y	38%	43%	51%ZCDE	40%	33%	33%	37%	56%G	43%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 204

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I have the time I need	1368	1094	244	105	134	509	331	98	37
	19% ^f	18%	23% ^a	21%	24% ^Z	21% ^f	15%	17%	18%
I have adequate time	2412	1873	463	246	204	787	737	177	62
	33%	31%	43% ^{Za}	50% ^{Zd}	37%	32%	34%	31%	30%
I do not have enough time	2403	2090	264	116	144	790	759	223	81
	33% ^{bcd}	35% ^b	25%	24%	26%	32%	35%	39% ^{Ze}	39%
I do not have time to do my job well and it is having a negative effect on me	1050	933	95	26	67	361	338	79	30
	15% ^{bc}	16% ^b	9%	5%	12% ^c	15%	16%	14%	14%
I have enough time (NET)	3780	2967	708	351	337	1296	1068	275	99
	52% ^a	50%	66% ^{Za}	71% ^Z	62% ^Z	53%	49%	48%	47%
No or not enough time (NET)	3453	3023	359	142	211	1151	1097	302	111
	48% ^{bcd}	50% ^{Zb}	34%	29%	38%	47%	51%	52%	53%

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Table 205

ASCOT_time_4 Thinking about the time you need to do your job well, which of the following statements best describes how you feel? Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I have the time I need	1368	509	108	357	222	5	11	12	11	67
	19%befghi	19%befghi	12%e	24%Zabefghi	47%Zabcefghi	5%	11%e	8%	10%e	8%
I have adequate time	2412	969	243	584	165	17	21	42	30	182
	33%befhi	37%Zbefhi	28%e	39%Zbefhi	35%efi	17%	21%	28%	27%e	23%e
I do not have enough time	2403	792	355	413	67	50	47	68	47	369
	33%acd	30%cd	40%Zacd	28%cd	14%	48%Zabcd	47%Zacd	45%acd	42%Zacd	46%Zacd
I do not have time to do my job well and it is having a negative effect on me	1050	375	174	124	14	31	21	31	22	181
	15%cd	14%cd	20%Zacd	8%cd	3%	30%Zabcdfhi	21%Zacd	20%cd	20%Zacd	23%Zacd
I have enough time (NET)	3780	1478	352	940	387	23	31	54	41	249
	52%befghi	56%Zbefghi	40%ei	64%Zabefghi	83%Zabcefghi	22%	32%e	35%e	37%ei	31%e
No or not enough time (NET)	3453	1167	529	538	81	81	68	99	69	550
	48%acd	44%cd	60%Zacd	36%cd	17%	78%Zabcdfghi	68%Zacd	65%Zacd	63%Zacd	69%Zabcdh

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Table 206

ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working hours? If you have multiple jobs, please focus only on your social care job(s). Think about how

much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I hardly ever worry about work	852 12% fjgkrEF GH	764 14% Zbcde fg	35 4% 4%	4 4%	13 5%	21 6%	6 6%	4 4%	10 6%	771 12% jk	97 5%	143 6%	279 11% r	148 12% r	131 10%	17 11%	307 17% Zlmn qr	173 10%	45 8%
I occasionally worry about work	2620 36% bcjk lmnDFH	2078 38% bcf	229 28% c	18 19%	89 35% c	125 35% c	33 32% c	44 44% Zbce fh	51 31% c	2251 36% jk	567 28%	686 30%	776 30%	360 30%	416 31%	58 40% lmn	729 41% Zlmn	675 38% lmn	231 40% lmn
I often worry about work	2572 36% puAM	1841 34%	344 43% Za	42 43% Za	95 38%	156 44% Za	46 45% Za	41 42% a	73 44%	2198 35%	857 43% Zi	897 40% Zi	985 39% p	465 38% p	520 39% p	52 36%	515 29%	636 36% p	232 40% Zp
I constantly worry about work	1188 16% gprs L	801 15%	199 25% Zaef g	34 34% Zabd efgh	56 22% Zag	54 15%	18 18% g	10 10%	31 19%	1019 16%	488 24% Zi	528 23% Zi	510 20% Zpqr	240 20% pr	270 20% Zpqr	19 13%	239 13%	284 16%	74 13%
Do not worry (NET)	3472 48% bcde fjklmnD FGH	2842 52% Zbcd efh	264 33% c	22 22%	102 40% c	145 41% bc	39 38% c	48 48% bcf	61 37% c	3021 48% jk	664 33%	829 37%	1056 41%	508 42%	547 41%	75 51% ln	1036 58% Zlmn qr	848 48% lmn	277 47% ln
Worry (NET)	3761 52% apuA BLM	2642 48%	543 67% Zaeg	76 78% Zabd efgh	151 60% Za	211 59% Za	65 62% Zag	51 52%	104 63% a	3217 52%	1345 67% Zi	1425 63% Zi	1495 59% Zopq r	705 58% Zpq	790 59% Zopq r	71 49%	753 42%	920 52% p	306 53% p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 206
ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working hours? If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I hardly ever worry about work	852	96	622	128	7	99	119	236	177	216	4	13	19	28	382	104	186	89
	12%bcde fgjkrEF GH	11%	11%	23%Zstv	9%	23%ZCDE	17%ZCDE	11%	11%	9%	4%	4%	3%	10%FGH	14%Z	12%	13%	19%ZKL
I occasionally worry about work	2620	357	1992	235	37	153	267	817	515	858	21	118	146	117	974	301	592	206
	36%bcjk lmnDFH	39%t	35%	41%	49%Zt	36%	39%	38%D	32%	36%	19%	35%FH	24%	40%FH	37%	34%	40%Z	44%ZK
I often worry about work	2572	349	2066	137	20	107	206	732	599	922	47	135	273	98	888	312	515	123
	36%puAM	38%uv	36%u	24%	27%	25%	30%	34%A	38%AB	39%ZABC	42%ZI	40%	45%ZI	34%	34%	35%M	35%M	26%
I constantly worry about work	1188	108	1003	65	11	66	94	342	299	387	38	68	169	49	401	163	185	50
	16%gprs L	12%	18%st	12%	15%	16%	14%	16%	19%	16%	35%ZGHI	20%	28%ZGI	17%	15%	19%LM	13%	11%
Do not worry (NET)	3472	452	2614	363	43	252	386	1053	692	1073	25	131	165	145	1355	406	778	295
	48%bcde fjklmnD FGH	50%t	46%	64%Zst	58%t	59%ZCDE	56%ZDE	49%DE	44%	45%	23%	39%FH	27%	50%FGH	51%	46%	53%ZK	63%ZJKL
Worry (NET)	3761	457	3069	203	32	173	300	1074	898	1309	85	203	442	147	1290	475	700	173
	52%apuA BLM	50%u	54%svu	36%	42%	41%	44%	51%A	56%ZABC	55%ABC	77%ZGI	61%ZI	73%ZGI	50%	49%M	54%LM	47%M	37%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 207

ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working

hours? If you have multiple jobs, please focus only on your social care job(s). Think about how

much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I hardly ever worry about work	852 12%bfjl uA	264 11%	158 9%	180 10%	120 9%	336 11%b	226 10%	62 17%Zij	172 19%Zij	222 11%	371 10%	586 13%l	108 7%	70 12%l	32 12%	256 13%	187 12%	161 10%	245 12%
I occasionally worry about work	2620 36%n	781 33%	632 35%	645 35%	451 33%	1029 34%	843 36%	150 42%j	361 41%j	759 37%	1282 34%	1675 38%mn	550 36%n	175 30%	74 27%	696 35%	517 34%	633 39%ps	768 37%
I often worry about work	2572 36%hCDE	858 37%	679 37%	668 36%	510 37%	1054 35%	841 36%	101 28%	251 28%	784 38%gh	1387 37%gh	1556 35%	580 38%	218 38%	89 33%	707 35%	534 36%	536 33%	783 37%qt
I constantly worry about work	1188 16%hrt	435 19%	362 20%Z	362 20%Z	292 21%	566 19%Z	447 19%	42 12%	104 12%	300 15%	723 19%Zghi	649 15%	284 19%k	111 19%k	79 29%Zklm	337 17%	264 18%rt	283 18%rt	295 14%
Do not worry (NET)	3472 48%bjln A	1045 45%	791 43%	825 44%	572 42%	1365 46%	1069 45%	212 60%Zij	534 60%Zij	980 47%	1653 44%	2261 51%lmn	658 43%	244 43%	106 39%	952 48%	704 47%	794 49%	1013 48%
Worry (NET)	3761 52%ghtC DE	1293 55%	1041 57%Z	1030 56%	801 58%	1620 54%	1288 55%	143 40%	355 40%	1084 53%gh	2109 56%Zgh	2205 49%	865 57%Zk	329 57%k	168 61%Zk	1044 52%t	798 53%t	819 51%t	1077 52%t

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 207

ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working hours? If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:
 Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I hardly ever worry about work	852	636	201	220	49	201	141	108	33	478	27	121	154	344	179	639
	12% uA	11% b j l	15% Zqrs	9% 9%	10% 10%	13% u	10% 10%	18% Zuvw x	16% u	9% 9%	21% ZA	26% ZA	19% ZA	19% ZA	7% 7%	14% F
I occasionally worry about work	2620	2065	528	929	185	531	504	211	59	1890	46	173	319	666	782	1714
	36% en	36% 36%	40% 40%	39% w	36% 36%	33% 33%	36% 36%	36% 36%	30% 30%	36% 36%	36% 36%	37% 37%	39% 39%	37% 37%	32% 32%	39% F
I often worry about work	2572	2081	434	836	174	604	532	186	73	1987	36	116	226	516	946	1468
	36% hCDE	36% 36%	32% 32%	35% 35%	34% 34%	38% 38%	38% 38%	31% 31%	36% 36%	38% CDE	28% 28%	25% 25%	28% 28%	29% 29%	39% G	33% 33%
I constantly worry about work	1188	989	174	373	106	269	235	88	35	898	19	51	123	255	505	619
	16% hrt	17% rt	13% 13%	16% 16%	21% u	17% 17%	17% 17%	15% 15%	18% 18%	17% 17%	15% 15%	11% 11%	15% 15%	14% 14%	21% G	14% 14%
Do not worry (NET)	3472	2701	728	1149	234	732	645	319	92	2368	73	294	473	1010	961	2352
	48% b j n A	47% 47%	55% Zopq rs	49% 49%	45% 45%	46% 46%	46% 46%	54% vwvx	46% 46%	45% 45%	57% 57%	64% ZA	58% ZA	57% ZA	40% 40%	53% F
Worry (NET)	3761	3070	607	1209	281	873	766	273	108	2884	55	167	349	771	1451	2088
	52% ghtC DE	53% t	45% 45%	51% 51%	55% y	54% y	54% y	46% 46%	54% 46%	55% ZCDE	43% 43%	36% 36%	42% 42%	43% 43%	60% G	47% 47%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 208
ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working hours? If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I hardly ever worry about work	852 12%afg	601 10%	204 19%Za	117 24%Zd	84 15%	318 13%fg	200 9%	42 7%	27 13%
I occasionally worry about work	2620 36%	2166 36%	403 38%	176 36%	216 39%	849 35%	785 36%	226 39%	70 33%
I often worry about work	2572 36%bd	2200 37%b	309 29%	152 31%	147 27%	816 33%	836 39%e	228 40%e	75 36%
I constantly worry about work	1188 16%c	1023 17%	149 14%	47 10%	101 18%c	463 19%g	344 16%	79 14%	39 18%
Do not worry (NET)	3472 48%	2768 46%	608 57%Za	294 60%Z	300 55%	1167 48%	985 45%	269 47%	96 46%
Worry (NET)	3761 52%bc	3223 54%b	459 43%	199 40%	248 45%	1280 52%	1180 55%	308 53%	113 54%



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Table 209

ASCOT_worry_5 Which of the following statements best describes how much you worry about work outside of working hours? If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and the tasks you need to do in your working hours. Outside of working hours:
 Base : All respondents working in adult social care in England

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
852	382	104	186	89	6	4	10	4	34
12%efhi	14%Zefhi	12%efhi	13%efhi	19%Zbcefg	6%	4%	7%	4%	4%
2620	974	301	592	206	33	44	48	21	227
36%hi	37%hi	34%h	40%Zehi	44%Zbehi	32%h	44%Zabehi	31%h	19%	28%h
2572	888	312	515	123	46	41	69	47	339
36%d	34%	35%d	35%d	26%	45%Zabcd	42%ad	45%d	42%Zabcd	42%Zabcd
1188	401	163	185	50	18	10	26	38	199
16%cf	15%	19%cdf	13%	11%	18%cdf	10%	17%	35%Zabcdefgi	25%Zabcd
3472	1355	406	778	295	39	48	58	25	261
48%ehi	51%eghi	46%ehi	53%Zbeghi	63%Zabcefg	38%h	48%ehi	38%h	23%	33%h
3761	1290	475	700	173	65	51	95	85	538
52%cd	49%d	54%cd	47%d	37%	62%Zabcd	52%d	62%acd	77%Zabcdefgi	67%Zabcd

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Table 210

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
I am able to look after myself as well as I want	1165 16% fjkl mnK	897 16% ef	120 15%	15 15%	50 20% ef	42 12%	11 10%	14 14%	18 11%	980 16% jk	253 13%	279 12%	310 12%	141 12%	169 13%	19 13%	397 22% Zlmn oqr	292 17% lmn	83 14%	
I am able to look after myself well enough	2177 30% jklm H	1684 31% bf	209 26%	29 30%	76 30%	91 26%	26 25%	34 34% bfh	36 22%	1853 30% jk	504 25%	565 25%	642 25%	279 23%	363 27%	53 36% lmn	600 34% Zlmn	576 33% lmn	195 34% lmn	
Sometimes I am not able to look after myself well enough	2763 38% puM	2065 38%	346 43% a	39 40%	100 40%	152 43%	52 50% Zabc dh	42 43%	62 37%	2387 38%	846 42% Zi	954 42% Zi	1044 41% p	521 43% p	523 39% p	65 44% p	556 31%	694 39% p	234 40% p	
I am rarely able to look after myself well enough	1128 16% goqr s	838 15% g	133 16% g	15 15% g	27 11%	71 20% adg	15 14%	9 9%	50 30% Zabc dfg	1018 16%	406 20% Zi	455 20% Zi	555 22% Zopq r	273 23% Zopq r	282 21% Zopqr	10 7%	236 13% o	206 12%	71 12%	
Able to look after myself (NET)	3342 46% befh jklmnHK	2580 47% befh	329 41%	44 45% fh	125 50% befh	133 38%	37 36%	48 48% efh	54 33%	2834 45% jk	756 38%	845 37%	951 37%	419 35%	532 40%	71 49% lm	997 56% Zlmn qr	868 49% lmn	278 48% lmn	
Not able to look after myself (NET)	3891 54% puAl LM	2903 53%	479 59% Zad	54 55%	127 50%	222 62% Zadg	67 64% Zacd g	51 52%	111 67% Zacd g	3405 55%	1252 62% Zi	1409 63% Zi	1599 63% Zopq r	794 65% Zopq r	805 60% Zpqr	75 51%	792 44%	900 51% p	305 52% p	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 210

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I am able to look after myself as well as I want	1165 16% fjkl mnK	135 15%	823 14%	198 35% Zstv	9 11%	131 31% ZBCD E	93 14%	344 16%	224 14%	362 15%	16 14%	63 19%	82 14%	52 18%	382 14%	102 12%	260 18% K	149 32% ZJKL
I am able to look after myself well enough	2177 30% jklm H	311 34% Zt	1681 30%	162 29%	23 30%	105 25%	258 38% ZACD E	632 30%	467 29%	707 30%	33 30%	100 30%	146 24%	104 36% H	816 31%	235 27%	481 33% K	148 32%
Sometimes I am not able to look after myself well enough	2763 38% puM	364 40% u	2225 39% u	143 25%	31 42% u	140 33%	224 33%	793 37%	621 39%	984 41% ZABC	44 40%	129 39%	259 43%	102 35%	1053 40% M	357 41% M	539 36% M	112 24%
I am rarely able to look after myself well enough	1128 16% goqr s	100 11%	954 17% s	62 11%	12 17%	49 12%	112 16%	359 17% E	278 17% E	328 14%	18 16%	42 13%	119 20% GI	33 11%	394 15%	186 21% ZJLM	198 13%	59 13%
Able to look after myself (NET)	3342 46% befh jklmnHK	446 49% t	2505 44%	360 64% Zstv	31 42%	236 55% ZCDE	351 51% D	975 46%	690 43%	1069 45%	49 44%	162 49% H	228 38%	157 54% ZFH	1198 45% K	337 38%	741 50% ZJK	298 64% ZJKL
Not able to look after myself (NET)	3891 54% puAl LM	464 51% u	3179 56% su	206 36%	43 58% u	189 45%	336 49%	1152 54% A	900 57% AB	1313 55% A	61 56% I	172 51%	378 62% ZGI	135 46%	1447 55% LM	544 62% ZJLM	737 50% M	171 36%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 211

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I am able to look after myself as well as I want	1165	355	262	268	190	398	313	66	222	298	542	748	202	112	48	321	216	253	372
	16%efl	15%	14%	14%	14%	13%	13%	19%	25%Zij	14%	14%	17%l	13%	20%l	18%	16%	14%	16%	18%p
I am able to look after myself well enough	2177	698	513	516	360	807	650	95	329	626	1052	1421	426	145	68	550	444	499	671
	30%e	30%	28%	28%	26%	27%	28%	27%	37%Zgij	30%	28%	32%lm	28%	25%	25%	28%	30%	31%	32%os
Sometimes I am not able to look after myself well enough	2763	865	715	722	536	1213	939	134	240	844	1515	1649	634	221	90	781	564	629	777
	38%hz	37%	39%	39%	39%	41%	40%	38%h	27%	41%h	40%h	37%	42%k	39%	33%	39%	38%	39%	37%
I am rarely able to look after myself well enough	1128	419	340	348	286	567	455	60	98	297	653	648	261	96	67	344	278	232	270
	16%hrC	18%	19%Z	19%Z	21%	19%Z	19%Z	17%	11%	14%	17%hi	15%	17%	17%	24%Zkl	17%rt	18%qrt	14%	13%
Able to look after myself (NET)	3342	1053	776	784	550	1205	963	161	551	923	1594	2169	627	257	117	871	660	752	1043
	46%bcfjl	45%ef	42%	42%	40%	40%	41%	45%	62%Zgij	45%	42%	49%l	41%	45%	43%	44%	44%	47%	50%Zops
Not able to look after myself (NET)	3891	1284	1055	1070	823	1781	1394	194	338	1141	2168	2297	895	317	157	1125	842	862	1047
	54%hrtz	55%	58%Z	58%Z	60%	60%Za	59%Za	55%h	38%	55%h	58%Zh	51%	59%Zk	55%	57%	56%rt	56%rt	53%	50%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 211

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I am able to look after myself as well as I want	1165 16%efl	919 16%	235 18%	359 15%	97 19%	243 15%	215 15%	94 16%	55 27%Zuwxy	840 16%	18 14%	103 22%ZA	127 15%	293 16%	280 12%	831 19%F
I am able to look after myself well enough	2177 30%ee	1687 29%	453 34%os	664 28%	139 27%	468 29%	445 32%	174 29%	65 33%	1549 29%	52 41%	145 31%	277 34%	570 32%	635 26%	1421 32%F
Sometimes I am not able to look after myself well enough	2763 38%hz	2242 39%	475 36%	932 40%z	204 40%z	621 39%z	538 38%z	243 41%z	51 25%	2026 39%	34 27%	172 37%	297 36%	662 37%	1007 42%G	1599 36%
I am rarely able to look after myself well enough	1128 16%hrC	924 16%r	172 13%	403 17%	75 15%	273 17%	214 15%	82 14%	29 15%	838 16%C	23 18%	41 9%	121 15%	256 14%	490 20%G	589 13%
Able to look after myself (NET)	3342 46%bcefjl	2605 45%	689 52%Zops	1023 43%	236 46%	711 44%	660 47%	268 45%	120 60%Zuvwxy	2389 45%	71 55%	249 54%A	404 49%	863 48%	916 38%	2252 51%F
Not able to look after myself (NET)	3891 54%hrtz	3166 55%rt	647 48%	1335 57%z	279 54%z	894 56%z	752 53%z	324 55%z	80 40%	2864 55%C	57 45%	213 46%	418 51%	918 52%	1497 62%G	2188 49%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 212

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I am able to look after myself as well as I want	1165 16%	970 16%	179 17%	80 16%	97 18%	363 15%	306 14%	91 16%	45 21%ef
I am able to look after myself well enough	2177 30%	1791 30%	323 30%	151 31%	160 29%	670 27%	631 29%	192 33%e	57 27%
Sometimes I am not able to look after myself well enough	2763 38%	2286 38%	402 38%	176 36%	218 40%	981 40%	861 40%	224 39%	73 35%
I am rarely able to look after myself well enough	1128 16%	943 16%	163 15%	87 18%	73 13%	433 18%g	367 17%g	70 12%	34 16%
Able to look after myself (NET)	3342 46%e	2761 46%	502 47%	230 47%	257 47%	1033 42%	937 43%	283 49%e	102 49%
Not able to look after myself (NET)	3891 54%	3230 54%	565 53%	263 53%	291 53%	1414 58%Zg	1229 57%	294 51%	107 51%

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Table 213

ASCOT_look_6 Thinking about looking after yourself at work, which of the following statements best describes how you feel? By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I am able to look after myself as well as I want	1165 16%be	382 14%	102 12%	260 18%be	149 32%Zabcefg	11 10%	14 14%	17 11%	16 14%	119 15%
I am able to look after myself well enough	2177 30%ei	816 31%ei	235 27%	481 33%bei	148 32%	26 25%	34 34%egi	32 21%	33 30%	205 26%
Sometimes I am not able to look after myself well enough	2763 38%cd	1053 40%cd	357 41%cd	539 36%cd	112 24%	52 50%Zabcdh	42 43%cd	57 37%cd	44 40%cd	344 43%Zcd
I am rarely able to look after myself well enough	1128 16%f	394 15%f	186 21%Zacdef	198 13%	59 13%	15 14%	9 9%	47 31%Zacdefhi	18 16%f	131 16%f
Able to look after myself (NET)	3342 46%begi	1198 45%beg	337 38%	741 50%Zabeghi	298 64%Zabcefg	37 36%	48 48%beg	49 32%	49 44%e	325 41%
Not able to look after myself (NET)	3891 54%cd	1447 55%cd	544 62%Zacdf	737 50%cd	171 36%	67 64%Zacd	51 52%cd	104 68%Zacdf	61 56%cd	475 59%Zcd

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 214
ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)	
Total (Z)																			
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
2511	1713	390	58	142	93	20	31	49	2047	792	771	676	289	387	49	877	579	192	
35%aefl mnEJKL	31%f	48%Zaef gh	59%Zabe fgh	56%Zaef gh	26%	19%	31%f	30%	33%	39%Zik	34%	27%	24%	29%	33%lm oqr	49%Zlmn	33%lm	33%lm	
3248	2522	310	32	94	193	65	60	72	2802	852	1033	1147	545	602	79	679	859	309	
45%bcdp uFHM	46%bcd	38%	33%	37%	54%Zabcd	62%Zabcdeh	60%Zabc dh	44%	45%	42%	46%	45%p	45%p	45%p	54%Zlmp	38%	49%Zp	53%Zlmnp	
1143	962	85	7	16	56	17	7	33	1077	304	351	541	275	266	17	198	249	63	
16%bcdg prsFGIM	18%bcdg	10%	7%	6%	16%bcdg	16%bcdg	7%	20%bcdg	17%	15%	16%	21%Zopqr	23%Zopqr	20%Zopqr	12%	11%	14%pr	11%	
331	288	22	1	1	14	2	2	11	313	62	99	187	105	82	1	35	80	18	
5%cdjfo psFGI	5%bcdfg	3%cd	1%	*	4%cd	2%cd	2%	7%cd	5%j	3%	4%	7%Zopqr	9%Zopqr	6%opr	1%	2%	5%op	3%	
5759	4234	700	90	236	285	85	91	121	4849	1644	1804	1823	834	989	128	1556	1438	501	
80%aimn J	77%	87%Zaef h	92%Zabe fh	94%Zabe fh	80%	82%	91%Zaef h	73%	78%	82%i	80%	71%	69%	74%	87%Zlmn	87%Zlmn q	81%lmn	86%Zlmnq	
1474	1250	107	8	16	70	19	9	44	1390	365	450	728	379	348	18	233	330	81	
20%bcdg oprsuFG IM	23%Zbcd g	13%cd	8%	6%	20%bcdg	18%bcdg	9%	27%bcdg	22%j	18%	20%	29%Zopqr	31%Zopqr	26%Zopqr	13%	13%	19%pr	14%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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Table 214
ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I feel safe	2511	310	1859	323	20	190	250	789	507	758	65	187	289	131	741	255	447	267
	35%ae flmnEJKL	34%	33%	57%Zst v	26%	45%ZDE	36%	37%DE	32%	32%	59%ZHI	56%ZI	48%Z	45%Z	28%	29%	30%	57%ZJKL
Generally, I feel adequately safe	3248	464	2579	171	34	169	291	889	751	1143	36	129	220	131	1231	422	714	150
	45%bcd p uFHM	51%Ztu	45%u	30%	46%u	40%	42%	42%	47%C	48%ZAC	33%	38%	36%	45%FH	47%M	48%M	48%M	32%
I feel less than adequately safe	1143	114	952	61	16	48	109	364	249	372	8	17	77	22	495	167	253	44
	16%bcd g prsFGIM	13%	17% s	11%	21% su	11%	16%	17%	16%	16%	7%	5%	13%FG	8%	19%ZM	19%M	17%M	9%
I don't feel at all safe	331	21	294	11	5	18	36	84	83	110	1	1	21	7	178	37	64	8
	5%cd fjopsFG	2%	5% s	2%	7% su	4%	5%	4%	5%	5%	1%	*	3%FG	2%	7%ZLM	4%	4%	2%
Safe (NET)	5759	774	4437	494	54	359	542	1679	1258	1900	101	316	509	262	1972	677	1161	417
	80%a lmnJ	85%Ztv	78%	87%Ztv	72%	85%	79%	79%	79%	80%	92%ZH	95%ZH	84%	90%ZH	75%	77%	79%J	89%ZJKL
Not safe (NET)	1474	136	1246	72	21	66	145	448	332	482	9	18	98	29	673	204	317	52
	20%bcd g oprsuFGIM	15%	22% su	13%	28% su	15%	21%	21%	21%	20%	8%	5%	16%FGI	10%	25%ZLM	23%M	21%M	11%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 215

ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I feel safe	2511	790	572	646	459	984	856	125	400	650	1255	1611	480	214	84	720	507	530	745
	35%blE	34%	31%	35%	33%	33%	36%blE	35%	45%Zglij	31%	33%	36%l	32%	37%	31%	36%	34%	33%	36%
Generally, I feel adequately safe	3248	1035	828	827	607	1341	1042	167	368	978	1671	1980	732	251	122	845	669	770	954
	45%v	44%	45%	45%	44%	45%	44%	47%	41%	47%	44%	44%	48%	44%	45%	42%	45%	48%o	46%
I feel less than adequately safe	1143	378	314	295	223	511	363	53	98	344	636	662	240	89	56	344	238	253	301
	16%hA	16%	17%	16%	16%	17%	15%	15%	11%	17%h	17%h	15%	16%	16%	21%	17%	16%	16%	14%
I don't feel at all safe	331	135	117	87	83	149	96	11	23	93	200	213	71	19	12	88	88	60	90
	5%	6%	6%Zi	5%	6%	5%	4%	3%	3%	4%	5%h	5%	5%	3%	4%	4%	6%q	4%	4%
Safe (NET)	5759	1825	1400	1473	1066	2326	1898	292	768	1628	2926	3591	1212	466	206	1564	1176	1301	1699
	80%bDE	78%	76%	79%	78%	78%	81%b	82%	86%Zij	79%	78%	80%	80%	81%	75%	78%	78%	81%	81%
Not safe (NET)	1474	513	431	382	306	660	459	63	121	437	836	875	310	108	68	432	327	313	391
	20%hA	22%	24%Zi	21%	22%	22%	19%	18%	14%	21%h	22%h	20%	20%	19%	25%	22%	22%	19%	19%

Fieldwork Dates: 17th August to 27th October 2023

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Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I feel safe	2511	2019	458	869	212	516	443	208	82	1926	34	161	253	536	682	1730
	35%blE	35%	34%	37%wx	41%Zwx	32%	31%	35%	41%	37%DE	26%	35%	31%	30%	28%	39%F
Generally, I feel adequately safe	3248	2615	577	1016	196	764	670	262	80	2401	64	178	329	768	1143	1918
	45%v	45%	43%	43%	38%	48%v	47%v	44%	40%	46%D	51%	39%	40%	43%	47%G	43%
I feel less than adequately safe	1143	886	229	373	80	256	236	88	24	725	21	97	169	354	453	608
	16%hA	15%	17%	16%	15%	16%	17%	15%	12%	14%	16%	21%A	21%ZA	20%ZA	19%G	14%
I don't feel at all safe	331	252	71	100	28	70	64	34	14	200	9	25	71	124	134	184
	5%	4%	5%	4%	5%	4%	5%	6%	7%	4%	7%	5%	9%ZA	7%ZA	6%	4%
Safe (NET)	5759	4633	1036	1885	408	1279	1112	470	162	4328	98	339	583	1303	1825	3648
	80%bDE	80%	78%	80%	79%	80%	79%	79%	81%	82%ZCDE	77%	73%	71%	73%	76%	82%F
Not safe (NET)	1474	1138	300	473	107	326	299	122	38	925	30	123	239	478	587	792
	20%hA	20%	22%	20%	21%	20%	21%	21%	19%	18%	23%	27%A	29%ZA	27%ZA	24%G	18%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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* small base

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Table 216

ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I feel safe	2511	2162	300	146	146	733	743	258	87
	35%bde	36%b	28%	30%	27%	30%	34%e	45%Zef	42%e
Generally, I feel adequately safe	3248	2713	462	178	273	1099	997	254	91
	45%c	45%	43%	36%	50%c	45%	46%	44%	43%
I feel less than adequately safe	1143	881	218	128	87	456	354	53	29
	16%g	15%	20%Za	26%Zd	16%	19%Zg	16%g	9%	14%
I don't feel at all safe	331	235	86	41	42	158	71	12	3
	5%g	4%	8%Za	8%Z	8%Z	6%Zfgh	3%	2%	1%
Safe (NET)	5759	4875	762	324	419	1832	1740	512	178
	80%bce	81%b	71%	66%	76%c	75%	80%e	89%Zef	85%e
Not safe (NET)	1474	1116	304	169	130	615	425	65	32
	20%g	19%	29%Za	34%Zd	24%	25%Zfgh	20%g	11%	15%

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Table 217

ASCOT_safe_7 Which of the following statements best describes how safe you feel at work? By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I feel safe	2511	741	255	447	267	20	31	42	65	386
	35%abce	28%e	29%e	30%e	57%Zabcefg	19%	31%e	27%	59%Zabcefgi	48%Zabc efg
Generally, I feel adequately safe	3248	1231	422	714	150	65	60	68	36	307
	45%dhi	47%dhi	48%dhi	48%dhi	32%	62%Zabcdghi	60%Zabcdghi	45%	33%	38%
I feel less than adequately safe	1143	495	167	253	44	17	7	32	8	84
	16%dfhi	19%Zdfhi	19%dfhi	17%dfhi	9%	16%dfhi	7%	21%dfhi	7%	10%
I don't feel at all safe	331	178	37	64	8	2	2	10	1	22
	5%eh	7%Zcdefhi	4%h	4%h	2%	2%	2%	7%dh	1%	3%
Safe (NET)	5759	1972	677	1161	417	85	91	110	101	693
	80%a	75%	77%	79%a	89%Zabceg	82%a	91%Zabceg	72%	92%Zabcegi	87%Zabc eg
Not safe (NET)	1474	673	204	317	52	19	9	43	9	106
	20%dfhi	25%Zcdefhi	23%dfhi	21%dfhi	11%	18%dfhi	9%	28%dfhi	8%	13%h

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 218
ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975	1767	92	6	17	64	3	18	44	1909	412	520	872	436	436	43	560	356	75	
	27%bcde fgjkrs AFGHIL	32%Zbcd efg	11%cf	6%f	7%f	18%bcdf	3%	18%bcdf	26%bcdf	31%Zjk	21%	23%	34%Zqr	36%Zqr	33%Zqr	29%qr	31%Zqr	20%r	13%	
Physical abuse or violence from those I care for or support, or from their family members or friends	2314	1893	216	22	43	108	36	30	44	2127	656	764	1110	538	572	31	310	579	154	
	32%bcdo pruAFGL M	35%Zbcd	27%cd	22%	17%	30%cd	35%bcd	30%cd	27%	34%	33%	34%	44%Zopq r	44%Zopq r	43%Zopq r	21%	17%	33%opr	26%p	
Physical abuse or violence from colleagues	168	137	12	2	1	9	1	-	9	157	41	41	80	50	30	2	34	41	2	
	2%grs	3%g	1%	2%g	1%	3%g	1%	-	5%bdg	3%	2%	2%	3%r	4%Zpr	2%r	1%	2%r	2%r	*	
Physical abuse or violence from the general public	278	199	28	4	7	27	11	8	9	233	75	116	72	40	32	2	67	71	46	
	4%	4%	3%	4%	3%	8%Zabd	10%Zabcd	8%Zabd	5%	4%	4%	5%Zi	3%	3%	2%	2%	4%	4%	8%Zimnopq	
Infection e.g. from COVID or other communicable diseases	2149	1692	221	20	53	103	27	28	50	1939	645	805	871	396	475	54	454	493	160	
	30%cdpu AFGIM	31%cd	27%cd	20%	21%	29%cd	26%cd	28%cd	30%	31%	32%	36%Zi	34%Zpqr	33%cd	36%Zpqr	37%pqqr	25%	28%	27%	
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336	1730	278	27	65	177	60	50	70	2034	744	939	921	483	439	23	431	585	227	
	32%copu FIM	32%	34%cd	27%	26%	50%Zabcd	57%Zabcd	51%Zabcd	42%cd	33%	37%Zi	42%Zij	36%Zop	40%Znop q	33%op	16%	24%o	33%op	39%Znopq	
Verbal or emotional abuse, bullying or harassment from colleagues	1101	827	135	11	40	58	15	11	34	962	341	380	499	250	249	26	159	265	79	
	15%cpuF M	15%	17%cd	11%	16%	16%	14%	11%	20%	15%	17%	17%	20%Zpqr	21%Zpqr	19%Zpr	18%cd	9%	15%cd	14%cd	
Verbal or emotional abuse, bullying or harassment from the general public	422	258	80	6	12	38	18	10	12	343	170	211	126	64	63	4	91	100	65	
	6%	5%	10%Zacd	6%	5%	11%Zacd	17%Zabcd degh	10%Zacd	7%	5%	8%Zi	9%Zi	5%	5%	5%	3%	5%	6%	11%Zimnopq	
Sexual abuse or sexual harassment	201	172	13	1	2	8	5	2	1	192	59	78	102	54	48	-	45	27	13	
	3%coqFi	3%cd	2%	1%	1%	2%	5%Zbcdh	2%	1%	3%	3%	3%	4%oq	4%oq	4%oq	-	3%	2%	2%	
Harm to wellbeing from work pressure and stress	3130	2205	435	45	117	226	75	56	102	2673	1117	1272	1221	624	597	69	603	751	309	
	43%apuA BLM	40%	54%Zacd	46%a	46%	64%Zabcd deg	72%Zabcd	56%Zacd	62%Zacd	43%	56%Zi	56%Zi	48%Zpq	51%Znpq	45%cd	47%cd	34%	42%cd	53%Zinpq	
Risks associated with administering medication	995	809	114	9	12	48	*	2	46	951	373	428	396	139	257	12	207	289	49	
	14%cdfg rsFGI	15%cdfg	14%cdfg	10%cdfg	5%cd	13%cdfg	*	2%	28%Zabcd defg	15%	19%Zi	19%Zi	16%cdopr	11%	19%Zcdopr	8%	12%r	16%Zcdopr	8%	
Lack of supervision	873	673	77	9	19	57	22	14	23	764	265	322	325	160	165	22	146	259	83	
	12%cd	12%	10%	9%	8%	16%Zbcd dg	21%Zabcd dg	14%cd	14%	12%	13%	14%Z	13%cd	13%cd	12%cd	15%cd	8%	15%Zcd	14%cd	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 218
ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975 27% bdcde fgjkqrs AFGHIL	153 17%	1633 29% s	170 30% s	20 27% s	84 20%	181 26%	560 26%	484 30% A	665 28% A	7 6%	22 7%	85 14% FG	26 9%	1007 38% ZKL	269 31% L	334 23%	155 33% L
Physical abuse or violence from those I care for or support, or from their family members or friends	2314 32% bdcdo pruAFGI M	265 29% u	1941 34% su	80 14%	28 38% u	94 22%	200 29%	703 33% A	557 35% A	756 32% A	23 21%	52 16%	186 31% FGI	52 18%	936 35% ZM	366 42% ZJLM	523 35% M	62 13%
Physical abuse or violence from colleagues	168 2% grs	9 1%	148 3% s	10 2%	1 2%	7 2%	20 3%	54 3%	41 3%	44 2%	2 2%	4 1%	12 2%	3 1%	79 3%	30 3%	26 2%	3 1%
Physical abuse or violence from the general public	278 4% 7% Zt	61 7% Zt	189 3%	21 4%	7 9% Ztu	10 2%	27 4%	78 4%	71 4%	89 4%	5 4%	11 3%	26 4%	11 4%	90 3%	33 4%	56 4%	17 4%
Infection e.g. from COVID or other communicable diseases	2149 30% cdpu AFGIM	266 29% u	1758 31% u	94 17%	31 41% Zstu	93 22%	175 25%	633 30% A	503 32% A	740 31% A	22 20%	72 22%	185 31% FGI	65 22%	852 32% M	309 35% ZM	438 30% M	90 19%
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336 32% copu FIM	316 35% u	1923 34% u	70 12%	27 36% u	114 27%	217 32%	691 32%	575 36% ZAE	734 31%	30 27%	91 27%	234 39% ZFGI	71 24%	876 33% M	326 37% M	478 32% M	48 10%
Verbal or emotional abuse, bullying or harassment from colleagues	1101 15% cpuF M	130 14% u	933 16% u	22 4%	15 21% u	48 11%	119 17%	356 17% E	247 16%	329 14%	13 12%	56 17%	109 18% F	34 12%	427 16% M	148 17% M	241 16% M	9 2%
Verbal or emotional abuse, bullying or harassment from the general public	422 6% 10% Ztu	91 10% Ztu	294 5%	29 5%	8 11% Ztu	22 5%	35 5%	116 5%	124 8% ZCE	123 5%	7 7%	22 7%	73 12% ZFG	25 9%	117 4%	50 6%	65 4%	24 5%
Sexual abuse or sexual harassment	201 3% coqFI	23 3%	166 3%	9 2%	3 4%	12 3%	21 3%	76 4% E	39 2%	51 2%	1 1%	3 1%	16 3%	1 *	74 3%	47 5% ZJL	41 3%	9 2%
Harm to wellbeing from work pressure and stress	3130 43% apuA BLM	441 49% Ztu	2515 44% u	137 24%	37 50% u	111 26%	237 35%	967 45% AB	750 47% ZAB	1062 45% AB	51 46%	154 46%	357 59% ZFGI	118 40%	1116 42% M	411 47% LM	559 38% M	117 25%
Risks associated with administering medication	995 14% cdfgr sFGI	86 9%	852 15% su	51 9%	6 9%	51 12%	89 13%	247 12%	242 15% C	366 15% C	10 9% GI	16 5%	105 17% FGI	8 3%	336 13%	186 21% ZJM	242 16% JM	44 9%
Lack of supervision	873 12% p	117 13%	698 12%	44 8%	15 20% Ztu	35 8%	61 9%	266 13%	209 13%	298 13%	10 9%	30 9%	65 11%	31 11%	313 12%	93 11%	219 15% ZK	48 10%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 218

ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I feel unsafe in other ways	525	422	43	6	10	27	11	6	12	460	137	192	189	98	91	7	113	128	55
	7%	8% d	5%	6%	4%	8%	11% Zabcd	6%	7%	7%	7%	8%	7%	8%	7%	5%	6%	7%	9% Zp
None of these	1572	1109	224	32	87	48	11	16	25	1268	419	411	389	167	222	32	583	375	107
	22% efkl	20% ef	28% Zaef	33% Zaef	34% Zaef	13%	11%	16%	15%	20%	21%	18%	15%	14%	17%	22% lm	33% Zlmn	21% lmn	18% m
Don't know	115	99	9	1	4	2	1	1	*	100	13	15	52	27	26	2	20	26	8
	2% jk	2%	1%	1%	1%	1%	1%	1%	*	2% jk	1%	1%	2%	2%	2%	2%	1%	1%	1%
Prefer not to say	211	172	13	2	4	12	1	2	10	195	53	59	95	55	39	2	52	44	7
	3% fr	3% f	2%	2%	1%	3% f	1%	2%	6% fr	3%	3%	3%	4% r	5% qr	3% r	2%	3% r	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 218
ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- er- ial role with no direct care (G)	Other manag- er- ial and direct care (H)	Non- manag- er- ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I feel unsafe in other ways	525	68	404	45	8	20	33	147	135	187	7	14	34	19	210	65	110	36
	7%	7%	7%	8%	10%	5%	5%	7%	8%	8%	7%	4%	6%	7%	8%	7%	7%	8%
None of these	1572	179	1163	220	9	124	165	457	316	503	36	116	145	99	486	135	290	193
	22%efkl	20%	20%v	39%Zstv	12%	29%ZCDE	24%	21%	20%	21%	33%ZH	35%ZH	24%	34%ZH	18%	15%	20%	41%ZJKL
Don't know	115	13	95	5	2	12	18	19	20	43	1	4	5	2	58	9	30	1
	2%jk	1%	2%	1%	3%	3%C	3%C	1%	1%	2%	1%	1%	1%	1%	2%	1%	2%	*
Prefer not to say	211	20	167	20	4	23	37	54	31	59	2	4	11	8	84	30	51	6
	3%fr	2%	3%	4%	6%st	5%DE	5%ZCDE	3%	2%	2%	2%	1%	2%	3%	3%	3%	3%	1%



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Table 219
ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975 27%pt	613 26%	494 27%	569 31%Za	386 28%	996 33%Zab	724 31%Za	115 32%j	270 30%j	600 29%j	945 25%	1180 26%	470 31%Zk	144 25%	91 33%	558 28%	357 24%	435 27%	618 30%pt
Physical abuse or violence from those I care for or support, or from their family members or friends	2314 32%hryz	870 37%Zef	756 41%Zcef	643 35%f	493 36%	996 33%	705 30%	100 28%	196 22%	672 33%h	1318 35%Zh	1416 32%	472 31%	202 35%	95 35%	728 36%Zqrs	504 34%r	498 31%	577 28%
Physical abuse or violence from colleagues	168 2%A	57 2%	54 3%	49 3%	30 2%	83 3%	59 3%	6 2%	11 1%	48 2%	101 3%	82 2%	32 2%	29 5%Zkl	8 3%	44 2%	49 3%r	38 2%	35 2%
Physical abuse or violence from the general public	278 4%r	75 3%	65 4%	62 3%	43 3%	92 3%	80 3%	15 4%	36 4%	83 4%	139 4%	141 3%	73 5%k	31 5%	18 6%k	99 5%r	70 5%r	52 3%	56 3%
Infection e.g. from COVID or other communicable diseases	2149 30%	702 30%	618 34%Z	603 33%	458 33%	975 33%Z	766 33%	127 36%h	226 25%	665 32%h	1091 29%	1287 29%	485 32%	190 33%	82 30%	612 31%	446 30%	481 30%	604 29%
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336 32%hrxz	829 35%Z	762 42%Zace	667 36%Z	534 39%	1024 34%	826 35%	97 27%	210 24%	627 30%h	1366 36%Zghi	1436 32%	519 34%	183 32%	85 31%	752 38%Zqrs	540 36%qrs	481 30%	558 27%
Verbal or emotional abuse, bullying or harassment from colleagues	1101 15%hr	437 19%Z	355 19%Zef	344 19%Z	273 20%	472 16%	371 16%	46 13%	75 8%	288 14%h	687 18%Zhi	652 15%	205 13%	120 21%Zkl	52 19%	311 16%	247 16%r	268 17%r	269 13%
Verbal or emotional abuse, bullying or harassment from the general public	422 6%qr	138 6%	131 7%e	128 7%e	105 8%	145 5%	140 6%	25 7%	30 3%	106 5%	251 7%h	239 5%	96 6%	33 6%	35 13%Zkim	169 8%Zqrs	94 6%	68 4%	91 4%
Sexual abuse or sexual harassment	201 3%r	65 3%	55 3%	41 2%	25 2%	103 3%	72 3%	15 4%	17 2%	57 3%	108 3%	120 3%	41 3%	18 3%	14 5%	95 5%Zqrst	51 3%qr	29 2%	26 1%
Harm to wellbeing from work pressure and stress	3130 43%hrxy zCE	1085 46%	917 50%Ze	895 48%Z	699 51%	1366 46%	1144 49%Z	131 37%h	230 26%	912 44%h	1806 48%Zghi	1881 42%	741 49%Zkm	230 40%	117 43%	918 46%rt	691 46%rt	679 42%	829 40%
Risks associated with administering medication	995 14%	401 17%Z	341 19%Ze	327 18%Z	278 20%	446 15%	385 16%Z	68 19%Zhj	100 11%	332 16%hj	477 13%	594 13%	217 14%	97 17%	50 18%	308 15%	202 13%	199 12%	285 14%
Lack of supervision	873 12%eD	343 15%Zef	286 16%Zef	255 14%e	205 15%	291 10%	259 11%	48 13%	78 9%	261 13%h	470 12%h	504 11%	220 14%k	71 12%	30 11%	257 13%	178 12%	193 12%	239 11%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 219
ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975	1623	313	575	137	525	406	150	50	1387	48	115	246	529	744	1130
	27%pt	28%pt	23%	24%	27%	33%Zuy	29%u	25%	25%	26%	38%	25%	30%	30%	31%G	25%
Physical abuse or violence from those I care for or support, or from their family members or friends	2314	1815	456	705	147	593	519	150	43	1651	47	127	286	597	879	1296
	32%hr	31%r	34%r	30%	29%	37%Zuy	37%Zuy	25%	21%	31%	37%	28%	35%	34%	36%G	29%
Physical abuse or violence from colleagues	168	131	32	58	14	28	30	12	6	75	10	19	44	86	64	88
	2%A	2%	2%	2%	3%	2%	2%	2%	3%	1%	8%ZA	4%A	5%ZA	5%ZA	3%	2%
Physical abuse or violence from the general public	278	201	67	94	21	63	53	14	6	194	5	19	31	73	117	143
	4%r	3%	5%r	4%	4%	4%	4%	2%	3%	4%	4%	4%	4%	4%	5%G	3%
Infection e.g. from COVID or other communicable diseases	2149	1692	420	724	150	486	461	152	48	1574	39	106	252	521	840	1193
	30%	29%	31%	31%	29%	30%	33%y	26%	24%	30%	31%	23%	31%	29%	35%G	27%
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336	1845	442	893	151	560	400	175	33	1584	49	131	333	672	888	1311
	32%hr	32%r	33%r	38%Zvxy	29%z	35%xz	28%z	30%z	16%	30%	38%	28%	40%ZAC	38%ZAC	37%G	30%
Verbal or emotional abuse, bullying or harassment from colleagues	1101	837	235	413	81	228	185	94	31	709	23	103	177	366	455	585
	15%hr	15%	18%r	18%x	16%	14%	13%	16%	15%	13%	18%	22%ZA	22%ZA	21%ZA	19%G	13%
Verbal or emotional abuse, bullying or harassment from the general public	422	296	115	176	31	90	69	24	7	306	9	27	33	99	179	219
	6%qr	5%	9%Zqrs	7%Zx	6%	6%	5%	4%	4%	6%	7%	6%	4%	6%	7%G	5%
Sexual abuse or sexual harassment	201	169	28	62	10	50	41	21	6	139	9	10	19	55	75	109
	3%r	3%qr	2%	3%	2%	3%	3%	4%	3%	3%	7%ZAD	2%	2%	3%	3%	2%
Harm to wellbeing from work pressure and stress	3130	2532	536	1127	240	754	549	214	57	2347	40	144	317	699	1239	1720
	43%hr	44%r	40%	48%Zxyz	47%xyz	47%xyz	39%	36%	29%	45%BCDE	32%	31%	39%	39%	51%G	39%
Risks associated with administering medication	995	772	207	327	64	271	190	62	32	759	10	52	102	216	404	540
	14%	13%	15%	14%	12%	17%Zy	13%	11%	16%	14%	8%	11%	12%	12%	17%G	12%
Lack of supervision	873	659	191	283	75	201	173	67	25	658	16	49	54	180	340	475
	12%eD	11%	14%e	12%	15%	13%	12%	11%	12%	13%D	13%	11%	7%	10%	14%G	11%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 219

ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I feel unsafe in other ways	525	172	152	132	111	194	169	30	34	136	311	280	123	48	34	138	134	103	142
	7%h	7%	8%	7%	8%	6%	7%	8%h	4%	7%	8%h	6%	8%	8%	12%Zk	7%	9%q	6%	7%
None of these	1572	440	301	361	251	621	534	85	268	435	733	1020	305	124	59	419	294	356	497
	22%abE	19%	16%	19%	18%	21%b	23%ab	24%	30%Zlj	21%	19%	23%	20%	22%	22%	21%	20%	22%	24%p
Don't know	115	35	30	31	17	41	25	3	20	25	63	68	14	9	4	37	30	17	29
	2%	2%	2%	2%	1%	1%	1%	1%	2%	1%	2%	2%	1%	2%	2%	2%	2%	1%	1%
Prefer not to say	211	77	60	53	46	101	62	5	40	53	109	111	31	19	6	65	46	51	44
	3%w	3%	3%	3%	3%	3%	3%	1%	5%	3%	3%	2%	2%	3%	2%	3%	3%	3%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 219

ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I feel unsafe in other ways	525	419	96	204	30	106	102	38	11	331	17	32	78	174	206	285
	7%h	7%	7%	9%	6%	7%	7%	6%	5%	6%	14%A	7%	9%A	10%ZA	9%G	6%
None of these	1572	1246	314	468	132	329	292	144	64	1222	23	92	147	316	407	1114
	22%abE	22%	23%	20%	26%u	21%	21%	24%	32%Zuw	23%DE	18%	20%	18%	18%	17%	25%F
Don't know	115	95	17	38	2	17	19	9	10	73	3	22	9	38	30	71
	2%	2%	1%	2%	*	1%	1%	2%	5%Zuvwx	1%	2%	5%ZAD	1%	2%	1%	2%
Prefer not to say	211	161	34	57	12	26	38	29	6	116	8	44	30	90	52	138
	3%w	3%	3%	2%	2%	2%	3%	5%uw	3%	2%	6%A	9%ZADE	4%	5%ZA	2%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 220

ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase		6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975 27%g	1567 26%	335 31%a	157 32%	168 31%	775 32%Zfg	584 27%g	87 15%	49 23%g
Physical abuse or violence from those I care for or support, or from their family members or friends	2314 32%g	1898 32%	372 35%	170 34%	199 36%	879 36%Zg	737 34%g	136 24%	67 32%
Physical abuse or violence from colleagues	168 2%g	112 2%	47 4%Za	28 6%Z	17 3%	83 3%fg	34 2%	3 *	5 2%
Physical abuse or violence from the general public	278 4%c	247 4%	25 2%	2 *	20 4%c	89 4%	84 4%	23 4%	13 6%
Infection e.g. from COVID or other communicable diseases	2149 30%g	1801 30%	283 27%	123 25%	154 28%	776 32%g	688 32%g	127 22%	63 30%
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336 32%	1857 31%	415 39%Za	193 39%	218 40%Z	868 35%g	762 35%g	163 28%	65 31%
Verbal or emotional abuse, bullying or harassment from colleagues	1101 15%	838 14%	235 22%Za	123 25%Z	105 19%	396 16%	359 17%	78 13%	24 11%
Verbal or emotional abuse, bullying or harassment from the general public	422 6%c	368 6%	47 4%	7 2%	38 7%c	128 5%	143 7%	38 7%	15 7%
Sexual abuse or sexual harassment	201 3%g	166 3%	31 3%	7 1%	22 4%	73 3%g	74 3%g	4 1%	3 1%
Harm to wellbeing from work pressure and stress	3130 43%	2637 44%	434 41%	187 38%	239 44%	1040 42%	1046 48%Zeh	274 48%	82 39%
Risks associated with administering medication	995 14%g	834 14%	144 14%	51 10%	89 16%	363 15%g	354 16%Zg	52 9%	23 11%
Lack of supervision	873 12%	756 13%b	97 9%	40 8%	55 10%	303 12%	276 13%	62 11%	22 11%
I feel unsafe in other ways	525 7%	408 7%	101 9%	48 10%	51 9%	181 7%	148 7%	40 7%	19 9%
None of these	1572 22%e	1354 23%	197 18%	87 18%	105 19%	457 19%	457 21%	150 26%e	53 25%
Don't know	115 2%f	88 1%	26 2%	20 4%Zd	2 *	55 2%f	14 1%	7 1%	* *
Prefer not to say	211 3%f	138 2%	52 5%Za	25 5%	27 5%	60 2%f	28 1%	8 1%	5 2%

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Table 221

ASCOT_safe_7_follow Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Physical harm from lifting, handling or movement involved in the job or the physical conditions at work	1975 27%cefhi	1007 38%Zbcefhi	269 31%cefhi	334 23%ehi	155 33%cefhi	3 3%	18 18%ehi	43 28%ehi	7 6%e	90 11%eh
Physical abuse or violence from those I care for or support, or from their family members or friends	2314 32%dhi	936 35%Zdhi	366 42%Zacdghi	523 35%dhi	62 13%	36 35%dhi	30 30%dh	42 28%d	23 21%d	214 27%d
Physical abuse or violence from colleagues	168 2%f	79 3%ef	30 3%f	26 2%	3 1%	1 1%	- -	8 6%cdfi	2 2%f	12 2%
Physical abuse or violence from the general public	278 4%	90 3%	33 4%	56 4%	17 4%	11 10%Zabcdhi	8 8%Zabci	8 5%	5 4%	25 3%
Infection e.g. from COVID or other communicable diseases	2149 30%dh	852 32%deh	309 35%Zdehi	438 30%dh	90 19%	27 26%h	28 28%dh	48 31%dh	22 20%	218 27%dh
Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends	2336 32%dh	876 33%dh	326 37%dh	478 32%d	48 10%	60 57%Zabcdghi	50 51%Zabcdhi	67 44%dh	30 27%d	273 34%dh
Verbal or emotional abuse, bullying or harassment from colleagues	1101 15%dh	427 16%dh	148 17%dh	241 16%dh	9 2%	15 14%d	11 11%d	32 21%d	13 12%d	132 17%dh
Verbal or emotional abuse, bullying or harassment from the general public	422 6%	117 4%	50 6%	65 4%	24 5%	18 17%Zabcdfghi	10 10%Zabc	10 7%	7 7%	79 10%Zabc
Sexual abuse or sexual harassment	201 3%h	74 3%h	47 5%Zachi	41 3%	9 2%	5 5%Zacghi	2 2%	1 1%	1 1%	13 2%
Harm to wellbeing from work pressure and stress	3130 43%cd	1116 42%d	411 47%cd	559 38%d	117 25%	75 72%Zabcdfhi	56 56%Zabcdh	96 63%Zabcdh	51 46%cd	429 54%Zabcdh
Risks associated with administering medication	995 14%efh	336 13%efh	186 21%Zadefhi	242 16%adefh	44 9%ef	* *	2 2%	45 30%Zacdefhi	10 9%ef	112 14%efh
Lack of supervision	873 12%	313 12%	93 11%	219 15%Zbhi	48 10%	22 21%Zabcdfhi	14 14%	21 14%	10 9%	77 10%
I feel unsafe in other ways	525 7%	210 8%	65 7%	110 7%	36 8%	11 11%Zcfhi	6 6%	10 7%	7 7%	42 5%
None of these	1572 22%abe	486 18%e	135 15%	290 20%e	193 41%Zabcefgi	11 11%	16 16%	20 13%	36 33%Zabcefg	223 28%Zabcefg
Don't know	115 2%	58 2%	9 1%	30 2%	1 *	1 1%	1 1%	- -	1 1%	9 1%
Prefer not to say	211 3%e	84 3%e	30 3%e	51 3%e	6 1%	1 1%	2 2%	10 6%dei	2 2%	13 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 222
ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
2908	2191	352	47	102	114	29	35	55	2506	812	890	851	372	479	50	916	701	220
40%eflm J	40%ef	44%ef	48%Zaef gh	40%f	32%	28%	36%	34%	40%	40%	40%	33%	31%	36%	34%	51%Zlmn oqr	40%lm	38%lm
3117	2361	344	41	115	165	54	50	67	2678	876	976	1167	548	619	66	692	776	257
43%puM	43%	43%	42%	45%	46%	52%Zabc	50%	40%	43%	44%	43%	46%p	45%p	46%p	45%	39%	44%p	44%p
1124	861	106	10	34	75	21	13	43	981	306	368	507	280	226	30	164	259	100
16%cpuF M	16%c	13%	10%	13%	21%Zabc dg	20%Zabc dg	13%	26%Zabc dg	16%	15%	16%	20%Zpq r	23%Znpq	17%p	20%p	9%	15%p	17%p
84	70	5	*	2	2	1	1	*	73	15	20	26	14	13	1	16	32	7
1%	1%	1%	*	1%	*	1%	1%	*	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%
6026	4553	696	88	217	279	83	85	122	5185	1688	1866	2018	920	1098	116	1608	1477	476
83%ehlm	83%h	86%cefh	90%Zaef h	86%eh	78%	79%	86%h	74%	83%	84%	83%	79%	76%	82%lm	79%	90%Zlmn oqr	84%lm	82%lm
1207	931	111	10	36	77	22	14	43	1054	321	388	533	294	239	31	181	291	107
17%cpuF M	17%c	14%	10%	14%	22%Zbcd	21%bc	14%	26%Zabc dg	17%	16%	17%	21%Zpq r	24%Znpq	18%p	21%p	10%	16%p	18%p

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 222

ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manag er (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
As good as I want them to be	2908	353	2177	352	27	198	234	842	619	1006	52	134	276	122	974	323	586	304
	40%eflm J	39%	38%	62%Zstv	36%	47%B	34%	40%	39%	42%B	48%Z	40%	45%	42%	37%	37%	40%	65%ZJKL
Good enough	3117	407	2510	162	39	176	332	932	705	958	46	147	251	123	1191	400	633	132
	43%puM	45%u	44%u	29%	52%u	42%	48%E	44%	44%	40%	41%	44%	41%	42%	45%M	45%M	43%M	28%
Not as good as I would like	1124	141	927	48	9	46	117	325	248	388	12	48	76	42	445	153	233	29
	16%cpuF M	15%u	16%u	8%	12%	11%	17%	15%	16%	16%	11%	15%	13%	14%	17%M	17%M	16%M	6%
Not at all good	84	9	70	4	1	4	3	27	18	31	*	4	3	5	35	5	26	3
	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	*	1%	1%	2%	1%	1%	2%	1%
Good (NET)	6026	760	4687	514	65	375	566	1774	1324	1964	98	282	527	245	2164	723	1219	437
	83%ehlM	84%	82%	91%Zst	87%	88%	82%	83%	83%	82%	89%Z	84%	87%	84%	82%	82%	82%	93%ZJKL
Not good (NET)	1207	150	997	52	9	50	120	353	266	419	12	52	80	47	481	158	259	32
	17%cpuF M	16%u	18%u	9%	13%	12%	18%	17%	17%	18%	11%	16%	13%	16%	18%M	18%M	18%M	7%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 223

ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
As good as I want them to be	2908	923	738	762	563	1100	938	157	428	763	1476	1796	616	239	121	799	555	667	877
	40%eDE	39%	40%	41%e	41%	37%	40%	44%	48%Zij	37%	39%	40%	40%	42%	44%	40%	37%	41%	42%pt
Good enough	3117	1028	779	790	591	1368	1050	169	356	919	1619	1977	630	221	103	898	679	668	862
	43%wA	44%	43%	43%	43%	46%	45%	47%	40%	45%	43%	44%	41%	39%	38%	45%	45%	41%	41%
Not as good as I would like	1124	356	288	279	200	489	342	25	94	360	626	646	256	107	39	278	253	262	321
	16%gh	15%	16%	15%	15%	16%	15%	7%	11%	17%gh	17%gh	14%	17%	19%	14%	14%	17%	16%	15%
Not at all good	84	31	27	24	19	29	28	5	11	23	42	47	21	6	10	21	15	16	30
	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	4%Zk	1%	1%	1%	1%
Good (NET)	6026	1951	1517	1551	1154	2468	1988	326	784	1682	3095	3773	1246	461	225	1696	1234	1335	1739
	83%	83%	83%	84%	84%	83%	84%	92%Zij	88%Zij	81%	82%	84%	82%	80%	82%	85%	82%	83%	83%
Not good (NET)	1207	386	315	303	219	518	370	30	105	383	667	693	276	113	49	299	268	278	351
	17%gh	17%	17%	16%	16%	17%	16%	8%	12%	19%gh	18%gh	16%	18%	20%	18%	15%	18%	17%	17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 223

ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
As good as I want them to be	2908	2368	498	879	187	723	595	228	81	2314	44	169	203	542	950	1827
	40%eDE	41%p	37%	37%	36%	45%Zuv	42%u	39%	41%	44%ZDE	35%	37%D	25%	30%	39%	41%
Good enough	3117	2438	635	1092	233	630	567	259	86	2086	64	221	462	925	981	1969
	43%wA	42%	48%Zqrs	46%wx	45%	39%	40%	44%	43%	40%	50%	48%	56%ZA	52%ZA	41%	44%F
Not as good as I would like	1124	897	189	357	86	244	234	97	27	794	15	69	143	289	450	597
	16%gh	16%	14%	15%	17%	15%	17%	16%	13%	15%	12%	15%	17%	16%	19%G	13%
Not at all good	84	68	14	29	9	9	15	7	6	58	4	3	15	25	31	47
	1%	1%	1%	1%	2%w	1%	1%	1%	3%w	1%	3%	1%	2%	1%	1%	1%
Good (NET)	6026	4806	1133	1972	419	1353	1162	488	168	4400	108	390	665	1467	1931	3796
	83%	83%	85%	84%	81%	84%	82%	82%	84%	84%	85%	84%	81%	82%	80%	85%F
Not good (NET)	1207	965	203	386	96	252	250	104	33	852	19	72	158	314	482	644
	17%gh	17%	15%	16%	19%	16%	18%	18%	16%	16%	15%	16%	19%	18%	20%G	15%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 224

ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
As good as I want them to be	2908	2570	304	126	168	868	887	282	89
	40%bcde	43%Zb	28%	25%	31%	35%	41%e	49%Zef	42%
Good enough	3117	2441	568	265	290	1111	935	229	95
	43%	41%	53%Za	54%Z	53%Z	45%	43%	40%	45%
Not as good as I would like	1124	912	179	95	82	432	327	65	23
	16%g	15%	17%	19%	15%	18%g	15%	11%	11%
Not at all good	84	68	16	7	8	35	17	1	2
	1%	1%	1%	1%	2%	1%	1%	*	1%
Good (NET)	6026	5011	872	391	458	1979	1822	510	184
	83%	84%	82%	79%	84%	81%	84%e	89%Zef	88%
Not good (NET)	1207	979	195	102	90	468	344	66	26
	17%g	16%	18%	21%	16%	19%fg	16%g	11%	12%

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Table 225

ASCOT_prof_rel_8 Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel? Depending on your role, you might regularly interact with family members and other health and social care professionals. Overall, my professional relationships with the people I work with are:

Base : All respondents working in adult social care in England

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
2908	974	323	586	304	29	35	50	52	348
40%ae	37%e	37%e	40%e	65%Zabcefg	28%	36%	33%	48%Zabcefg	44%abe
3117	1191	400	633	132	54	50	62	46	341
43%d	45%d	45%d	43%d	28%	52%Zacdhi	50%dh	40%	41%d	43%d
1124	445	153	233	29	21	13	41	12	105
16%dh	17%dh	17%dh	16%dh	6%	20%Zdfhi	13%d	27%Zacdfhi	11%	13%d
84	35	5	26	3	1	1	-	*	5
1%	1%	1%	2%h	1%	1%	1%	-	*	1%
6026	2164	723	1219	437	83	85	112	98	689
83%g	82%	82%	82%	93%Zabcefgi	79%	86%g	73%	89%Zabceg	86%aeg
1207	481	158	259	32	22	14	41	12	110
17%dh	18%dhi	18%dh	18%dh	7%	21%dhi	14%d	27%Zdfhi	11%	14%d

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Table 226
ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I feel highly supported	1931	1375	270	38	97	93	23	30	46	1600	581	612	477	204	273	34	699	421	163
	27%lmnt EJ	25%	33%Zaef	39%Zaef	39%Zaef	26%	22%	30%	28%	26%	29%l	27%	19%	17%	20%	23%	39%Zlmm oqr	24%lm	28%lmnq
I feel adequately supported	2674	1999	320	38	106	142	45	44	57	2278	768	866	899	400	499	69	627	690	239
	37%	36%	40%	39%	42%	40%	44%Za	45%Za	35%	37%	38%	38%	35%	33%	37%	47%Zlmm p	35%	39%lm	41%Zlmp
I do not feel as supported as I would like	1911	1489	177	17	41	96	29	22	46	1687	515	588	842	424	418	34	329	476	142
	26%bcdp uAFGM	27%bcd	22%	17%	16%	27%cd	28%bcd	23%	28%cd	27%	26%	26%	33%Zopq r	35%Zopq r	31%Zpr	23%	18%	27%p	24%p
I do not feel at all supported	718	620	40	5	8	24	6	3	16	674	144	188	333	186	147	9	134	181	39
	10%bcd gjprAF GHM	11%bcdef g	5%	5%	3%	7%	6%	3%	9%	11%jk	7%	8%	13%Zopr	15%Zopq r	11%pr	6%	7%	10%pr	7%
Supported (NET)	4605	3374	590	76	204	236	69	74	103	3878	1350	1478	1376	603	773	103	1326	1111	401
	64%lmnE J	62%	73%Zaef	78%Zaef	81%Zabefh	66%	66%	74%Zaf	62%	62%	67%Zi	66%l	54%	50%	58%lm	71%lmn	74%Zlmm qr	63%lm	69%Zlmmq
Do not feel supported (NET)	2628	2110	218	22	49	120	35	25	62	2361	659	776	1175	610	565	43	463	657	182
	36%bcdg jprsuAB FGHM	38%bcdg	27%cd	22%	19%	34%bcd	34%bcdg	26%	38%cd	38%jk	33%	34%	46%Zopq r	50%Znop qr	42%Zopr	29%	26%	37%pr	31%pr

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 226

ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I feel highly supported	1931	246	1393	271	21	193	199	622	385	522	43	119	196	87	588	197	351	236
	27%Imnt EJ	27%	25%	48%Zstv	28%	45%ZBCD E	29%E	29%DE	24%	22%	39%ZHI	36%Z	32%Z	30%	22%	22%	24%	50%ZJKL
I feel adequately supported	2674	370	2099	178	27	133	289	746	587	909	42	145	233	100	914	343	576	161
	37%	41%Ztu	37%	31%	36%	31%	42%AC	35%	37%	38%	38%	43%ZI	38%	34%	35%	39%	39%J	34%
I do not feel as supported as I would like	1911	226	1582	85	18	76	148	576	433	677	19	61	146	81	784	253	391	58
	26%bcdp uAFGM	25%u	28%su	15%	24%	18%	22%	27%A	27%A	28%AB	17%	18%	24%F	28%FG	30%ZM	29%M	26%M	12%
I do not feel at all supported	718	68	609	32	9	23	50	183	185	274	6	9	31	24	359	87	160	13
	10%bcdfg jprsAFGH M	7%	11%su	6%	12%u	5%	7%	9%	12%AC	12%ABC	6%G	3%	5%	8%G	14%ZM	10%M	11%M	3%
Supported (NET)	4605	616	3492	449	48	326	488	1368	972	1431	85	264	429	187	1502	540	927	397
	64%ImnE J	68%Zt	61%	79%Zstv	64%	77%ZCDE	71%ZCDE	64%E	61%	60%	78%ZHI	79%ZHI	71%Z	64%	57%	61%	63%J	85%ZJKL
Do not feel supported (NET)	2628	294	2191	117	27	98	198	759	618	951	25	70	178	105	1143	341	551	71
	36%bcdg jprsuAB FGHM	32%u	39%su	21%	36%u	23%	29%	36%AB	39%AB	40%ZABC	22%	21%	29%FG	36%FG	43%ZLM	39%M	37%M	15%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/AB/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 227
ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I feel highly supported	1931	555	428	467	348	702	595	110	311	504	955	1223	398	153	73	606	414	423	484
	27% ^a	24%	23%	25%	25%	24%	25%	31%	35% ^{Zij}	24%	25%	27%	26%	27%	27%	30% ^r	28% ^r	26%	23%
I feel adequately supported	2674	871	688	671	495	1064	861	125	342	723	1417	1661	560	195	93	770	535	565	795
	37%	37%	38%	36%	36%	36%	37%	35%	38%	35%	38%	37%	37%	34%	34%	39%	36%	35%	38%
I do not feel as supported as I would like	1911	673	520	515	371	887	656	82	173	609	1013	1137	418	161	78	448	406	466	576
	26% ^{ho}	29%	28%	28%	27%	30% ^Z	28%	23%	19%	30% ^{Zh}	27% ^h	25%	27%	28%	29%	22%	27%	29% ^o	28% ^o
I do not feel at all supported	718	239	195	201	159	332	245	38	63	228	377	444	146	63	29	173	148	159	235
	10% ^u	10%	11%	11%	12%	11%	10%	11%	7%	11% ^h	10%	10%	10%	11%	11%	9%	10%	10%	11%
Supported (NET)	4605	1427	1116	1139	844	1766	1456	235	653	1228	2372	2885	958	349	166	1375	949	988	1279
	64% ^{ei}	61%	61%	61%	61%	59%	62%	66%	73% ^{Zij}	59%	63%	65%	63%	61%	61%	69% ^{Zpqr}	63%	61%	61%
Do not feel supported (NET)	2628	911	715	716	529	1219	901	120	236	837	1390	1581	564	224	107	621	554	625	811
	36% ^{hou}	39%	39%	39%	39%	41% ^Z	38%	34%	27%	41% ^{Zh}	37% ^h	35%	37%	39%	39%	31%	37% ^o	39% ^o	39% ^o

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Respondent Type: Adult social care workforce in England

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* small base

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Table 227
ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I feel highly supported	1931	1568	337	657	117	422	351	178	64	1400	31	148	211	483	539	1314
	27%ab	27%ab	25%	28%	23%	26%	25%	30%	32%	27%	25%	32%	26%	27%	22%	30%F
I feel adequately supported	2674	2130	509	934	206	556	498	207	58	1942	41	168	329	662	856	1697
	37%	37%	38%	40%wz	40%	35%	35%	35%	29%	37%	32%	36%	40%	37%	35%	38%
I do not feel as supported as I would like	1911	1499	365	591	131	455	391	151	48	1379	34	109	207	464	732	1046
	26%ho	26%	27%ho	25%	25%	28%	28%	26%	24%	26%	26%	24%	25%	26%	30%G	24%
I do not feel at all supported	718	574	124	177	61	172	171	56	30	532	21	37	76	172	286	384
	10%u	10%	9%	7%	12%u	11%u	12%u	9%	15%u	10%	17%	8%	9%	10%	12%G	9%
Supported (NET)	4605	3698	846	1591	323	978	849	385	123	3342	72	315	539	1145	1395	3010
	64%ei	64%	63%	67%Zwx	63%	61%	60%	65%	61%	64%	57%	68%	66%	64%	58%	68%F
Do not feel supported (NET)	2628	2073	489	767	192	627	563	207	78	1910	55	146	283	637	1018	1430
	36%hou	36%ho	37%ho	33%	37%	39%u	40%u	35%	39%	36%	43%	32%	34%	36%	42%G	32%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 228

ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I feel highly supported	1931	1618	282	105	167	566	591	189	62
	27%e	27%	26%	21%	30%	23%	27%e	33%Zef	29%
I feel adequately supported	2674	2190	409	199	201	853	830	226	75
	37%	37%	38%	40%	37%	35%	38%	39%	36%
I do not feel as supported as I would like	1911	1581	273	127	140	715	569	140	55
	26%	26%	26%	26%	26%	29%	26%	24%	26%
I do not feel at all supported	718	601	102	62	41	312	175	21	18
	10%g	10%	10%	13%	7%	13%Zfg	8%g	4%	9%g
Supported (NET)	4605	3809	691	305	367	1420	1421	415	137
	64%e	64%	65%	62%	67%	58%	66%e	72%Zef	65%
Do not feel supported (NET)	2628	2182	376	188	181	1027	744	161	73
	36%g	36%	35%	38%	33%	42%Zfg	34%g	28%	35%

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Table 229

ASCOT_supp_9 Thinking about how supported you are in your role, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I feel highly supported	1931 27%a	588 22%	197 22%	351 24%	236 50%Zabcefg	23 22%	30 30%a	41 27%	43 39%Zabcefg	269 34%Zabc e
I feel adequately supported	2674 37%	914 35%	343 39%	576 39%a	161 34%	45 44%Zad	44 45%Zad	53 35%	42 38%	314 39%
I do not feel as supported as I would like	1911 26%dh	784 30%Zdh	253 29%dh	391 26%dh	58 12%	29 28%dh	22 23%d	45 29%dh	19 17%	176 22%dh
I do not feel at all supported	718 10%defhi	359 14%Zdefhi	87 10%dfhi	160 11%defhi	13 3%	6 6%	3 3%	15 10%dh	6 6%	40 5%
Supported (NET)	4605 64%a	1502 57%	540 61%	927 63%a	397 85%Zabcefg	69 66%a	74 74%Zabce	93 61%	85 78%Zabceg	583 73%Zabc e
Do not feel supported (NET)	2628 36%dfhi	1143 43%Zcdefhi	341 39%dfhi	551 37%dfhi	71 15%	35 34%dfhi	25 26%dh	59 39%dh	25 22%dh	217 27%dh

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Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
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Table 230

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
I have the skills and knowledge I need	3617 50%efgr sBCI	2830 52%efg	386 48%efg	57 59%Zabefgh	133 53%efg	130 37%	35 34%	34 35%	68 41%	3154 51%k	988 49%	1060 47%	1295 51%r	596 49%r	699 52%r	66 45%	987 55%Zmoqr	880 50%r	214 37%	
I have adequate skills and knowledge	2793 39%pEM	2044 37%	336 42%	36 37%	103 41%	168 47%Zac	51 49%Zabc	48 49%Zac	73 44%	2378 38%	799 40%	926 41%	940 37%	455 37%	486 36%	66 45%p	616 34%	718 41%p	289 50%Zlmnpq	
I have some skills and knowledge but not enough	784 11%cdDEF	576 10%cd	85 11%cd	4 4%	16 7%	57 16%Zabcd	17 16%Zabcd	16 16%Zabcd	24 14%cd	673 11%	216 11%	263 12%	303 12%	157 13%q	146 11%	12 8%	173 10%	166 9%	77 13%pq	
I do not have the skills and knowledge I need	39 1%	34 1%	* *	- -	- -	1 *	* *	* *	1 *	34 1%	6 *	6 *	12 *	6 *	7 *	3 2%Zlmnqr	13 1%	4 *	3 *	
I have skills and knowledge (NET)	6410 89%efgBC	4874 89%efgB	722 89%efg	94 96%Zabefgh	236 93%Zaefgh	298 84%	87 83%	82 83%	141 85%	5531 89%	1787 89%	1985 88%	2235 88%	1050 87%	1185 89%	132 90%	1603 90%r	1597 90%mr	503 86%	
I don't have skills and knowledge (NET)	823 11%cdDEF	610 11%cd	85 11%cd	4 4%	16 7%	58 16%Zabcd	17 17%Zabcd	17 17%Zabcd	24 15%cd	707 11%	222 11%	269 12%	316 12%	163 13%q	152 11%	15 10%	186 10%	170 10%	80 14%pq	

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Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 230

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I have the skills and knowledge I need	3617	392	2888	303	34	188	259	886	870	1401	65	177	277	115	1330	475	754	267
	50%efgrsBCI	43%	51%st	54%st	46%	44%	38%	42%	55%ZABC	59%ZABC	59%ZHI	53%I	46%	40%	50%	54%	51%	57%
I have adequate skills and knowledge	2793	415	2171	179	29	167	309	903	600	804	41	128	255	135	1019	318	563	138
	39%pEM	46%Ztu	38%	32%	38%	39%	45%ZDE	42%ZDE	38%	34%	37%	38%	42%	46%ZF	39%M	36%	38%M	30%
I have some skills and knowledge but not enough	784	98	598	78	11	68	116	322	112	166	5	29	73	41	278	87	154	56
	11%cdEF	11%	11%	14%	14%	16%ZDE	17%ZDE	15%ZDE	7%	7%	4%	9%F	12%F	14%F	10%	10%	10%	12%
I do not have the skills and knowledge I need	39	4	27	6	1	1	2	15	9	12	-	*	2	1	19	1	7	7
	1%	*	*	1%	2%	*	*	1%	1%	*	-	*	*	*	1%	*	*	2%
I have skills and knowledg (NET)	6410	808	5058	481	63	356	568	1790	1469	2205	106	305	532	250	2349	793	1317	405
	89%efgBC	89%	89%	85%	84%	84%	83%	84%	92%ZABC	93%ZABC	96%ZGHI	91%	88%	86%	89%	90%	89%	87%
I don't have skills and knowledge (NET)	823	102	625	84	12	69	118	337	121	178	5	29	75	42	296	88	161	63
	11%cdDEF	11%	11%	15%	16%	16%DE	17%ZDE	16%ZDE	8%	7%	4%	9%F	12%F	14%F	11%	10%	11%	13%

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* small base

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Table 231

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I have the skills and knowledge I need	3617	1175	930	964	709	1530	1198	166	443	1097	1817	2168	741	304	181	940	717	804	1145
	50%tu	50%	51%	52%	52%	51%	51%	47%	50%	53%j	48%	49%	49%	53%	66%Zklm	47%	48%	50%t	55%Zopqst
I have adequate skills and knowledge	2793	933	732	733	540	1107	928	138	348	755	1493	1782	601	201	64	814	590	599	774
	39%u	40%	40%	40%	39%	37%	39%	39%	39%	37%	40%	40%u	39%u	35%u	23%	41%	39%	37%	37%
I have some skills and knowledge but not enough	784	221	160	149	118	333	221	50	87	201	436	496	170	65	28	230	190	199	162
	11%cr	9%	9%	8%	9%	11%u	9%	14%	10%	10%	12%	11%	11%	11%	10%	12%r	13%r	12%r	8%
I do not have the skills and knowledge I need	39	8	9	9	6	16	11	1	10	12	16	20	11	3	1	13	6	11	9
	1%	*	*	*	*	1%	*	*	1%	1%	*	*	1%	*	*	1%	*	1%	*
I have skills and knoweldge (NET)	6410	2108	1663	1697	1250	2637	2125	305	791	1852	3311	3951	1341	506	245	1753	1307	1403	1919
	89%uDE	90%	91%	92%Ze	91%	88%	90%	86%	89%	90%	88%	88%	88%	88%	90%	88%	87%	87%	92%Zopqst
I don't have skills and knowledge (NET)	823	229	169	157	123	348	232	51	97	213	451	515	181	67	28	243	196	210	171
	11%cr	10%	9%	8%	9%	12%u	10%	14%	11%	10%	12%	12%	12%	12%	10%	12%r	13%r	13%r	8%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 231

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I have the skills and knowledge I need	3617	2974	590	1075	263	840	756	293	108	2744	65	226	337	794	1205	2232
		50%uDE	52%ot	44%	46%	51%	52%u	54%u	49%	54%	52%DE	51%	49%	41%	45%	50%
I have adequate skills and knowledge	2793	2165	573	959	194	614	500	225	80	1966	43	184	341	734	915	1726
		39%n	38%	43%Zqrs	41%t	38%	38%	35%	38%	40%	37%	33%	40%	41%	38%	39%
I have some skills and knowledge but not enough	784	600	167	312	52	144	147	74	13	513	20	49	144	250	280	461
		11%cr	10%r	12%r	13%Zw	10%	9%	10%	12%	6%	10%	16%	11%	18%ZA	14%ZA	12%
I do not have the skills and knowledge I need	39	32	6	12	5	7	8	1	-	30	-	2	1	3	12	22
		1%	1%	1%	1%	1%	1%	1%	-	1%	-	1%	1%	1%	1%	1%
I have skills and knoweldge (NET)	6410	5139	1163	2034	458	1454	1256	517	187	4710	108	410	677	1528	2120	3957
		89%uDE	89%	86%	89%	91%u	89%	87%	94%u	90%DE	84%	89%	82%	86%	88%	89%
I don't have skills and knowledge (NET)	823	632	173	324	57	151	155	75	13	543	20	52	145	253	292	483
		11%cr	11%r	13%r	14%Zwz	11%	9%	11%	13%	10%	16%	11%	18%ZA	14%ZA	12%	11%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 232

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I have the skills and knowledge I need	3617 50%bc	3072 51%b	473 44%	170 35%	284 52%c	1236 50%	1051 49%	297 52%	124 59%Zf
I have adequate skills and knowledge	2793 39%h	2281 38%	433 41%	222 45%	209 38%	928 38%h	832 38%h	223 39%h	61 29%
I have some skills and knowledge but not enough	784 11%	599 10%	160 15%Za	101 20%Zd	55 10%	266 11%	276 13%	53 9%	26 12%
I do not have the skills and knowledge I need	39 1%	38 1%	1 *	- -	1 *	17 1%	6 *	3 *	- -
I have skills and knoweldge (NET)	6410 89%bc	5353 89%b	906 85%	392 80%	493 90%c	2164 88%	1883 87%	521 90%	184 88%
I don't have skills and knowledge (NET)	823 11%	637 11%	160 15%Za	101 20%Zd	56 10%	283 12%	282 13%	56 10%	26 12%

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Table 233

ASCOT_skills_10 Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now? Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I have the skills and knowledge I need	3617 50%ef	1330 50%ef	475 54%efg	754 51%ef	267 57%efgi	35 34%	34 35%	60 40%	65 59%Zacefgi	382 48%ef
I have adequate skills and knowledge	2793 39%d	1019 39%d	318 36%	563 38%d	138 30%	51 49%Zabcdhi	48 49%Zabcdh	68 45%d	41 37%	332 42%d
I have some skills and knowledge but not enough	784 11%h	278 10%h	87 10%h	154 10%h	56 12%h	17 16%Zabchi	16 16%Zabchi	23 15%h	5 4%	85 11%h
I do not have the skills and knowledge I need	39 1%	19 1%	1 *	7 *	7 2%i	* *	* *	1 *	- -	* *
I have skills and knoweldge (NET)	6410 89%ef	2349 89%ef	793 90%ef	1317 89%ef	405 87%	87 83%	82 83%	129 84%	106 96%Zabcdefgi	714 89%ef
I don't have skills and knowledge (NET)	823 11%h	296 11%h	88 10%h	161 11%h	63 13%h	17 17%Zabchi	17 17%Zabchi	24 16%h	5 4%	85 11%h

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Table 234

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
I have as many opportunities as I would like	1621 22%efgm r	1202 22%efg	208 26%efg	34 35%Zabefgh	80 32%Zaefgh	56 16%	16 16%	15 15%	29 17%	1374 22%	471 23%	461 20%	520 20%	220 18%	300 22%r	25 17%	529 30%Zlmnoqr	355 20%	102 18%	
I have adequate opportunities	2641 37%uM	1962 36%	326 40%	40 41%	114 45%Zaefgh	124 35%	43 42%a	34 34%	52 32%	2238 36%	766 38%	802 36%	933 37%	416 34%	516 39%	62 42%	613 34%	675 38%	221 38%	
I have some opportunities but not enough	1841 25%cdpE FM	1345 25%c	223 28%cd	18 19%	48 19%	130 36%Zabcd	35 34%Zacd	40 41%Zabcd	57 34%cd	1584 25%	542 27%	677 30%Zi	661 26%p	341 28%p	320 24%p	44 30%p	338 19%	497 28%p	197 34%Zlmnpq	
I have no opportunities	1129 16%bcdfrsAFGH	974 18%Zbcdefg	50 6%	5 6%	12 5%	46 13%bcd	9 9%cd	10 10%cd	27 17%bcd	1042 17%jk	230 11%	314 14%	436 17%oqr	236 19%Zoqr	200 15%r	15 10%	310 17%oqr	241 14%	63 11%	
I have oppourtunities to develop (NET)	4263 59%egmu M	3164 58%eg	534 66%Zaefgh	74 76%Zabefgh	193 77%Zabefgh	180 51%	60 57%	49 49%	81 49%	3612 58%	1236 62%ik	1263 56%	1453 57%	636 52%	817 61%mr	87 60%	1142 64%Zlmqr	1030 58%r	323 55%	
I do not have aoppourtunities to develop (NET)	2970 41%bcdpFG	2319 42%bcd	274 34%cd	24 24%	59 23%	176 49%Zabcd	45 43%bcd	50 51%Zabcd	84 51%bcd	2626 42%j	772 38%	991 44%j	1098 43%p	577 48%Znpq	520 39%	59 40%	648 36%	738 42%p	260 45%np	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 234

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I have as many opportunities as I would like	1621	186	1278	145	13	120	131	454	321	576	39	104	149	60	551	223	296	131
	22%efgm r	20%	22%	26%	17%	28%BCD	19%	21%	20%	24%D	35%ZHI	31%ZI	25%	21%	21%	25%L	20%	28%JL
I have adequate opportunities	2641	368	2107	142	24	156	264	780	577	863	45	146	240	104	1002	309	539	107
	37%uM	40%Ztu	37%u	25%	32%	37%	38%	37%	36%	36%	41%	44%Z	40%	36%	38%M	35%M	36%M	23%
I have some opportunities but not enough	1841	250	1464	104	23	129	206	558	419	529	21	71	181	83	638	222	407	76
	25%cdpE FM	27%u	26%u	18%	31%u	30%E	30%E	26%E	26%E	22%	19%	21%	30%FG	29%F	24%M	25%M	28%M	16%
I have no opportunities	1129	106	835	174	15	20	85	335	273	415	6	14	37	44	455	127	237	154
	16%bcd fjrsAFGH	12%	15% s	31%Zst	20% s	5%	12%A	16%A	17%A	17%AB	6%	4%	6%	15%FGH	17%	14%	16%	33%ZJKL
I have oppoutunities to develop (NET)	4263	554	3385	287	37	276	395	1234	897	1439	83	249	389	164	1552	532	834	238
	59%egmu M	61%uv	60%uv	51%	49%	65%D	57%	58%	56%	60%	76%ZHI	75%ZHI	64%	56%	59%	60%M	56%	51%
I do not have aoppourtunities to develop (NET)	2970	356	2299	278	38	148	292	893	693	944	27	85	218	128	1093	349	644	230
	41%bcdp FG	39%	40%	49%Zst	51% st	35%	43%	42%	44%A	40%	24%	25%	36%FG	44%FG	41%	40%	44%	49%ZK

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 235

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I have as many opportunities as I would like	1621	488	393	396	278	682	523	101	240	436	798	991	319	157	67	443	273	338	560
	22%ptD	21%	21%	21%	20%	23%	22%	29%ij	27%Zij	21%	21%	22%	21%	27%l	24%	22%	18%	21%	27%Zopqst
I have adequate opportunities	2641	904	689	719	512	1124	913	121	318	775	1368	1677	538	176	99	697	519	577	838
	37%v	39%	38%	39%	37%	38%	39%	34%	36%	38%	36%	38% m	35%	31%	36%	35%	35%	36%	40%Zopqs
I have some opportunities but not enough	1841	596	479	466	370	733	565	49	184	522	1058	1138	407	143	55	545	462	440	386
	25%ghrx	25%	26%	25%	27%	25%	24%	14%	21%	25%g	28%Zgh	25%	27%	25%	20%	27%r	31%Zrs	27%r	18%
I have no opportunities	1129	349	270	274	212	446	356	84	147	332	538	660	259	97	53	311	249	258	306
	16%	15%	15%	15%	15%	15%	15%	24%Zhij	17%	16%	14%	15%	17%	17%	19%	16%	17%	16%	15%
I have oppourtunities to develop (NET)	4263	1393	1083	1115	790	1806	1436	223	558	1211	2166	2668	857	333	166	1139	792	915	1399
	59%ptuD	60%	59%	60%	58%	60%	61%	63%	63%	59%	58%	60%	56%	58%	61%	57%	53%	57%	67%Zopqst
I do not have aoppourtunities to develop (NET)	2970	945	749	740	583	1179	921	133	331	854	1596	1797	666	241	108	857	711	698	691
	41%rx	40%	41%	40%	42%	40%	39%	37%	37%	41%	42%	40%	44%	42%	39%	43%r	47%Zrs	43%rs	33%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 235

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I have as many opportunities as I would like	1621 22%ptD	1360 24%pt	241 18%	469 20%	125 24%	346 22%	338 24%u	142 24%	62 31%Zuw	1228 23%DE	34 27%	121 26%D	143 17%	354 20%	474 20%	1064 24%F
I have adequate opportunities	2641 37%v	2121 37%	487 36%	831 35%	154 30%	574 36%	557 39%v	218 37%	75 37%	1951 37%	47 37%	161 35%	282 34%	621 35%	861 36%	1658 37%
I have some opportunities but not enough	1841 25%ghrx	1427 25%r	378 28%r	686 29%Zxyz	146 28%xz	412 26%	309 22%	135 23%	34 17%	1244 24%	30 24%	102 22%	292 35%ZAC	550 31%ZAC	637 26%	1094 25%
I have no opportunities	1129 16%	863 15%	230 17%	372 16%	90 17%	273 17%	208 15%	97 16%	30 15%	829 16%	16 13%	77 17%	106 13%	256 14%	441 18%G	624 14%
I have oppourtunities to develop (NET)	4263 59%ptuD	3482 60%pqt	729 55%	1301 55%	279 54%	920 57%	895 63%Zuwv	361 61%	137 68%uvw	3180 61%DE	81 64%	282 61%	425 52%	975 55%	1335 55%	2722 61%F
I do not have aoppourtunities to develop (NET)	2970 41%rx	2290 40%r	607 45%Zrs	1057 45%Zxz	236 46%xz	685 43%xz	517 37%	232 39%	63 32%	2073 39%	46 36%	179 39%	397 48%ZA	806 45%ZA	1078 45%G	1718 39%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 236

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I have as many opportunities as I would like	1621 22%	1378 23%	217 20%	91 18%	121 22%	530 22%	428 20%	137 24%	58 28% f
I have adequate opportunities	2641 37%	2224 37%	350 33%	155 31%	185 34%	866 35%	800 37%	209 36%	79 38%
I have some opportunities but not enough	1841 25%	1448 24%	342 32% Za	173 35% Z	159 29%	645 26%	598 28%	166 29%	50 24%
I have no opportunities	1129 16% g	940 16%	158 15%	74 15%	83 15%	407 17% g	340 16% g	65 11%	23 11%
I have oppoutunities to develop (NET)	4263 59% bc	3602 60% b	567 53%	246 50%	306 56%	1395 57%	1228 57%	346 60%	137 65%
I do not have aoppourtunities to develop (NET)	2970 41%	2388 40%	499 47% Za	247 50% Z	242 44%	1052 43%	938 43%	231 40%	73 35%

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Table 237

ASCOT_asp_11 Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I have as many oppourtunities as I would like	1621 22%ef	551 21%e	223 25%cef	296 20%	131 28%acef	16 16%	15 15%	24 16%	39 35%Zabcefgi	206 26%acef
I have adequate opportunities	2641 37%d	1002 38%d	309 35%d	539 36%d	107 23%	43 42%d	34 34%d	47 31%	45 41%d	324 41%d
I have some opportunities but not enough	1841 25%dh	638 24%dh	222 25%dh	407 28%dh	76 16%	35 34%Zabcdh	40 41%Zabcdhi	54 36%adh	21 19%	221 28%dh
I have no oppourtunities	1129 16%ehi	455 17%efhi	127 14%ehi	237 16%ehi	154 33%Zabcefgi	9 9%	10 10%hi	27 17%hi	6 6%	47 6%
I have oppourtunities to develop (NET)	4263 59%df	1552 59%f	532 60%dfg	834 56%	238 51%	60 57%	49 49%	72 47%	83 76%Zabcdefgi	530 66%Zacde efg
I do not have aoppourtunities to develop (NET)	2970 41%hi	1093 41%hi	349 40%h	644 44%hi	230 49%Zbhi	45 43%hi	50 51%Zabhi	81 53%bhi	27 24%	269 34%h

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Table 238

ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
My role is highly valued by others	1311 18%bfg jklsrDH	1058 19%bfg	108 13%f	21 22%bfg h	45 18%efg	32 9%	6 6%	9 10%	20 12%	1135 18%jk	275 14%	284 13%	378 15%	175 14%	203 15%	29 20%r	445 25%Zlmn qr	320 18%lr	73 13%
My role is adequately valued by others	2017 28%fnE	1515 28%f	224 28%	25 25%	75 30%	101 28%	23 22%	34 34%cf	48 29%	1716 28%	546 27%	584 26%	652 26%	346 28%	306 23%	40 28%	517 29%n	498 28%n	193 33%Zlnq
My role is not as valued as I would like by others	2711 37%pA	2002 37%	318 39%	36 37%	100 39%	171 48%Zabc d	55 53%Zabc d	47 47%Zac	73 44%	2311 37%	807 40%	953 42%Zi	1019 40%p	471 39%	548 41%p	55 38%	604 34%	643 36%	234 40%p
My role is not at all valued by others	1193 17%gpa l	910 17%g	157 19%g	15 16%g	33 13%	52 15%	20 19%g	9 9%	24 14%	1076 17%	380 19%	433 19%Z	502 20%Zpr	222 18%p	280 21%Zpr	21 15%	223 12%	307 17%p	82 14%
Valued (NET)	3329 46%befj klndEH	2573 47%bef	332 41%f	46 47%ef	120 47%ef	133 37%f	29 28%	43 44%f	68 41%f	2852 46%jk	822 41%	868 39%	1030 40%	521 43%	509 38%	70 48%n	962 54%Zlmn qr	818 46%ln	266 46%ln
Not valued (NET)	3904 54%pA	2911 53%	475 59%Za	52 53%	133 53%	223 63%Zacd	75 72%Zabc degh	56 56%	97 59%	3387 54%	1187 59%Zi	1386 61%Zi	1521 60%Zpqr	693 57%p	829 62%Zopq r	77 52%	827 46%	950 54%p	317 54%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 238

ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manager ial role with no direct care (G)	Other manager ial and direct care (H)	Non- manager ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
My role is highly valued by others	1311	137	1024	137	14	150	121	393	218	415	25	58	67	61	505	182	260	107
	18%b 18%g 18%r 18%h 18%t 18%u 18%v	15%	18%t	24%u	19%	35%Z 35%B 35%CD 35%DE	18%	18%D	14%	17%D	23%Z 23%H	18%H	11%	21%H	19%	21%	18%	23%
My role is adequately valued by others	2017	298	1527	165	27	144	238	634	414	582	29	109	160	84	732	242	405	130
	28%b 28%g 28%r 28%h 28%t 28%u 28%v	33%t	27%	29%	36%	34%DE	35%DE	30%E	26%	24%	26%	33%	26%	29%	28%	28%	27%	28%
My role is not as valued as I would like by others	2711	356	2147	182	26	92	241	780	653	943	40	124	246	116	958	310	567	164
	37%p 37%g 37%r 37%h 37%t 37%u 37%v	39%	38%	32%	35%	22%	35%A	37%A	41%A	40%A	36%	37%	41%	40%	36%	35%	38%	35%
My role is not at all valued by others	1193	119	986	82	7	39	87	320	305	443	16	43	134	30	449	146	247	67
	17%g 17%r 17%h 17%t 17%u 17%v	13%	17%t	14%	10%	9%	13%	15%A	19%ABC	19%ABC	15%	13%	22%ZFGI	10%	17%	17%	17%	14%
Valued (NET)	3329	435	2550	302	41	294	359	1027	632	997	54	168	227	145	1238	425	664	238
	46%b 46%g 46%r 46%h 46%t 46%u 46%v	48%	45%	53%t	55%	69%Z 69%B 69%CD 69%DE	52%DE	48%DE	40%	42%	49%H	50%H	37%	50%H	47%	48%	45%	51%
Not valued (NET)	3904	474	3133	263	34	131	328	1099	958	1385	56	166	380	146	1407	456	813	231
	54%p 54%g 54%r 54%h 54%t 54%u 54%v	52%	55%u	47%	45%	31%	48%A	52%A	60%ZABC	58%ZABC	51%	50%	63%ZFGI	50%	53%	52%	55%	49%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 239

ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
My role is highly valued by others	1311	365	278	315	210	548	397	78	206	350	621	824	217	130	59	322	243	303	441
	18%blwA	16%	15%	17%	15%	18%	17%	22%	23%Zij	17%	17%	18%l	14%	23%l	22%l	16%	16%	19%	21%Zops
My role is adequately valued by others	2017	636	517	501	356	799	595	81	283	510	1090	1282	416	138	53	573	433	459	542
	28%in	27%	28%	27%	26%	27%	25%	23%	32%gi	25%	29%l	29%n	27%	24%	19%	29%	29%	28%	26%
My role is not as valued as I would like by others	2711	866	668	690	521	1116	905	137	293	833	1409	1669	612	197	105	747	542	601	809
	37%tzCD	37%	37%	37%	38%	37%	38%	39%	33%	40%h	37%	37%	40%	34%	38%	37%t	36%	37%t	39%t
My role is not at all valued by others	1193	471	367	349	286	523	460	60	107	372	642	691	277	108	57	354	284	251	298
	17%hrCD	20%Z	20%Z	19%	21%	18%	20%Z	17%	12%	18%h	17%h	15%	18%	19%	21%	18%r	19%rs	16%	14%
Valued (NET)	3329	1001	795	816	566	1347	992	159	489	860	1711	2105	633	268	112	895	676	762	983
	46%filwA	43%	43%	44%	41%	45%	42%	45%	55%Zgij	42%	45%l	47%l	42%	47%	41%	45%	45%	47%	47%
Not valued (NET)	3904	1337	1036	1039	807	1639	1365	197	400	1205	2051	2360	889	306	162	1101	826	852	1107
	54%hyzC	57%	57%	56%	59%	55%	58%Z	55%h	45%	58%Zhj	55%h	53%	58%Zk	53%	59%	55%	55%	53%	53%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 239
ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualitati on (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
My role is highly valued by others	1311	1033	267	417	76	237	237	146	59	828	30	152	214	443	324	933
	18%blwA	18%	20%	18%	15%	15%	17%	25%Zuvwx	29%Zuvwx	16%	23%	33%ZAE	26%ZA	25%ZA	13%	21%F
My role is adequately valued by others	2017	1596	392	650	136	427	397	175	60	1374	38	156	297	596	604	1305
	28%in	28%	29%	28%	26%	27%	28%	30%	30%	26%	30%	34%A	36%ZA	33%ZA	25%	29%F
My role is not as valued as I would like by others	2711	2237	423	884	217	636	558	201	47	2126	38	110	210	512	993	1560
	37%tzCD E	39%t	32%	37%z	42%yz	40%z	40%z	34%	24%	40%ZCDE	30%	24%	26%	29%	41%G	35%
My role is not at all valued by others	1193	905	254	407	86	305	220	70	35	925	22	44	101	230	491	642
	17%hrCD E	16%	19%rs	17%y	17%	19%y	16%	12%	17%	18%CDE	17%	10%	12%	13%	20%G	14%
Valued (NET)	3329	2629	659	1067	212	663	634	321	118	2201	68	308	510	1039	928	2238
	46%filwA	46%	49%	45%	41%	41%	45%	54%Zuvwx	59%Zuvwx	42%	53%	67%ZA	62%ZA	58%ZA	38%	50%F
Not valued (NET)	3904	3142	677	1291	303	942	778	271	82	3051	60	154	312	742	1484	2202
	54%hyzCDE	54%	51%	55%yz	59%yz	59%Zyz	55%yz	46%	41%	58%ZCDE	47%	33%	38%	42%	62%G	50%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 240

ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
My role is highly valued by others	1311 18% ^f	1025 17%	250 23% ^{Za}	107 22%	137 25% ^Z	453 19% ^f	314 15%	102 18%	49 23% ^f
My role is adequately valued by others	2017 28%	1598 27%	361 34% ^{Za}	208 42% ^{Zd}	139 25%	668 27%	568 26%	149 26%	67 32%
My role is not as valued as I would like by others	2711 37% ^{bc}	2336 39% ^b	324 30%	118 24%	201 37% ^c	914 37%	881 41%	239 41%	71 34%
My role is not at all valued by others	1193 17% ^b	1032 17% ^b	131 12%	60 12%	72 13%	412 17%	402 19% ^h	86 15%	22 11%
Valued (NET)	3329 46% ^f	2623 44%	611 57% ^{Za}	315 64% ^{Zd}	276 50%	1121 46% ^f	882 41%	251 44%	116 55% ^{Zefg}
Not valued (NET)	3904 54% ^{bch}	3368 56% ^b	456 43%	178 36%	273 50% ^c	1326 54% ^h	1283 59% ^{Zeh}	325 56% ^h	93 45%

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Table 241

ASCOT_value_13 Thinking about how your role in social care is valued by other people, which of the following best describes how you feel? Think about other people 'overall', including the public, people you know and views expressed in the media.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
My role is highly valued by others	1311 18%efi	505 19%efi	182 21%efi	260 18%efi	107 23%efgi	6 6%	9 10%	16 11%	25 23%Zcefgi	106 13%e
My role is adequately valued by others	2017 28%e	732 28%e	242 28%	405 27%	130 28%	23 22%	34 34%eh	44 29%	29 26%	224 28%
My role is not as valued as I would like by others	2711 37%	958 36%	310 35%	567 38%	164 35%	55 53%Zabcdhi	47 47%Zabcdh	69 45%	40 36%	315 39%
My role is not at all valued by others	1193 17%f	449 17%f	146 17%f	247 17%f	67 14%	20 19%f	9 9%	23 15%	16 15%	154 19%f
Valued (NET)	3329 46%e	1238 47%ei	425 48%ei	664 45%e	238 51%ei	29 28%	43 44%e	60 40%	54 49%ei	330 41%e
Not valued (NET)	3904 54%	1407 53%	456 52%	813 55%	231 49%	75 72%Zabcdfhi	56 56%	92 60%	56 51%	469 59%abdh

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Table 242

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I have as much financial security as I want	329 5%IK	227 4%	30 4%	11 11%Zabefg	19 8%ab	18 5%	4 4%	5 5%	11 6%	256 4%	88 4%	80 4%	71 3%	34 3%	36 3%	7 5%	133 7%Zlmnq	70 4%	31 5%lmn
I have enough financial security	1972 27%inqDL	1372 25%	242 30%a	39 39%Zabh	101 40%Zabh	119 33%Za	35 33%Za	49 49%Zabc efh	41 25%	1563 25%	558 28%	577 26%	652 26%	344 28%	307 23%	38 26%	495 28%	429 24%	243 42%Zlmnopq
I do not have enough financial security	3501 48%crFG	2685 49%c	396 49%c	38 39%	107 43%	178 50%c	51 49%c	42 42%	89 54%c	3090 50%	950 47%	1119 50%	1254 49%r	555 46%	699 52%mpr	79 54%pr	808 45%	904 51%pr	258 44%
I do not have any financial security	1431 20%cddefgrsFGI	1201 22%Zbcd efg	140 17%cddeg	10 10%g	25 10%g	41 12%g	14 13%g	4 4%	24 15%g	1330 21%	413 21%	478 21%	574 23%or	280 23%or	294 22%r	22 15%r	353 20%r	365 21%r	51 9%
Financial security (NET)	2301 32%ainqtD	1598 29%	272 34%	49 51%Zabefh	120 48%Zabefh	137 38%Za	39 37%Za	54 54%Zabefh	52 31%	1819 29%	645 32%	656 29%	722 28%	379 31%	344 26%	45 31%	628 35%lnq	499 28%	274 47%Zlmnopq
Not or not enough financial security (NET)	4932 68%cddefgrsFGI	3885 71%Zcdefg	535 66%cdg	48 49%	132 52%	219 62%cdg	65 63%cdg	46 46%	113 69%cdg	4419 71%Z	1363 68%	1598 71%	1828 72%Zpr	835 69%r	993 74%Zpr	101 69%r	1161 65%r	1269 72%Zpr	309 53%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 242

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I have as much financial security as I want	329 5%IK	52 6%t	234 4%	40 7%	4 6%	36 9%ZBCDE	22 3%	94 4%	59 4%	115 5%	12 11%ZHI	29 9%ZH	18 3%	19 7%HI	109 4%K	17 2%	68 5%K	32 7%K
I have enough financial security	1972 27%inqDL	355 39%Ztu	1426 25%	165 29%	26 34%t	127 30%	199 29%	575 27%	376 24%	683 29%D	45 40%ZH	140 42%ZH	165 27%	114 39%ZH	669 25%	226 26%	351 24%	120 26%
I do not have enough financial security	3501 48%crFG	414 46%	2806 49%st	249 44%	32 42%	196 46%	330 48%	1026 48%	794 50%	1148 48%	43 39%	135 40%	311 51%FG	124 43%	1286 49%	425 48%	761 52%	208 44%
I do not have any financial security	1431 20%cddefgrsFGI	89 10%	1217 21%st	112 20%st	13 18%st	65 15%	136 20%	432 20%	361 23%AE	437 18%	11 10%	30 9%	112 18%FGI	34 12%	581 22%	213 24%Z	298 20%	109 23%
Financial security (NET)	2301 32%ailnqtD	407 45%Ztu	1660 29%	205 36%	30 40%t	163 38%D	221 32%	668 31%	435 27%	798 33%D	57 52%ZH	169 51%ZH	183 30%	134 46%ZH	778 29%	243 28%	419 28%	152 32%
Not or not enough financial security (NET)	4932 68%cddefgrsFGI	503 55%	4024 71%Zsv	361 64%st	45 60%	261 62%	465 68%	1458 69%	1155 73%ZAE	1585 67%	53 48%	165 49%	423 70%FGI	158 54%	1867 71%	638 72%	1059 72%	317 68%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 243

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I have as much financial security as I want	329 5%	106 5%	69 4%	80 4%	57 4%	117 4%	97 4%	28 8%ij	54 6%l	71 3%	165 4%	200 4%	64 4%	33 6%	20 7%	83 4%	47 3%	75 5%	123 6%Zp
I have enough financial security	1972 27%gnp	589 25%	443 24%	481 26%	346 25%	784 26%	636 27%	68 19%	275 31%g	586 28%g	993 26%g	1276 29%n	385 25%n	156 27%n	45 17%	524 26%	345 23%	437 27%p	654 31%Zopqst
I do not have enough financial security	3501 48%C	1142 49%	877 48%	889 48%	644 47%	1482 50%	1142 48%	145 41%	439 49%	1010 49%g	1846 49%g	2171 49%	747 49%	244 42%	139 51%	954 48%	763 51%	798 49%	972 47%
I do not have any financial security	1431 20%hru	501 21%	442 24%Ze	405 22%	326 24%	603 20%	483 20%	114 32%Zhij	122 14%	397 19%h	759 20%h	818 18%	326 21%k	141 25%k	69 25%k	435 22%r	347 23%Zqrs	303 19%	342 16%
Financial security (NET)	2301 32%bpd	695 30%	512 28%	561 30%	403 29%	901 30%	733 31%	96 27%	329 37%Zgj	657 32%	1158 31%	1476 33%n	449 29%	189 33%	65 24%	607 30%	393 26%	512 32%p	776 37%Zopqst
Not or not enough financial security (NET)	4932 68%hrc	1643 70%	1319 72%Z	1294 70%	970 71%	2084 70%	1625 69%	260 73%h	560 63%	1408 68%	2604 69%h	2989 67%	1073 71%	385 67%	208 76%k	1389 70%r	1110 74%Zqrs	1101 68%r	1314 63%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 243

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I have as much financial security as I want	329 5%	272 5%	54 4%	105 4%	26 5%	66 4%	45 3%	29 5%	18 9%Zuw	248 5%	10 8%D	33 7%D	20 2%	75 4%	91 4%	223 5%
I have enough financial security	1972 27%gnp	1593 28%p	353 26%	706 30%w	143 28%	386 24%	377 27%	143 24%	59 29%	1488 28%D	32 25%	155 34%DE	185 23%	452 25%	540 22%	1328 30%F
I do not have enough financial security	3501 48%C	2815 49%	626 47%	1145 49%	242 47%	771 48%	702 50%	298 50%	79 39%	2487 47%	57 44%	184 40%	454 55%ZAC	887 50%C	1211 50%	2128 48%
I do not have any financial security	1431 20%hru	1091 19%r	303 23%rs	402 17%	103 20%	382 24%Zu	288 20%	122 21%	44 22%	1030 20%	30 23%	90 20%	163 20%	368 21%	570 24%G	762 17%
Financial security (NET)	2301 32%bpwD	1865 32%p	407 30%	811 34%wx	170 33%	452 28%	422 30%	173 29%	77 38%w	1736 33%D	41 32%	188 41%ZDE	205 25%	526 30%	631 26%	1551 35%F
Not or not enough financial security (NET)	4932 68%hrC	3906 68%r	929 70%r	1547 66%	345 67%	1153 72%Zuz	990 70%u	420 71%	123 62%	3517 67%	86 68%	274 59%	617 75%ZAC	1255 70%C	1782 74%G	2890 65%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 244

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I have as much financial security as I want	329 5%e	278 5%	43 4%	11 2%	32 6%	61 3%	86 4%	44 8%Zef	25 12%Zef
I have enough financial security	1972 27%de	1672 28%	262 25%	136 28%	114 21%	482 20%	541 25%e	231 40%Zef	78 37%Zef
I do not have enough financial security	3501 48%	2858 48%	548 51%	234 48%	301 55%	1240 51%g	1103 51%gh	251 44%	88 42%
I do not have any financial security	1431 20%gh	1183 20%	213 20%	112 23%	101 18%	664 27%Zfgh	436 20%gh	51 9%	19 9%
Financial security (NET)	2301 32%e	1950 33%	306 29%	147 30%	146 27%	543 22%	627 29%e	275 48%Zef	103 49%Zef
Not or not enough financial security (NET)	4932 68%gh	4041 67%	761 71%	346 70%	402 73%	1904 78%Zfgh	1538 71%gh	301 52%	107 51%

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Table 245

ASCOT_income_12 Thinking about your financial security which of these statements best describes how you feel?

By 'financial security' we mean whether your household income meets your and your dependents' needs.

Please think about pay and other benefits (e.g. pension, sick pay).

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I have as much financial security as I want	329 5%b	109 4%b	17 2%	68 5%b	32 7%b	4 4%	5 5%b	9 6%	12 11%Zabcefi	29 4%
I have enough financial security	1972 27%c	669 25%	226 26%	351 24%	120 26%	35 33%Zabc	49 49%Zabcdeghi	35 23%	45 40%Zabcdegi	240 30%c
I do not have enough financial security	3501 48%h	1286 49%h	425 48%h	761 52%fh	208 44%	51 49%h	42 42%	85 55%h	43 39%	393 49%h
I do not have any financial security	1431 20%efh	581 22%efhi	213 24%Zefhi	298 20%efh	109 23%efhi	14 13%fi	4 4%	24 15%fi	11 10%fi	137 17%fh
Financial security (NET)	2301 32%	778 29%	243 28%	419 28%	152 32%	39 37%Zabc	54 54%Zabcdegi	44 29%	57 52%Zabcdegi	270 34%c
Not or not enough financial security (NET)	4932 68%efh	1867 71%efh	638 72%efh	1059 72%efhi	317 68%fh	65 63%fh	46 46%	108 71%fh	53 48%	530 66%fh

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 246
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Hourly rate of pay is too low	4633	3831	452	29	99	157	47	41	72	4251	1180	1389	1766	806	961	96	1004	1281	279
	64%bcde fghjpr AFGI	70%Zbcd efgh	56%cdef gh	30%	39% c	44% c	45% c	42% c	43% c	68% Zjk	59%	62%	69% Zpr	66% pr	72% Zpr	65% pr	56% r	72% Zmpr	48%
Insufficient or no pay for travel time between visits	1016	901	59	6	10	22	9	3	11	957	182	235	148	69	79	2	526	243	52
	14%bcde fgjklmn orsEFGH I	16%Zbcd fgh	7%	6%	4%	6%	9% dg	3%	7%	15% jk	9%	10%	6% o	6% o	6% o	1%	29% Zlmn oqr	14% lmnor	9% lmno
Insufficient pay for sleep-in or night shifts	1570	1411	102	7	13	23	1	*	23	1536	381	448	543	232	311	7	228	687	22
	22%bcde fgoprsv FGHI	26%Zbcd efgh	13% cdefg	7% fg	5% fg	7% fg	1%	*	14% defg	25% Zjk	19%	20%	21% opr	19% opr	23% opr	5%	13% or	39% Zlmno pr	4%
Number of hours worked is too low or uncertain	705	647	19	1	7	18	3	1	14	670	82	140	133	65	68	6	385	129	17
	10%bcde fgjklmn oqrsEFG HIKL	12%Zbcde fg	2%	1%	3%	5% bcdg	3%	1%	9% bcdg	11% jk	4%	6% j	5% r	5%	5%	4%	22% Zlmno qr	7% lr	3%
Uncertainty about job security and future income	1470	1148	151	18	52	52	10	9	34	1295	406	459	462	229	234	24	451	348	76
	20%efgr s	21%efg	19% fg	18% fg	21% fg	15%	10%	9%	21% fg	21%	20%	20%	18% r	19% r	17% r	16%	25% Zlmn oqr	20% r	13%
Lack of sick pay	2792	2233	301	27	65	96	9	4	86	2574	829	862	1255	649	606	45	647	684	41
	39% cdef grsvAFG IL	41% cdef g	37% cdef g	28% fg	26% fg	27% fg	9% g	4%	52% Zabc defg	41% Z	41%	38%	49% Zopq r	53% Znop qr	45% Zopq r	31% r	36% r	39% r	7%
Lack of maternity or paternity pay	331	216	69	4	8	17	5	8	5	291	134	146	86	42	44	3	115	93	14
	5%rsE	4%	9% Zacdf	5%	3%	5%	4%	8% Zad	3%	5%	7% Zi	6% Zi	3%	3%	3%	2%	6% Zlmno r	5% lr	2%
Lack of paid holiday	700	559	56	6	10	29	10	7	12	625	190	217	222	89	133	6	211	199	28
	10% cdor sF	10% bcd	7%	6%	4%	8%	10% d	7%	7%	10%	9%	10%	9% r	7%	10% or	4%	12% lmor	11% mor	5%
Employer does not contribute (enough) to pension	964	745	97	10	32	40	9	5	27	844	300	322	400	207	193	17	185	264	38
	13% fgpr sB	14% fg	12% g	11% g	13% g	11% g	8%	5%	16% g	14%	15%	14%	16% pr	17% Zpr	14% pr	12% r	10% r	15% pr	6%
My financial responsibilities are too large	1700	1292	211	20	54	84	27	20	39	1496	542	623	643	324	319	30	393	422	111
	23% rsi	24%	26%	21%	21%	24%	26%	21%	24%	24%	27% Z	28% Zi	25% r	27% r	24% r	20%	22%	24% r	19%
The cost of living is too high	5527	4243	643	68	180	252	83	67	109	4841	1584	1826	1982	922	1060	116	1312	1401	440
	76% cegh AFGI	77% cegh h	80% cdeg h	69%	71%	71%	80% cdeg h	67%	66%	78%	79%	81% Zi	78% p	76%	79% p	79%	73%	79% Zp	76%
My financial security is dependent on someone else's income	1513	1179	151	13	53	73	21	27	27	1311	419	496	500	181	318	37	412	358	136
	21% cmAF	21% c	19% c	13%	21% c	21% c	20% c	27% bc	17%	21%	21%	22%	20% m	15%	24% m	25% m	23% m	20% m	23% m

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base

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Table 246
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Hourly rate of pay is too low	4633	458	3798	337	40	205	425	1365	1073	1561	32	113	364	119	1844	655	1050	276
	64%bcde fghjprs AFGI	50%	67%Zsv	60% s	54%	48%	62%A	64%A	67%A	66%A	29%	34%	60%FGI	41%F	70%ZM	74%ZM	71%ZM	59%
Insufficient or no pay for travel time between visits	1016	68	872	69	7	86	138	320	225	246	6	16	53	16	548	105	186	62
	14%bcdef gijklmnor sEFGHI	8%	15% s	12%	9%	20%ZE	20%ZDE	15%E	14%E	10%	6%	5%	9%	5%	21%ZKLM	12%	13%	13%
Insufficient pay for sleep-in or night shifts	1570	74	1398	92	6	68	131	487	330	553	8	17	100	9	579	230	530	73
	22%bcdef goprsvFG HI	8%	25%Zsuv	16% s	8%	16%	19%	23%A	21%	23%A	7%I	5%	17%FGI	3%	22%	26%M	36%ZJKM	16%
Number of hours worked is too low or uncertain	705	42	556	101	6	85	102	199	148	165	1	9	16	9	412	53	94	87
	10%bcdef gijklmnoq rsEFGHIK L	5%	10% s	18%Zstv	8%	20%ZCDE	15%ZCDE	9%E	9%E	7%	1%	3%	3%	3%	16%ZKL	6%	6%	19%ZKL
Uncertainty about job security and future income	1470	134	1169	144	23	77	148	414	364	466	20	75	119	48	579	147	270	148
	20%efgr s	15%	21% s	26% s	31%Zst	18%	22%	19%	23%	20%	18%	22%	20%	17%	22%K	17%	18%	32%ZJKL
Lack of sick pay	2792	72	2499	204	17	104	282	830	647	927	31	95	231	87	1093	437	513	187
	39%cddefg rsvAFGIL	8%	44%Zsv	36%sv	23% s	24%	41%A	39%A	41%A	39%A	28%	28%	38%FGI	30%	41%L	50%ZJLM	35%	40%
Lack of maternity or paternity pay	331	21	272	33	4	20	51	102	86	72	5	11	67	6	95	36	47	38
	5%rsE	2%	5% s	6% s	5%	5%	7%ZE	5%E	5%E	3%	5%I	3%	11%ZFGI	2%	4%	4%	3%	8%ZJL
Lack of paid holiday	700	55	570	67	8	36	71	207	182	203	6	24	52	20	248	86	146	79
	10%cdors F	6%	10% s	12% s	10%	8%	10%	10%	11%E	9%	6%	7%	9%	7%	9%	10%	10%	17%ZJKL
Employer does not contribute (enough) to pension	964	56	832	68	7	38	43	282	265	335	11	51	65	41	338	135	212	59
	13%fgprs B	6%	15% s	12% s	10%	9%	6%	13%B	17%ZABC	14%B	10%	15%	11%	14%	13%	15%	14%	13%
My financial responsibilities are too large	1700	182	1355	150	13	76	177	544	377	526	23	77	172	42	581	233	381	96
	23%rsl	20%	24% s	26% s	18%	18%	26%	26%AE	24%	22%	21%I	23%I	28%ZF	14%	22%	26%	26%J	20%
The cost of living is too high	5527	683	4364	424	55	262	516	1667	1257	1812	74	226	493	205	2026	687	1168	353
	76%cegh AFGI	75%	77%	75%	74%	62%	75%A	78%A	79%A	76%A	67%	68%	81%ZFGI	70%	77%	78%	79%	75%
My financial security is dependent on someone else's income	1513	199	1139	162	13	57	123	426	371	535	14	69	106	58	537	173	309	160
	21%cmAF	22%	20%	29%Ztv	17%	13%	18%	20%A	23%A	22%A	13%	21%F	18%	20%F	20%	20%	21%	34%ZJKL

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 246
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
None of these	407	236	57	16	36	36	9	12	17	280	138	125	98	47	51	7	149	61	58
	6%ai	4%	7%a	16%Zab	14%Zab	10%Za	9%Za	12%Zab	10%a	4%	7%i	6%	4%	4%	4%	5%	8%Zimnq	3%	10%Zimnoq
Don't know	37	31	1	*	1	2	1	1	-	33	3	4	16	8	8	-	11	4	6
	1%	1%	*	*	*	1%	1%b	1%b	-	1%	*	*	1%	1%	1%	-	1%	*	1%q
Prefer not to say	75	53	9	1	6	4	1	1	3	58	20	22	30	15	16	3	18	12	6
	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%



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Table 246
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
None of these	407	85	280	34	7	57	22	107	74	143	18	50	27	33	108	28	58	42
	6% K	all qj	9% Zt	5% 6%	9% 6%	13% ZBCDE	3%	5%	5%	6%	17% ZH	15% ZH	4%	11% ZH	4%	3%	4%	9% JKL
Don't know	37	7	27	1	1	3	7	9	10	3	*	1	1	*	20	4	6	1
	1%	1%	*	*	2%	1%	1% E	*	1% E	*	*	*	*	*	1%	*	*	*
Prefer not to say	75	14	60	-	2	5	4	19	14	34	1	6	4	7	27	14	10	1
	1%	2%	1%	-	2% u	1%	1%	1%	1%	1%	1%	2%	1%	2%	1%	2%	1%	*



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Table 247
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Hourly rate of pay is too low	4633	1692	1294	1288	936	1902	1535	236	524	1421	2392	2810	990	376	190	1350	939	982	1349
	64%u	72%Zef	71%Zef	69%Zef	68%	64%	65%	66%	59%	69%Zhj	64%	63%	65%	66%	69%	68%pq	62%	61%	65%q
Insufficient or no pay for travel time between visits	1016	379	349	356	238	517	450	118	169	251	447	592	229	99	45	308	268	191	246
	14%jrv	16%	19%Z	19%Z	17%	17%Z	19%Z	33%Zhij	19%Zij	12%	12%	13%	15%	17%	16%	15%qr	18%Zqrs	12%	12%
Insufficient pay for sleep-in or night shifts	1570	751	521	489	382	512	468	69	132	435	912	939	341	148	55	397	352	364	451
	22%ehu	32%Zcef	28%Zef	26%Zef	28%	17%	20%	19%	15%	21%h	24%Zni	21%	22%	26%	20%	20%	23%	23%	22%
Number of hours worked is too low or uncertain	705	230	208	228	154	357	305	152	164	161	211	446	149	57	18	218	179	152	153
	10%ijrA	10%	11%	12%Z	11%	12%Z	13%Za	43%Zhij	18%Zij	8%j	6%	10%	10%	10%	7%	11%r	12%r	9%	7%
Uncertainty about job security and future income	1470	473	420	397	318	595	491	116	159	391	751	855	370	128	68	363	328	355	421
	20%	20%	23%	21%	23%	20%	21%	33%Zhij	18%	19%	20%	19%	24%Zk	22%	25%	18%	22%	22%	20%
Lack of sick pay	2792	992	825	773	606	1340	1028	182	261	772	1507	1631	635	250	124	738	562	643	841
	39%huD	42%Z	45%Z	42%	44%	45%Z	44%Z	51%Zhij	29%	37%h	40%h	37%	42%k	44%k	45%k	37%	37%	40%	40%
Lack of maternity or paternity pay	331	143	121	120	103	131	99	23	19	63	213	222	75	16	6	190	102	23	17
	5%hiqry	6%Zi	7%Zef	6%Zef	8%	4%	4%	7%hi	2%	3%	6%hi	5%	5%	3%	2%	10%Zqrst	7%Zqrs	1%	1%
Lack of paid holiday	700	240	214	205	166	272	213	52	75	190	328	369	187	55	45	237	145	119	196
	10%q	10%	12%	11%	12%	9%	9%	15%Zhij	8%	9%	9%	8%	12%Zk	10%	16%Zkm	12%qs	10%	7%	9%
Employer does not contribute (enough) to pension	964	349	280	265	208	363	298	49	89	281	514	556	246	77	36	255	201	213	292
	13%ss	15%e	15%e	14%	15%	12%	13%	14%	10%	14%	14%	12%	16%Zk	13%	13%	13%	13%	13%	14%ss
My financial responsibilities are too large	1700	617	518	501	376	695	539	69	185	463	952	990	394	168	54	552	410	368	367
	23%r	26%Z	28%Zef	27%Zef	27%	23%	23%	19%	21%	22%	25%	22%	26%k	29%Zkn	20%	28%Zqrs	27%Zqrs	23%r	18%
The cost of living is too high	5527	1896	1491	1472	1115	2294	1820	262	622	1595	2942	3371	1194	445	223	1606	1211	1227	1464
	76%hru	81%Zef	81%Zef	79%	81%	77%	77%	74%	70%	77%h	78%h	75%	78%	78%	81%	80%Zqrs	81%Zqrs	76%r	70%
My financial security is dependent on someone else's income	1513	471	377	371	272	643	552	83	249	520	630	869	390	108	83	390	312	346	461
	21%juC DE	20%	21%	20%	20%	22%	23%	23%j	28%Zj	25%Zj	17%	19%	26%Zkm	19%	30%Zkm	20%	21%t	21%t	22%t
None of these	407	77	68	91	57	162	130	12	69	93	206	272	78	32	15	101	67	85	152
	6%abx	3%	4%	5%	4%	5%a	5%a	3%	8%i	5%	5%	6%	5%	6%	6%	5%	4%	5%	7%Zpqt
Don't know	37	10	13	13	6	15	9	2	12	10	13	26	2	4	-	19	9	6	3
	1%	*	1%	1%	*	*	*	*	1%j	1%	*	1%	*	1%	-	1%r	1%	*	*



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Table 247

ASCOT_income_12_follow Which of these, if any, apply to you?

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Hourly rate of pay is too low	4633	3623	937	1336	310	1110	1006	385	140	3392	71	272	506	1107	1653	2718
	64%u	63%	70%Zpqrs	57%	60%	69%Zuv	71%Zuv	65%u	70%u	65%	55%	59%	62%	62%	69%G	61%
Insufficient or no pay for travel time between visits	1016	776	207	333	52	224	190	97	44	658	24	81	177	341	310	652
	14%jrv	13%	15%qr	14%	10%	14%	13%	16%v	22%Zuvwx	13%	19%	17%	22%ZA	19%ZA	13%	15%
Insufficient pay for sleep-in or night shifts	1570	1176	366	429	92	421	340	145	37	1106	16	125	206	438	556	935
	22%ehu	20%	27%Zopqs	18%	18%	26%Zuv	24%uv	25%u	19%	21%	13%	27%B	25%B	25%AB	23%	21%
Number of hours worked is too low or uncertain	705	558	134	240	36	149	143	65	23	413	12	65	139	273	236	437
	10%jirA	10%r	10%r	10%	7%	9%	10%	11%	11%	8%	10%	14%A	17%ZA	15%ZA	10%	10%
Uncertainty about job security and future income	1470	1138	301	561	133	304	253	113	33	996	36	94	205	439	557	827
	20%	20%	23%	24%Zwx	26%Zwx	19%	18%	19%	17%	19%	28%	20%	25%ZA	25%ZA	23%G	19%
Lack of sick pay	2792	2226	519	772	220	660	627	235	78	2083	55	186	256	659	1124	1534
	39%huD	39%	39%	33%	43%u	41%u	44%Zu	40%u	39%	40%D	43%	40%	31%	37%	47%G	35%
Lack of maternity or paternity pay	331	252	69	137	30	82	47	12	7	233	11	26	40	88	99	219
	5%hiqry	4%qr	5%qr	6%xy	6%y	5%y	3%	2%	4%	4%	9%	6%	5%	5%	4%	5%
Lack of paid holiday	700	504	174	248	54	135	139	52	15	498	24	61	63	191	258	407
	10%q	9%	13%Zqrs	11%	10%	8%	10%	9%	8%	9%	19%ZAD	13%	8%	11%	11%	9%
Employer does not contribute (enough) to pension	964	663	270	324	71	204	209	55	24	718	20	47	85	209	381	523
	13%ss	11%	20%Zopqrs	14%	14%	13%	15%y	9%	12%	14%	16%	10%	10%	12%	16%G	12%
My financial responsibilities are too large	1700	1335	334	568	138	399	311	128	49	1135	41	132	248	529	673	933
	23%r	23%r	25%r	24%	27%	25%	22%	22%	25%	22%	32%	29%	30%ZA	30%ZA	28%G	21%
The cost of living is too high	5527	4357	1069	1733	392	1287	1140	429	157	4035	92	321	619	1342	1975	3267
	76%hru	75%r	80%rs	74%	76%	80%Zuy	81%Zuy	72%	78%	77%C	72%	70%	75%	75%	82%G	74%
My financial security is dependent on someone else's income	1513	1281	206	403	131	394	346	112	43	1259	20	62	67	225	597	850
	21%juCDE	22%t	15%	17%	25%u	25%Zu	25%Zu	19%	22%	24%ZCDE	16%	13%	8%	13%D	25%G	19%
None of these	407	348	53	193	28	67	48	28	10	302	12	22	46	95	84	303
	6%abx	6%	4%	8%Zwx	5%	4%	3%	5%	5%	6%	9%	5%	6%	5%	3%	7%F
Don't know	37	34	2	12	*	4	4	5	6	26	2	7	2	11	12	23
	1%	1%r	*	1%	*	*	*	1%	3%Zuvwx	*	1%	2%	*	1%	*	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 247
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Prefer not to say	75	18	17	17	12	33	16	3	6	19	45	41	14	6	3	10	15	20	25
	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%



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Table 247
ASCOT_income_12_follow Which of these, if any, apply to you?
Base : All respondents working in adult social care in England

WeightedBase
EffectiveBase
Prefer not to say

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
Total (Z)															
7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
75	65	7	18	6	15	11	3	-	57	-	3	5	10	26	42
1%	1%	1%	1%	1%	1%	1%	*	-	1%	-	1%	1%	1%	1%	1%



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Table 248

ASCOT_income_12_follow Which of these, if any, apply to you?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Hourly rate of pay is too low	4633 64%gh	3867 65%	647 61%	302 61%	333 61%	1762 72%Zfgh	1420 66%gh	251 43%	98 47%
Insufficient or no pay for travel time between visits	1016 14%g	780 13%	210 20%Za	137 28%Zd	73 13%	398 16%gh	307 14%g	44 8%	18 9%
Insufficient pay for sleep-in or night shifts	1570 22%g	1265 21%	274 26%a	128 26%	140 26%	619 25%Zgh	508 23%gh	73 13%	32 15%
Number of hours worked is too low or uncertain	705 10%afg	498 8%	171 16%Za	109 22%Zd	62 11%	312 13%Zfgh	164 8%g	22 4%	14 7%
Uncertainty about job security and future income	1470 20%	1147 19%	274 26%Za	123 25%	148 27%Z	594 24%Zfg	425 20%	96 17%	43 21%
Lack of sick pay	2792 39%dg	2366 39%b	361 34%	181 37%	172 31%	1041 43%Zg	861 40%g	186 32%	89 42%g
Lack of maternity or paternity pay	331 5%	282 5%	44 4%	34 7%d	10 2%	109 4%	119 5%	44 8%Zeh	5 2%
Lack of paid holiday	700 10%	594 10%	92 9%	49 10%	41 7%	280 11%	202 9%	46 8%	37 17%Zefg
Employer does not contribute (enough) to pension	964 13%bc	839 14%b	100 9%	26 5%	70 13%c	372 15%f	250 12%	73 13%	44 21%Zfg
My financial responsibilities are too large	1700 23%g	1399 23%	274 26%	132 27%	134 24%	698 29%Zg	585 27%Zg	99 17%	45 21%
The cost of living is too high	5527 76%cg	4619 77%	792 74%	332 67%	442 81%c	1965 80%Zgh	1736 80%Zgh	403 70%	149 71%
My financial security is dependent on someone else's income	1513 21%bcde	1379 23%Zb	110 10%	38 8%	67 12%	300 12%	573 26%Ze	177 31%Zeh	43 21%e
None of these	407 6%e	335 6%	61 6%	25 5%	36 7%	74 3%	106 5%e	65 11%Zef	24 11%Zef
Don't know	37 1%	28 *	8 1%	4 1%	2 *	19 1%f	3 *	1 *	* *
Prefer not to say	75 1%	62 1%	9 1%	2 *	6 1%	13 1%	12 1%	6 1%	2 1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 249

ASCOT_income_12_follow Which of these, if any, apply to you?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Hourly rate of pay is too low	4633	1844	655	1050	276	47	41	69	32	447
	64%efghi	70%Zdefghi	74%Zdefghi	71%Zdefghi	59%efh	45%h	42%h	45%h	29%	56%efh
Insufficient or no pay for travel time between visits	1016	548	105	186	62	9	3	10	6	59
	14%efhi	21%Zbcdefghi	12%fhi	13%fhi	13%fhi	9%f	3%	6%	6%	7%
Insufficient pay for sleep-in or night shifts	1570	579	230	530	73	1	*	22	8	102
	22%efhi	22%efhi	26%defghi	36%Zabdefghi	16%efh	1%	*	14%ef	7%ef	13%efh
Number of hours worked is too low or uncertain	705	412	53	94	87	3	1	14	1	19
	10%bcefhi	16%Zbcefhi	6%fhi	6%efhi	19%Zbcefhi	3%	1%	9%fhi	1%	2%
Uncertainty about job security and future income	1470	579	147	270	148	10	9	32	20	149
	20%ef	22%bef	17%ef	18%ef	32%Zabcefhi	10%	9%	21%ef	18%ef	19%ef
Lack of sick pay	2792	1093	437	513	187	9	4	82	31	297
	39%cefh	41%cefh	50%Zacdefhi	35%efh	40%efh	9%f	4%	54%Zacefhi	28%ef	37%efh
Lack of maternity or paternity pay	331	95	36	47	38	5	8	4	5	68
	5%	4%	4%	3%	8%Zac	4%	8%Zabc	3%	5%	9%Zabc e
Lack of paid holiday	700	248	86	146	79	10	7	12	6	56
	10%h	9%h	10%	10%h	17%Zabcefhi	10%h	7%	8%	6%	7%
Employer does not contribute (enough) to pension	964	338	135	212	59	9	5	26	11	96
	13%ef	13%ef	15%efh	14%efh	13%f	8%	5%	17%f	10%f	12%f
My financial responsibilities are too large	1700	581	233	381	96	27	20	36	23	208
	23%	22%	26%	26%a	20%	26%	21%	23%	21%	26%
The cost of living is too high	5527	2026	687	1168	353	83	67	102	74	636
	76%fh	77%fh	78%fh	79%fgh	75%h	80%fgh	67%	67%	67%	80%fgh
My financial security is dependent on someone else's income	1513	537	173	309	160	21	27	26	14	148
	21%h	20%h	20%h	21%h	34%Zabceghi	20%h	27%abhi	17%	13%	18%h
None of these	407	108	28	58	42	9	12	15	18	56
	6%ab	4%	3%	4%	9%abc	9%Zabc	12%Zabci	10%abc	17%Zabcdei	7%abc
Don't know	37	20	4	6	1	1	1	-	*	1
	1%	1%	*	*	*	1%i	1%i	-	*	*
Prefer not to say	75	27	14	10	1	1	1	2	1	9
	1%	1%	2%	1%	*	1%	1%	2%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 250
QLife_anx Overall, how did you feel yesterday? Summary Table
Base : All respondents working in adult social care in England

	Life	Worthwhile	Happy	Anxious
UnweightedBase	7233	7233	7233	7233
WeightedBase	7233	7233	7233	7233
EffectiveBase	3559	3559	3559	3559
0 - Not at all	230 3%	138 2%	280 4%	893 12%
1	112 2%	71 1%	176 2%	358 5%
2	274 4%	166 2%	315 4%	555 8%
3	553 8%	405 6%	594 8%	731 10%
4	642 9%	514 7%	659 9%	645 9%
5	1436 20%	1192 16%	1103 15%	1007 14%
6	1049 14%	991 14%	849 12%	680 9%
7	1287 18%	1176 16%	978 14%	842 12%
8	1017 14%	1283 18%	1114 15%	796 11%
9	339 5%	621 9%	592 8%	315 4%
10 - Completely	294 4%	679 9%	571 8%	410 6%
Mean score	5.74	6.42	5.90	4.78



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Table 251
QLife_sat Overall, how satisfied are you with your life nowadays?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
0 - Not at all	230	195	22	2	*	3	1	*	1	220	68	69	90	34	56	1	74	40	9	
	3%defgr sG	4%defg	3%d	2%d	*	1%	1%	*	1%	4%	3%	3%	4%r	3%	4%oqr	1%	4%oqr	2%	2%	
1	112	101	3	1	2	5	1	1	4	105	27	28	62	29	33	3	17	21	3	
	2%brsH	2%b	*	1%	1%	2%	1%	1%	2%	2%	1%	1%	2%pqr	2%r	2%pr	2%	1%	1%	1%	
2	274	232	25	3	6	8	3	1	4	258	74	94	111	55	57	10	49	86	15	
	4%g	4%g	3%	3%	2%	2%	3%	1%	3%	4%	4%	4%	4%	4%	4%	7%pr	3%	5%pr	3%	
3	553	426	57	7	11	22	7	2	14	485	174	198	249	99	150	7	101	144	25	
	8%gprsm	8%g	7%g	7%g	5%	6%g	6%g	2%	9%g	8%	9%	9%	10%Zpr	8%r	11%Zopqr	5%	6%	8%pr	4%	
4	642	471	99	7	34	31	11	5	15	559	206	223	246	127	120	5	132	177	35	
	9%or	9%	12%Zacg	7%	14%Zacg	9%	10%g	5%	9%	9%	10%	10%	10%or	10%or	9%o	4%	7%	10%opr	6%	
5	1436	1137	135	18	28	74	17	16	44	1290	375	449	568	277	292	26	321	369	93	
	20%drG	21%bdf	17%	19%d	11%	21%d	16%	16%	26%bd	21%	19%	20%	22%pr	23%pr	22%r	18%	18%	21%r	16%	
6	1049	783	127	14	36	57	18	16	25	891	297	339	365	163	202	26	248	254	100	
	14%	14%	16%	14%	14%	16%	17%	16%	15%	14%	15%	15%	14%	13%	15%	18%	14%	14%	17%	
7	1287	922	166	17	60	77	25	31	23	1076	351	408	352	180	172	30	366	289	158	
	18%lnJ	17%	21%	17%	24%Za	22%a	24%Zach	32%Zabc eh	14%	17%	17%	18%	14%	15%	13%	21%ln	20%lmnq	16%	27%Zlmnpq	
8	1017	724	124	18	50	59	16	19	26	825	298	312	331	167	164	30	283	220	92	
	14%	13%	15%	18%Za	20%Za	17%	16%	19%a	16%	13%	15%	14%	13%	14%	12%	21%Zlmm q	16%q	12%	16%q	
9	339	244	30	8	15	12	5	5	2	268	78	73	92	45	47	4	100	88	32	
	5%k	4%	4%	8%Zabeh	6%	3%	5%	6%	1%	4%	4%	3%	4%	4%	4%	3%	6%l	5%	6%l	
10 - Completely	294	251	20	4	10	9	1	2	6	262	60	62	84	38	46	4	99	80	20	
	4%fk t	5%bf	3%	5%f	4%	3%	1%	2%	4%	4%k	3%	3%	3%	3%	3%	3%	6%l	4%	3%	
Mean score	5.74klntJ	5.66	5.80	6.16Zab	6.32Zab h	5.98a	5.99Za	6.53Zab cefh	5.66	5.65	5.64	5.59	5.42	5.51	5.34	6.01lmn nq	6.01Zlm nq	5.70ln	6.26Zlmnpq	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 251

QLife_sat Overall, how satisfied are you with your life nowadays?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authority (s)	Independent (t)	Direct payments (individual employer) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registered manager (F)	Other managerial role with no direct care (G)	Other managerial and direct care (H)	Non-managerial role (I)	Care worker or assistant care worker (J)	Senior care worker (K)	Support or outreach worker (L)	Personal assistant (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 - Not at all	230	18	203	8	*	16	40	60	53	62	2	2	24	4	123	28	39	5
	3%defgrsG	2%	4%ss	1%	*	4%	6%ZCE	3%	3%	3%	2%	1%	4%G	1%	5%ZLM	3%	3%	1%
1	112	5	107	-	-	5	12	41	20	33	1	3	1	1	60	19	22	-
	2%brsH	1%	2%ss	-	-	1%	2%	2%	1%	1%	1%H	1%	*	*	2%	2%	1%	-
2	274	21	230	22	1	11	23	83	78	79	3	5	23	4	120	30	67	13
	4%ss	2%	4%ss	4%	1%	2%	3%	4%	5%	3%	3%	2%	4%	1%	5%	3%	5%	3%
3	553	36	482	28	8	30	49	174	122	178	8	22	52	21	230	78	110	8
	8%gprsm	4%	8%ss	5%	10%ss	7%	7%	8%	8%	7%	7%	6%	9%	7%	9%M	9%M	7%M	2%
4	642	69	533	32	7	29	72	196	152	192	8	41	69	21	218	80	141	31
	9%or	8%	9%	6%	10%	7%	11%	9%	10%	8%	7%	12%F	11%F	7%	8%	9%	10%	7%
5	1436	162	1156	103	14	66	128	432	327	482	20	37	108	50	555	196	288	95
	20%drG	18%	20%	18%	19%	16%	19%	20%	21%	20%	19%G	11%	18%G	17%	21%	22%	20%	20%
6	1049	142	820	74	14	70	104	292	255	327	16	49	94	37	350	134	236	63
	14%	16%	14%	13%	18%	16%	15%	14%	16%	14%	14%	15%	15%	13%	13%	15%	16%	13%
7	1287	218	918	138	13	90	120	371	258	445	19	75	117	69	401	123	270	123
	18%lnJ	24%Zt	16%	24%Zt	17%	21%	17%	17%	16%	19%	17%	23%	19%	24%Z	15%	14%	18%	26%ZJKL
8	1017	147	783	75	11	52	81	321	199	362	19	61	86	58	354	125	169	73
	14%	16%t	14%	13%	14%	12%	12%	15%	13%	15%	18%Z	18%	14%	20%Z	13%	14%	11%	15%
9	339	52	235	48	4	28	27	98	76	110	8	25	20	22	109	29	70	36
	5%k	6%t	4%	9%Zt	5%	7%	4%	5%	5%	5%	8%ZH	8%H	3%	8%H	4%	3%	5%	8%JK
10 - Completely	294	38	217	37	3	28	31	58	51	113	5	12	12	4	124	39	66	21
	4%fk	4%	4%	7%	4%	7%CD	4%	3%	3%	5%C	5%HI	4%	2%	1%	5%	4%	4%	4%
Mean score	5.74klnJ	6.21Zt	5.60	6.34Zt	6.01	6.03BD	5.53	5.67	5.60	5.87BCD	6.14ZH	6.26ZH	5.60	6.23ZH	5.52	5.60	5.71	6.42ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 252
QLife_sat Overall, how satisfied are you with your life nowadays?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 - Not at all	230 3%q	82 3%	65 4%	59 3%	54 4%	92 3%	80 3%	8 2%	25 3%	57 3%	132 4%	123 3%	52 3%	17 3%	15 5%	85 4%q	49 3%	30 2%	65 3%q
1	112 2%r	41 2%	34 2%	37 2%	21 2%	60 2%	35 2%	4 1%	10 1%	37 2%	60 2%	57 1%	28 2%	15 3%	2 1%	46 2%r	19 1%	33 2%r	14 1%
2	274 4%r	128 5%Zef	107 6%Zef	99 5%Ze	84 6%	106 4%	88 4%	19 5%	23 3%	67 3%	162 4%	147 3%	64 4%	29 5%	12 4%	99 5%rs	66 4%r	52 3%	55 3%
3	553 8%r	215 9%	173 9%	170 9%	143 10%	242 8%	205 9%	16 5%	46 5%	150 7%	333 9%h	305 7%	135 9%k	42 7%	36 13%Zk	184 9%r	112 7%	127 8%	128 6%
4	642 9%hz	246 11%	188 10%	175 9%	130 9%	265 9%	211 9%	18 5%	49 5%	160 8%	409 11%Zghi	355 8%	155 10%k	60 10%	34 13%	202 10%r	126 8%	157 10%r	156 7%
5	1436 20%t	456 20%	377 21%	370 20%	284 21%	673 23%Z	511 22%	62 18%	158 18%	447 22%	742 20%	837 19%	336 22%k	139 24%k	49 18%	354 18%	341 23%ot	330 20%t	405 19%
6	1049 14%	345 15%	270 15%	258 14%	187 14%	417 14%	310 13%	67 19%	113 13%	308 15%	544 14%	679 15%	197 13%	77 13%	31 11%	329 17%r	222 15%	223 14%	268 13%
7	1287 18%be	371 16%	267 15%	301 16%	222 16%	453 15%	374 16%	88 25%Zij	181 20%j	374 18%	603 16%	866 19%l	244 16%	96 17%	37 14%	339 17%	294 20%	259 16%	387 19%
8	1017 14%ap	265 11%	223 12%	243 13%	156 11%	441 15%a	349 15%a	39 11%	127 14%	306 15%	514 14%	696 16%l	191 13%	63 11%	27 10%	248 12%	163 11%	236 15%p	365 17%Zopqst
9	339 5%mo	103 4%	65 4%	82 4%	53 4%	117 4%	93 4%	18 5%	83 9%Zij	85 4%	141 4%	214 5%m	84 6%m	10 2%	11 4%	54 3%	51 3%	101 6%Zops	133 6%Zops
10 - Completely	294 4%l	85 4%	60 3%	61 3%	39 3%	119 4%	100 4%	14 4%	73 8%Zij	74 4%	121 3%	188 4%l	36 2%	26 4%	18 6%l	54 3%	58 4%	63 4%	115 6%Zos
Mean score	5.74abc jlmowx	5.46	5.39	5.52	5.35	5.65ab	5.66ab	5.95j	6.33Zij	5.77j	5.53	5.91Zlm n	5.52	5.43	5.35	5.38	5.61	5.82ot	6.09Zopqst

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 252
QLife_sat Overall, how satisfied are you with your life nowadays?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 - Not at all	230	173	45	64	14	58	49	13	14	134	5	19	57	92	109	101
	3%q	3%q	3%	3%	3%	4%	3%	2%	7%uy	3%	4%	4%	7%ZA	5%ZA	5%G	2%
1	112	83	27	24	8	25	28	14	5	78	2	8	19	33	56	44
	2%r	1%r	2%r	1%	2%	2%	2%	2%	2%	1%	1%	2%	2%	2%	2%G	1%
2	274	191	79	76	23	80	56	19	7	205	4	18	25	60	108	140
	4%r	3%	6%Zqrs	3%	4%	5%	4%	3%	4%	4%	3%	4%	3%	3%	4%G	3%
3	553	424	118	160	30	151	132	33	6	423	15	28	45	116	285	244
	8%r	7%	9%r	7%	6%	9%uz	9%uz	6%	3%	8%	12%	6%	6%	7%	12%G	5%
4	642	510	117	215	59	137	128	57	4	462	4	41	79	160	256	332
	9%hz	9%	9%	9%z	11%z	9%z	9%z	10%z	2%	9%	3%	9%	10%	9%	11%G	7%
5	1436	1185	216	411	84	315	308	146	48	1020	31	111	159	375	520	827
	20%t	21%t	16%	17%	16%	20%	22%uv	25%uv	24%	19%	25%	24%	19%	21%	22%G	19%
6	1049	815	216	388	65	240	193	69	23	757	14	59	132	261	338	675
	14%	14%	16%r	16%	13%	15%	14%	12%	11%	14%	11%	13%	16%	15%	14%	15%
7	1287	1039	234	440	111	271	241	115	29	979	19	59	137	277	406	836
	18%be	18%	17%	19%	22%	17%	17%	19%	15%	19%	15%	13%	17%	16%	17%	19%
8	1017	842	165	364	80	215	164	73	38	751	20	74	85	232	232	736
	14%ap	15%p	12%	15%x	16%	13%	12%	12%	19%x	14%D	16%	16%	10%	13%	10%	17%F
9	339	268	70	122	23	62	59	30	15	257	4	15	43	79	72	259
	5%mo	5%o	5%o	5%	5%	4%	4%	5%	8%	5%	3%	3%	5%	4%	3%	6%F
10 - Completely	294	243	48	93	18	53	54	22	10	186	10	31	41	95	32	247
	4%l	4%	4%	4%	4%	3%	4%	4%	5%	4%	8%	7%	5%	5%A	1%	6%F
Mean score	5.74abc jlmowx	5.79ot	5.58	5.90Zwx	5.82	5.54	5.54	5.74	5.92	5.77	5.76	5.73	5.52	5.64	5.16	6.10F

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 253

QLife_sat Overall, how satisfied are you with your life nowadays?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 - Not at all	230	169	51	41	11	107	56	4	4
	3%g	3%	5%a	8%Zd	2%	4%fg	3%g	1%	2%
1	112	93	18	13	5	62	20	1	7
	2%g	2%	2%	3%	1%	3%Zfg	1%	*	3%fg
2	274	228	42	24	17	137	77	15	3
	4%	4%	4%	5%	3%	6%Zfgh	4%	3%	2%
3	553	489	56	32	24	231	181	26	8
	8%g	8%b	5%	6%	4%	9%gh	8%g	4%	4%
4	642	520	101	47	50	240	207	27	12
	9%g	9%	10%	10%	9%	10%g	10%g	5%	6%
5	1436	1178	209	89	118	550	384	99	43
	20%	20%	20%	18%	22%	22%fg	18%	17%	21%
6	1049	847	183	79	97	330	355	91	28
	14%	14%	17%	16%	18%	13%	16%	16%	13%
7	1287	1070	187	84	103	371	419	141	39
	18%e	18%	18%	17%	19%	15%	19%e	24%Zef	19%
8	1017	867	133	55	73	255	322	111	44
	14%e	14%	12%	11%	13%	10%	15%e	19%Zef	21%Ze
9	339	293	41	16	22	89	82	38	15
	5%	5%	4%	3%	4%	4%	4%	7%ef	7%e
10 - Completely	294	238	44	14	28	75	62	22	7
	4%	4%	4%	3%	5%	3%	3%	4%	3%
Mean score	5.74ce	5.76	5.63	5.21	5.96c	5.27	5.76e	6.43Zef	6.19Zef

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 254

QLife_sat Overall, how satisfied are you with your life nowadays?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
230	123	28	39	5	1	*	1	2	22
3%ef	5%Zcdefh	3%	3%	1%	1%	*	1%	2%	3%
112	60	19	22	-	1	1	4	1	3
2%i	2%i	2%i	1%	-	1% ^d	1%	3% ^d	1% ^d	*
274	120	30	67	13	3	1	4	3	25
4%	5%f	3%	5%f	3%	3%	1%	2%	3%	3%
553	230	78	110	8	7	2	13	8	57
8% ^{df}	9% ^{df}	9% ^{df}	7% ^{df}	2%	6% ^{df}	2%	9% ^{df}	7% ^{df}	7% ^{df}
642	218	80	141	31	11	5	15	8	97
9%	8%	9%	10%	7%	10% ^f	5%	10%	7%	12% ^{Zafh}
1436	555	196	288	95	17	16	41	20	134
20%	21% ^e	22% ^e	20%	20%	16%	16%	27% ⁱ	19%	17%
1049	350	134	236	63	18	16	23	16	127
14%	13%	15%	16%	13%	17%	16%	15%	14%	16%
1287	401	123	270	123	25	31	20	19	165
18% ^a	15%	14%	18%	26% ^{Zabcgh}	24% ^{Zabcgh}	32% ^{Zabcghi}	13%	17%	21% ^{ab}
1017	354	125	169	73	16	19	24	19	121
14%	13%	14%	11%	15%	16% ^c	19% ^{ac}	16%	18% ^{Zac}	15%
339	109	29	70	36	5	5	1	8	29
5%	4%	3%	5%	8% ^{abi}	5%	6%	1%	8% ^{Zabcgi}	4%
294	124	39	66	21	1	2	6	5	19
4% ^e	5% ^{ei}	4% ^e	4% ^e	4%	1%	2%	4%	5% ^{ei}	2%
5.74 ^a	5.52	5.60	5.71	6.42 ^{Zabcegi}	5.99 ^{Zab}	6.53 ^{Zabceghi}	5.63	6.14 ^{Zabci}	5.79 ^a

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 255

QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
0 - Not at all	138	124	10	1	*	*	*	*	*	136	41	42	54	16	38	-	36	26	8	
	2%efGl	2%def	1%	1%de	*	*	*	*	*	2%	2%	2%	2%	1%	3%	-	2%	1%	1%	
1	71	53	11	1	2	3	*	*	2	67	18	27	32	13	19	*	19	13	5	
	1%	1%	1%	1%	1%	1%	*	*	1%	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	
2	166	139	15	1	4	9	2	1	5	153	47	47	67	26	41	3	30	52	9	
	2%	3%	2%	2%	2%	3%	2%	1%	3%	2%	2%	2%	3%	2%	3%	2%	2%	3%r	1%	
3	405	316	46	6	7	8	5	1	4	374	147	157	187	60	127	9	59	107	21	
	6%egprs	6%eg	6%eg	6%deg	3%	2%	5%eg	1%	2%	6%	7%Z	7%	7%Zpr	5%	9%Zmpqr	6%	3%	6%pr	4%	
M	514	393	59	5	16	21	8	3	10	448	166	173	227	113	113	7	98	131	29	
	7%grs	7%g	7%	5%	6%	6%	8%g	3%	6%	7%	8%	8%	9%pr	9%pr	8%pr	4%	5%	7%r	5%	
5	1192	936	119	12	32	68	13	10	47	1071	312	363	444	247	197	21	281	310	75	
	16%cgrrs	17%cfg	15%	12%	13%	19%cfg	13%	10%	28%Zabc	17%	16%	16%	17%r	20%Znpr	15%	14%	16%	18%r	13%	
FGL	991	750	117	11	37	52	16	15	23	848	277	345	376	190	186	17	237	223	87	
	14%	14%	14%	11%	14%	15%	16%	15%	14%	14%	14%	15%	15%	16%	14%	11%	13%	13%	15%	
7	1176	867	136	20	53	79	24	26	32	986	319	357	378	172	206	32	265	299	135	
	16%	16%	17%	21%Za	21%	22%Za	23%Zab	26%Zab	19%	16%	16%	16%	15%	14%	15%	22%lmp	15%	17%	23%Zlmpnq	
8	1283	926	157	21	47	66	20	23	24	1062	365	400	398	190	208	36	352	297	115	
	18%	17%	19%	21%a	19%	19%	20%	24%Za	15%	17%	18%	18%	16%	16%	16%	25%Zlmn	20%l	17%	20%l	
9	621	432	83	10	35	25	8	13	4	499	191	191	176	72	103	13	190	140	58	
	9%	8%	10%h	10%h	14%Zaefh	7%	8%	13%Zaeh	3%	8%	10%	8%	7%	6%	8%	9%	11%lmq	8%	10%lm	
10 - Completely	679	550	55	10	21	24	5	7	13	594	127	153	213	113	99	8	222	170	41	
	9%fjk	10%bf	7%	10%bf	8%	7%	5%	7%	8%	10%jk	6%	7%	8%	9%	7%	6%	12%Zlno	10%	7%	
Mean score	6.42kl	6.36	6.46	6.79Zab	6.88Zab	6.54	6.50	7.14Zab	6.22	6.34	6.26	6.26	6.13	6.25	6.03	6.71lmn	6.75Zlm	6.38ln	6.68Zlmpnq	
nt				h	fh			cefh									nq			

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 255

QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 - Not at all	138	13	118	6	*	5	15	42	32	44	1	*	12	-	74	19	26	4
	2%efGI	1%	2%	1%	*	1%	2%	2%	2%	2%	1%GI	*	2%	-	3%	2%	2%	1%
1	71	7	64	-	-	4	13	21	9	24	1	2	11	2	34	9	9	-
	1%	1%	1%	-	-	1%	2%	1%	1%	1%	*	*	2%	1%	1%	1%	1%	-
2	166	13	144	8	1	5	19	55	43	43	1	4	11	2	55	23	52	8
	2%	1%	3% s	1%	1%	1%	3%	3%	3%	2%	1%	1%	2%	1%	2%	3%	4% ZJ	2%
3	405	27	356	14	7	19	25	127	123	111	7	11	49	10	154	74	80	7
	6%egpr s M	3%	6% s	3%	10% su	4%	4%	6%	8% ZBE	5%	6% G	3%	8% GI	3%	6% M	8% ZM	5% M	1%
4	514	46	438	28	3	14	60	159	115	164	5	30	44	18	197	84	95	16
	7%gr s	5%	8% s	5%	4%	3%	9% A	7% A	7%	7%	5%	9%	7%	6%	7%	10% M	6%	3%
5	1192	125	974	85	7	53	122	341	275	402	13	38	101	31	473	143	246	74
	16%cgpr s FGI	14%	17% sv	15%	9%	12%	18%	16%	17%	17%	12%	12%	17%	11%	18%	16%	17%	16%
6	991	137	759	81	14	73	83	290	206	338	13	46	74	45	378	96	200	74
	14%	15%	13%	14%	18%	17%	12%	14%	13%	14%	12%	14%	12%	16%	14%	11%	14%	16%
7	1176	190	898	70	18	72	128	360	241	370	23	61	92	44	395	129	262	77
	16%	21% Ztu	16%	12%	24% Ztu	17%	19%	17%	15%	16%	21% ZH	18%	15%	15%	15%	15%	18%	16%
8	1283	183	981	106	12	97	100	362	280	442	23	67	115	73	420	165	254	85
	18%	20% t	17%	19%	17%	23% B	15%	17%	18%	19%	21%	20%	19%	25% Z	16%	19%	17%	18%
9	621	92	458	63	8	25	61	195	127	209	11	50	61	41	209	65	102	55
	9%	10% t	8%	11%	11%	6%	9%	9%	8%	9%	10%	15% Z	10%	14% Z	8%	7%	7%	12% L
10 - Completely	679	76	494	104	5	57	61	175	138	236	12	24	38	25	256	74	150	68
	9% fjk	8%	9%	18% Zstv	6%	13% C	9%	8%	9%	10%	11% H	7%	6%	9%	10%	8%	10%	15% ZK
Mean score	6.42 ^{kl} nt	6.74 ^{Zt}	6.30	7.13 ^{Zst}	6.61	6.86 ^{ZBC} D	6.31	6.35	6.28	6.51 ^D	6.79 ^{ZH}	6.85 ^{ZH}	6.25	7.02 ^{ZH}	6.27	6.19	6.40	7.07 ^{ZJKL}

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 256
QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 - Not at all	138 2%q	52 2%	51 3%	40 2%	41 3%	56 2%	38 2%	3 1%	16 2%	38 2%	79 2%	75 2%	33 2%	12 2%	8 3%	58 3%qrs	33 2%q	15 1%	30 1%
1	71 1%	31 1%	27 1%	30 2%	22 2%	27 1%	26 1%	- -	7 1%	20 1%	38 1%	36 1%	13 1%	10 2%	2 1%	28 1%	17 1%	12 1%	14 1%
2	166 2%	88 4%Ze	63 3%	61 3%	49 4%	65 2%	57 2%	5 1%	16 2%	54 3%	91 2%	93 2%	43 3%	12 2%	6 2%	60 3%	40 3%	27 2%	37 2%
3	405 6%hrD	162 7%	129 7%	111 6%	101 7%	183 6%	162 7%	32 9%hi	18 2%	108 5%h	244 6%h	207 5%	99 7%k	43 7%	26 10%Zk	149 7%rs	90 6%r	96 6%r	68 3%
4	514 7%	176 8%	159 9%	151 8%	109 8%	226 8%	184 8%	15 4%	43 5%	119 6%	336 9%Zghi	289 6%	144 9%Zkm	27 5%	19 7%	172 9%r	97 6%	121 7%	122 6%
5	1192 16%u	396 17%	311 17%	296 16%	212 15%	519 17%	387 16%	42 12%	139 16%	347 17%	650 17%	738 17%	222 15%	130 23%Zklin	37 14%	336 17%	285 19%qr	247 15%	321 15%
6	991 14%rE	344 15%	262 14%	267 14%	219 16%	422 14%	323 14%	54 15%	107 12%	294 14%	517 14%	615 14%	219 14%	77 14%	37 14%	333 17%rt	220 15%r	213 13%r	218 10%
7	1176 16%	355 15%	276 15%	277 15%	215 16%	449 15%	357 15%	51 14%	146 16%	376 18%j	576 15%	736 16%	240 16%	88 15%	35 13%	298 15%	263 17%	263 16%	346 17%
8	1283 18%abox	355 15%	268 15%	288 16%	182 13%	541 18%b	431 18%b	75 21%	174 20%	358 17%	645 17%	842 19%	259 17%	83 14%	48 18%	274 14%	251 17%	312 19%o	442 21%Zopst
9	621 9%	172 7%	138 8%	164 9%	112 8%	243 8%	193 8%	36 10%	94 11%	166 8%	303 8%	400 9%	138 9%	37 6%	14 5%	147 7%	116 8%	138 9%	215 10%Zops
10 - Completely	679 9%jp	208 9%	147 8%	169 9%	111 8%	254 8%	200 8%	42 12%j	128 14%Zij	186 9%	283 8%	434 10%l	113 7%	54 9%	42 15%Zkl	140 7%	90 6%	168 10%opt	275 13%Zopqst
Mean score	6.42abc jloptx	6.15	6.06	6.25	6.05	6.34ab	6.33b	6.78Zj	6.92Zij	6.43j	6.22	6.54lm	6.25	6.18	6.39	6.00	6.19	6.58Zop t	6.86Zopqst

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 256

QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 - Not at all	138	96	35	27	4	43	35	5	8	93	3	11	22	41	70	50
	2%q	2%	3%q	1%	1%	3%u	2%u	1%	4%uvy	2%	2%	2%	3%	2%	3%G	1%
1	71	53	16	15	7	20	11	7	5	52	-	6	11	18	40	29
	1%	1%	1%	1%	1%	1%	1%	1%	2%u	1%	-	1%	1%	1%	2%G	1%
2	166	112	49	51	17	35	41	13	4	123	3	5	28	42	82	75
	2%	2%	4%qrs	2%	3%	2%	3%	2%	2%	2%	2%	1%	3%	2%	3%G	2%
3	405	308	90	118	20	120	92	18	8	312	6	17	23	79	182	190
	6%hrD	5%r	7%r	5%	4%	8%Zuvy	7%y	3%	4%	6%D	5%	4%	3%	4%	8%G	4%
4	514	402	102	155	54	115	109	35	12	376	14	26	49	118	215	255
	7%	7%	8%	7%	10%Zuy	7%	8%	6%	6%	7%	11%	6%	6%	7%	9%G	6%
5	1192	949	206	329	83	239	268	117	37	818	20	96	154	331	395	710
	16%u	16%	15%	14%	16%	15%	19%uw	20%u	18%	16%	16%	21%	19%	19%	16%	16%
6	991	826	150	357	64	226	205	62	20	777	13	45	91	186	380	571
	14%rE	14%rt	11%	15%	12%	14%	15%	10%	10%	15%E	10%	10%	11%	10%	16%G	13%
7	1176	899	261	384	92	274	221	107	22	885	19	81	109	271	401	735
	16%	16%	20%Zos	16%	18%	17%	16%	18%	11%	17%	15%	18%	13%	15%	17%	17%
8	1283	1060	209	486	91	282	190	104	35	929	22	72	153	317	353	866
	18%abox	18%o	16%	21%Zx	18%	18%x	13%	17%	18%	18%	17%	16%	19%	18%	15%	20%F
9	621	494	123	239	42	113	104	66	10	450	8	57	66	158	134	470
	9%	9%	9%	10%wx	8%	7%	7%	11%w	5%	9%	6%	12%	8%	9%	6%	11%F
10 - Completely	679	572	95	197	42	138	135	60	39	438	20	46	114	220	161	490
	9%jp	10%opt	7%	8%	8%	9%	10%	10%	20%Zuvwx	8%	15%A	10%	14%ZA	12%ZA	7%	11%F
Mean score	6.42abc jloptx	6.49opt	6.20	6.60Zwx	6.37	6.25	6.19	6.67wx	6.54	6.39	6.56	6.58	6.54	6.53	5.93	6.74F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 257

QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 - Not at all	138	116	17	15	2	60	37	*	2
	2%g	2%	2%	3%	*	2%g	2%g	*	1%
1	71	58	13	9	4	38	23	2	*
	1%	1%	1%	2%	1%	2%	1%	*	*
2	166	137	27	22	4	75	46	10	7
	2%	2%	2%	5% d	1%	3%	2%	2%	3%
3	405	361	36	6	29	162	143	20	5
	6% c	6% b	3%	1%	5% c	7% gh	7% gh	3%	2%
4	514	431	66	33	29	209	153	25	17
	7% g	7%	6%	7%	5%	9% g	7%	4%	8%
5	1192	930	206	105	98	480	347	68	32
	16% g	16%	19%	21%	18%	20% Zfg	16% g	12%	15%
6	991	847	129	64	61	318	293	90	29
	14%	14%	12%	13%	11%	13%	14%	16%	14%
7	1176	973	174	75	94	350	377	129	37
	16%	16%	16%	15%	17%	14%	17% e	22% Zef	18%
8	1283	1088	182	61	116	353	425	111	34
	18% e	18%	17%	12%	21% c	14%	20% e	19% e	16%
9	621	503	104	53	46	182	173	68	30
	9%	8%	10%	11%	8%	7%	8%	12% Zef	14% Zef
10 - Completely	679	546	113	49	64	220	149	54	16
	9% f	9%	11%	10%	12%	9%	7%	9%	8%
Mean score	6.42e	6.41	6.55	6.28	6.77 Zc	6.10	6.34e	6.94 Zef	6.66e

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Table 258

QLife_worth Overall, to what extent do you feel that the things you do in your life are worthwhile?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
138	74	19	26	4	*	*	-	1	10
2%e	3%ef	2%	2%	1%	*	*	-	1%	1%
71	34	9	9	*	*	*	2	1	11
1%	1%	1%	1%	-	*	*	2%	*	1%
166	55	23	52	8	2	1	5	1	15
2%	2%	3%	4%Zah	2%	2%	1%	3%	1%	2%
405	154	74	80	7	5	1	2	7	46
6%df	6%df	8%Zdf	5%df	1%	5%df	1%	2%	6%df	6%df
514	197	84	95	16	8	3	9	5	57
7%f	7%f	10%dfh	6%	3%	8%df	3%	6%	5%	7%
1192	473	143	246	74	13	10	45	13	119
16%fh	18%efh	16%f	17%fh	16%	13%	10%	30%Zabcdefhi	12%	15%
991	378	96	200	74	16	15	21	13	115
14%	14%	11%	14%	16%	16%b	15%	14%	12%	14%
1176	395	129	262	77	24	26	29	23	135
16%	15%	15%	18%	16%	23%Zabci	26%Zabcdi	19%	21%Zab	17%
1283	420	165	254	85	20	23	22	23	155
18%	16%	19%	17%	18%	20%	24%Zac	15%	21%a	19%
621	209	65	102	55	8	13	3	11	83
9%	8%	7%	7%	12%cg	8%g	13%Zabcg	2%	10%cg	10%cg
679	256	74	150	68	5	7	12	12	53
9%e	10%e	8%	10%ei	15%Zbefi	5%	7%	8%	11%ei	7%
6.42	6.27	6.19	6.40	7.07Zabcegi	6.50	7.14Zabceghi	6.17	6.79Zabcegi	6.45

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 259
QLife_hap Overall, how happy did you feel yesterday?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registere d manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
0 - Not at all	280	234	29	3	1	3	1	*	2	263	65	77	127	64	62	1	66	56	12
	4%defgr sGl	4%defg	4%deg	3%defg	1%	1%	1%	*	1%	4%	3%	3%	5%oqr	5%or	5%r	1%	4%	3%	2%
1	176	149	17	1	3	3	2	1	*	160	49	54	82	26	55	1	35	37	13
	2%M	3%	2%	1%	1%	1%	2%	1%	*	3%	2%	2%	3%	2%	4%Zpq	1%	2%	2%	2%
2	315	245	29	4	4	17	5	2	10	287	114	144	137	60	77	5	61	74	22
	4%G	4%	4%	4%	2%	5%	5%	2%	6%	5%	6%	6%Zi	5%p	5%	6%p	4%	3%	4%	4%
3	594	454	74	8	26	26	8	5	14	519	178	197	245	117	127	17	99	159	38
	8%psAM	8%	9%	8%	10%	7%	8%	5%	8%	8%	9%	9%	10%pr	10%p	10%p	12%pr	6%	9%pr	6%
4	659	484	92	7	28	27	9	6	13	570	219	224	254	111	143	14	131	184	45
	9%ss	9%	11%c	7%	11%	8%	9%	6%	8%	9%	11%	10%	10%p	9%	11%p	9%	7%	10%p	8%
5	1103	867	103	12	28	52	18	17	18	976	285	347	376	197	179	26	274	295	87
	15%G	16%c	13%	12%	11%	15%	17%cd	17%	11%	16%	14%	15%	15%	16%	13%	17%	15%	17%	15%
6	849	622	100	14	23	58	13	15	32	733	253	295	311	153	158	10	193	216	79
	12%	11%	12%	14%	9%	16%Zad	13%	15%	20%Zad	12%	13%	13%	12%	13%	12%	7%	11%	12%	14%o
7	978	705	130	16	45	61	19	19	24	815	276	311	282	132	149	18	275	236	94
	14%l	13%	16%	16%	18%a	17%a	18%Za	19%Za	15%	13%	14%	14%	11%	11%	11%	12%	15%lmn	13%	16%lmn
8	1114	809	128	17	46	63	14	22	29	919	314	329	364	171	193	25	304	242	107
	15%	15%	16%	18%	18%	18%	13%	22%Zaf	18%	15%	16%	15%	14%	14%	14%	17%	17%q	14%	18%Zlq
9	592	440	72	8	32	24	10	6	9	490	153	155	180	79	101	16	182	135	47
	8%	8%	9%	8%	13%Zaeg	7%	10%	6%	6%	8%	8%	7%	7%	7%	8%	11%	10%lmq	8%	8%
10 - Completely	571	476	34	8	17	21	5	6	12	507	103	121	194	102	91	13	169	133	40
	8%bfjkh	9%bf	4%	9%bf	7%	6%	5%	6%	7%	8%jk	5%	5%	8%	8%	7%	9%	9%	8%	7%
Mean score	5.90jkl ntH	5.86	5.82	6.19Zab	6.37Zab f	6.17	5.97	6.46Zab f	6.10	5.83k	5.72	5.66	5.60	5.66	5.55	6.20lmn nq	6.26Zlm	5.83n	6.16Zlmnq

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 259
QLife_hap Overall, how happy did you feel yesterday?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 - Not at all	280	20	248	10	2	26	38	82	57	76	4	4	31	2	135	29	61	10
	4%defgr sGI	2%	4% s	2%	2%	6%	6%	4%	4%	3%	3% I	1%	5% GI	1%	5%	3%	4%	2%
1	176	20	151	4	1	13	14	44	52	53	2	4	13	6	90	30	29	-
	2% M	2%	3%	1%	1%	3%	2%	2%	3%	2%	1%	1%	2%	2%	3% M	3% M	2%	-
2	315	33	262	15	6	10	38	94	69	105	5	4	33	8	112	61	66	6
	4% G	4%	5%	3%	7% u	2%	5%	4%	4%	4%	4% G	1%	5% G	3%	4%	7% ZJM	4%	1%
3	594	53	516	23	3	15	45	186	164	182	8	32	58	15	263	78	99	14
	8%ps AM	6%	9% su	4%	3%	4%	7%	9% A	10% AE	8%	8%	10%	10%	5%	10% LM	9% M	7%	3%
4	659	63	550	40	5	40	76	213	119	210	8	37	69	26	216	81	151	35
	9% s	7%	10% s	7%	6%	10%	11%	10%	7%	9%	7%	11%	11%	9%	8%	9%	10%	7%
5	1103	137	857	100	11	55	122	287	261	372	13	35	84	47	382	143	241	98
	15% G	15%	15%	18%	14%	13%	18%	14%	16%	16%	12%	10%	14%	16%	14%	16%	16%	21% J
6	849	122	652	60	15	67	66	259	190	267	15	35	72	43	280	112	169	60
	12%	13%	11%	11%	20% Ztu	16%	10%	12%	12%	11%	14%	11%	12%	15%	11%	13%	11%	13%
7	978	155	742	66	15	60	94	278	211	333	17	54	89	43	331	104	210	57
	14% l	17% Zt	13%	12%	21% Ztu	14%	14%	13%	13%	14%	15%	16%	15%	15%	13%	12%	14%	12%
8	1114	162	853	93	6	52	87	372	238	365	19	65	89	58	369	118	224	96
	15% Ztv	18% Ztv	15%	16%	8%	12%	13%	17%	15%	15%	18%	19%	15%	20%	14%	13%	15%	20% JK
9	592	72	436	77	8	49	50	162	123	208	9	43	44	31	227	57	107	48
	8%	8%	8%	14% Zst	10%	12%	7%	8%	8%	9%	8%	13% ZH	7%	11%	9%	6%	7%	10%
10 - Completely	571	73	416	77	5	38	56	150	105	211	10	21	25	13	240	68	121	45
	8% bfjkh	8%	7%	14% Zst	6%	9%	8%	7%	7%	9%	9% HI	6%	4%	5%	9%	8%	8%	10%
Mean score	5.90 jkl nH	6.23 Zt	5.76	6.70 Zst	6.10	6.06	5.68	5.88	5.76	6.02 D	6.15 ZH	6.38 ZH	5.54	6.29 ZH	5.77	5.63	5.90	6.60 ZJKL

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 260

QLife_hap Overall, how happy did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 - Not at all	280	91	91	69	52	123	102	12	20	82	160	161	62	24	21	97	58	52	69
	4%u	4%	5%	4%	4%	4%	4%	3%	2%	4%	4%	4%	4%	4%	8%Zk	5%	4%	3%	3%
1	176	65	55	54	40	89	76	7	13	56	100	103	41	20	4	57	50	37	32
	2%r	3%	3%	3%	3%	3%	3%	2%	1%	3%	3%	2%	3%	4%	2%	3%	3%r	2%	2%
2	315	110	86	85	66	127	101	15	19	85	192	171	84	27	21	115	73	59	69
	4%h	5%	5%	5%	5%	4%	4%	4%	2%	4%	5%h	4%	6%k	5%	8%k	6%r	5%	4%	3%
3	594	233	178	189	135	248	213	28	52	177	333	321	141	63	26	194	132	135	131
	8%r	10%	10%	10%	10%	8%	9%	8%	6%	9%	9%	7%	9%	11%k	10%	10%r	9%r	8%r	6%
4	659	245	179	171	145	293	218	29	57	190	369	368	164	32	42	196	141	150	172
	9%	10%	10%	9%	11%	10%	9%	8%	6%	9%	10%h	8%	11%km	6%	15%Zkm	10%	9%	9%	8%
5	1103	355	288	274	203	464	345	37	134	308	608	691	212	89	39	309	226	249	312
	15%	15%	16%	15%	15%	16%	15%	11%	15%	15%	16%	15%	14%	16%	14%	15%	15%	15%	15%
6	849	302	226	210	178	326	271	31	119	240	441	533	191	56	30	254	182	196	215
	12%	13%	12%	11%	13%	11%	11%	9%	13%	12%	12%	12%	13%	10%	11%	13%	12%	12%	10%
7	978	305	223	252	187	389	307	57	125	266	516	637	218	63	20	256	208	212	298
	14%n	13%	12%	14%	14%	13%	13%	16%	14%	13%	14%	14%n	14%n	11%	7%	13%	14%	13%	14%
8	1114	302	235	248	162	442	349	66	141	321	546	737	201	94	34	273	226	223	388
	15%a	13%	13%	13%	12%	15%	15%	18%	16%	16%	15%	17%l	13%	16%	12%	14%	15%	14%	19%Zopqst
9	592	155	143	158	111	247	189	41	92	186	253	372	122	48	14	127	124	149	191
	8%	7%	8%	8%	8%	8%	8%	12%j	10%j	9%j	7%	8%	8%	8%	5%	6%	8%	9%o	9%o
10 - Completely	571	174	127	145	94	239	187	32	117	155	244	372	87	57	22	119	84	152	214
	8%lp	7%	7%	8%	7%	8%	8%	9%	13%Zij	7%	6%	8%l	6%	10%l	8%	6%	6%	9%opt	10%Zopst
Mean score	5.90abj Inox	5.66	5.61	5.78	5.67	5.83	5.79	6.26j	6.55Zij	5.88j	5.67	6.04Zln	5.65	5.87n	5.21	5.52	5.72	6.02op	6.29Zopqst

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 260

QLife_hap Overall, how happy did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 - Not at all	280	203	62	59	16	69	70	23	12	184	5	19	52	91	142	112
	4%u	4%	5%	2%	3%	4%u	5%u	4%	6%	4%	4%	4%	6%ZA	5%	6%G	3%
1	176	139	35	57	7	58	35	13	3	120	4	10	28	52	91	77
	2%r	2%	3%	2%	1%	4%	2%	2%	2%	2%	3%	2%	3%	3%	4%G	2%
2	315	246	65	93	33	69	75	16	13	237	9	14	24	66	145	147
	4%h	4%	5%	4%	6%y	4%	5%	3%	6%	5%	7%	3%	3%	4%	6%G	3%
3	594	491	94	194	35	115	140	48	14	448	8	32	57	130	256	288
	8%r	9%r	7%	8%	7%	7%	10%	8%	7%	9%	6%	7%	7%	7%	11%G	6%
4	659	523	122	194	62	145	137	61	16	494	8	28	72	144	262	350
	9%	9%	9%	8%	12%u	9%	10%	10%	8%	9%	7%	6%	9%	8%	11%G	8%
5	1103	860	220	342	76	268	202	89	20	805	34	77	116	266	379	669
	15%	15%	16%	14%	15%	17%	14%	15%	10%	15%	27%ZADE	17%	14%	15%	16%	15%
6	849	660	166	298	62	185	162	59	23	613	11	41	101	221	286	523
	12%	11%	12%	13%	12%	12%	11%	10%	12%	12%	9%	9%	12%	12%	12%	12%
7	978	781	184	347	73	208	174	92	30	741	12	71	97	215	296	631
	14%n	14%	14%	15%	14%	13%	12%	16%	15%	14%	9%	15%	12%	12%	12%	14%
8	1114	917	188	393	76	237	218	85	27	817	12	67	116	264	330	745
	15%a	16%	14%	17%	15%	15%	15%	14%	14%	16%	10%	15%	14%	15%	14%	17%F
9	592	474	113	196	38	138	100	54	17	428	11	46	61	148	125	449
	8%	8%	8%	8%	7%	9%	7%	9%	9%	8%	8%	10%	7%	8%	5%	10%F
10 - Completely	571	477	88	185	37	113	97	51	25	366	13	55	98	185	103	449
	8%lp	8%p	7%	8%	7%	7%	7%	9%	13%x	7%	10%	12%A	12%ZA	10%ZA	4%	10%F
Mean score	5.90abj Inox	5.94op	5.78	6.06wx	5.83	5.79	5.65	6.00	6.04	5.87	5.65	6.25	5.91	5.95	5.25	6.31F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 261

QLife_hap Overall, how happy did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 - Not at all	280	222	51	32	19	124	74	11	6
	4%	4%	5%	7%	3%	5%g	3%	2%	3%
1	176	146	26	11	15	86	48	6	6
	2%	2%	2%	2%	3%	3%g	2%	1%	3%
2	315	259	43	28	14	130	97	16	7
	4%	4%	4%	6%	3%	5%g	5%	3%	3%
3	594	508	79	32	45	254	166	37	7
	8%	8%	7%	7%	8%	10%Zfgh	8%	6%	4%
4	659	551	77	40	36	224	228	52	13
	9%	9%	7%	8%	7%	9%	11%	9%	6%
5	1103	902	168	74	91	444	318	62	23
	15%g	15%	16%	15%	17%	18%Zfgh	15%	11%	11%
6	849	708	120	46	71	275	258	82	30
	12%	12%	11%	9%	13%	11%	12%	14%	14%
7	978	825	142	80	60	287	299	99	36
	14%	14%	13%	16%	11%	12%	14%	17%e	17%
8	1114	926	170	61	104	276	378	108	43
	15%e	15%	16%	12%	19%	11%	17%e	19%e	20%e
9	592	484	98	44	48	177	154	61	19
	8%	8%	9%	9%	9%	7%	7%	11%ef	9%
10 - Completely	571	461	93	45	46	171	145	43	19
	8%	8%	9%	9%	8%	7%	7%	8%	9%
Mean score	5.90e	5.89	5.98	5.80	6.10	5.47	5.88e	6.40Zef	6.42Zef

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Table 262

QLife_hap Overall, how happy did you feel yesterday?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
280	135	29	61	10	1	*	2	4	29
4%ef	5%ef	3%	4%ef	2%	1%	*	1%	3%ef	4%f
176	90	30	29	-	2	1	-	2	17
2%d	3%dh	3%d	2%	-	2%d	1%d	-	1%d	2%d
315	112	61	66	6	5	2	10	5	29
4%	4%	7%Zadfi	4%	1%	5%d	2%	6%d	4%d	4%
594	263	78	99	14	8	5	13	8	72
8%d	10%cdf	9%d	7%	3%	8%d	5%	8%	8%d	9%d
659	216	81	151	35	9	6	12	8	91
9%	8%	9%	10%	7%	9%	6%	8%	7%	11%a
1103	382	143	241	98	18	17	17	13	103
15%	14%	16%	16%	21%ahi	17%h	17%	11%	12%	13%
849	280	112	169	60	13	15	31	15	100
12%	11%	13%	11%	13%	13%	15%	20%Zac	14%	12%
978	331	104	210	57	19	19	23	17	129
14%	13%	12%	14%	12%	18%Zab	19%Zabd	15%	15%	16%
1114	369	118	224	96	14	22	27	19	127
15%	14%	13%	15%	20%ab	13%	22%Zabce	18%	18%	16%
592	227	57	107	48	10	6	9	9	71
8%	9%	6%	7%	10%	10%	6%	6%	8%	9%
571	240	68	121	45	5	6	11	10	32
8%ei	9%ei	8%i	8%ei	10%i	5%	6%	7%	9%ei	4%
5.90	5.77	5.63	5.90	6.60Zabcehi	5.97	6.46Zabcei	6.12	6.15Zabi	5.82

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 263

QLife_anx Overall, how anxious did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
0 - Not at all	893	685	89	13	38	39	11	9	20	754	231	239	304	138	166	20	249	212	66	
	12%	12%	11%	14%	15%	11%	11%	9%	12%	12%	12%	11%	12%	11%	12%	13%	14%	12%	11%	
1	358	274	30	6	15	18	4	4	11	305	95	101	112	69	42	9	115	65	38	
	5%	5%	4%	6%	6%	5%	3%	4%	6%	5%	5%	4%	4%	6%	3%	6%	6% nq	4%	7% lnq	
2	555	417	61	7	27	25	6	7	12	467	163	159	175	84	91	16	155	136	41	
	8%	8%	8%	7%	11%	7%	6%	7%	8%	7%	8%	7%	7%	7%	7%	11%	9%	8%	7%	
3	731	562	80	8	32	32	9	11	13	617	191	216	229	95	134	19	183	210	54	
	10%	10%	10%	8%	13%	9%	9%	11%	8%	10%	10%	10%	9%	8%	10%	13% m	10%	12% lm	9%	
4	645	476	90	9	14	31	10	11	12	562	181	209	210	114	96	16	154	165	54	
	9%	9%	11% d	9%	6%	9%	9%	11% d	7%	9%	9%	9%	8%	9%	7%	11%	9%	9%	9%	
5	1007	789	101	13	31	38	13	11	15	881	255	331	385	178	207	15	248	230	71	
	14%	14%	12%	13%	12%	11%	13%	11%	9%	14%	13%	15%	15%	15%	15%	10%	14%	13%	12%	
6	680	487	85	10	28	50	13	12	27	576	206	204	263	131	132	12	138	168	67	
	9%	9%	10%	10%	11%	14% Za	12%	13%	17% Za	9%	10%	9%	10%	11%	10%	8%	8%	9%	11% p	
7	842	664	74	9	26	44	16	16	13	717	216	243	297	131	166	12	217	207	66	
	12%	12%	9%	9%	10%	12%	15% bc	16% bc	8%	11%	11%	11%	12%	11%	12%	8%	12%	12%	11%	
8	796	571	114	12	27	44	14	14	17	702	249	293	296	150	146	19	174	197	63	
	11% u	10%	14% Za	13%	11%	12%	13%	14%	10%	11%	12%	13%	12%	12%	11%	13%	10%	11%	11%	
9	315	234	38	5	8	15	6	2	9	281	103	114	105	32	73	7	73	86	30	
	4%	4%	5%	5%	3%	4%	6%	2%	5%	5%	5%	5%	4%	3%	5% m	5%	4%	5% m	5% m	
10 - Completely	410	325	46	6	5	20	3	1	16	376	118	146	174	91	83	3	82	91	33	
	6% dfgGM	6% dfgGM	6% dfg	6% dfg	2%	6% g	3%	1%	10% dfg	6%	6%	6%	7% op	8% op	6%	2%	5%	5%	6%	
Mean score	4.78dpu	4.77d	4.95d	4.78d	4.25	4.98d	5.08d	4.85d	5.01	4.83	4.90	5.02Z	4.95op	4.92op	4.98op	4.34	4.50	4.81p	4.84p	
	GM																			

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 263
QLife_anx Overall, how anxious did you feel yesterday?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
0 - Not at all	893 12%	119 13%	678 12%	87 15%	9 13%	43 10%	78 11%	264 12%	175 11%	323 14%	15 13%	52 16% H	60 10%	34 12%	335 13%	111 13%	168 11%	68 14%
1	358 5%	41 5%	244 4%	68 12% Zst	4 5%	36 8% C	28 4%	90 4%	81 5%	124 5%	6 6%	21 6%	20 3%	12 4%	131 5%	50 6%	59 4%	33 7%
2	555 8%	64 7%	437 8%	50 9%	4 5%	25 6%	42 6%	186 9%	132 8%	171 7%	7 6%	36 11% H	35 6%	32 11% H	179 7%	83 9%	116 8%	39 8%
3	731 10%	84 9%	586 10%	54 10%	6 8%	59 14% E	80 12%	223 10%	159 10%	209 9%	9 9%	43 13%	54 9%	30 10%	255 10%	80 9%	164 11%	60 13%
4	645 9%	85 9%	495 9%	49 9%	16 21% Zstu	40 9%	49 7%	189 9%	159 10%	207 9%	10 10%	23 7%	74 12% ZG	25 8%	227 9%	70 8%	137 9%	42 9%
5	1007 14%	127 14%	776 14%	94 17%	9 12%	62 15%	96 14%	265 12%	214 13%	370 16% C	15 13%	37 11%	74 12%	49 17%	376 14%	142 16%	204 14%	65 14%
6	680 9%	96 11%	539 9%	36 6%	10 13% u	29 7%	58 8%	191 9%	164 10%	237 10%	12 11%	39 12%	59 10%	26 9%	242 9%	56 6%	152 10% K	37 8%
7	842 12%	107 12%	664 12%	66 12%	5 7%	35 8%	92 13%	247 12%	172 11%	296 12%	9 9%	33 10%	59 10%	27 9%	310 12%	104 12%	189 13%	60 13%
8	796 11% u	97 11% u	666 12% u	28 5%	6 8%	39 9%	98 14% E	251 12%	175 11%	232 10%	13 12%	35 11%	95 16% Z	35 12%	303 11%	90 10%	137 9%	41 9%
9	315 4%	44 5%	252 4%	16 3%	3 4%	25 6%	24 4%	90 4%	71 4%	102 4%	7 6% G	10 3%	35 6%	12 4%	114 4%	47 5%	58 4%	15 3%
10 - Completely	410 6% d fg GM	44 5%	347 6%	17 3%	2 3%	34 8%	41 6%	131 6%	89 6%	112 5%	7 6% G	6 2%	43 7% G	9 3%	174 7% M	48 5%	94 6% M	8 2%
Mean score	4.78 dpu GM	4.77 u	4.87 u	3.91	4.42	4.75	5.01	4.80	4.80	4.68	4.81 G	4.15	5.24 ZFG	4.59	4.86 M	4.69	4.83 M	4.21

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 264
QLife_anx Overall, how anxious did you feel yesterday?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
0 - Not at all	893	248	189	199	135	374	296	45	152	264	408	596	160	60	31	179	157	206	348
	12%o	11%	10%	11%	10%	13%	13%	13%	17%Zij	13%	11%	13%l	11%	10%	11%	9%	10%	13%o	17%Zopqst
1	358	116	99	102	71	152	125	21	47	98	178	242	59	32	15	86	76	80	115
	5%	5%	5%	5%	5%	5%	5%	6%	5%	5%	5%	5%	4%	6%	5%	4%	5%	5%	5%
2	555	177	146	154	118	230	191	38	52	158	294	330	128	56	17	136	120	120	179
	8%D	8%	8%	8%	9%	8%	8%	11%h	6%	8%	8%	7%	8%	10%	6%	7%	8%	7%	9%
3	731	247	181	175	144	277	231	41	84	213	363	434	173	54	23	192	147	181	207
	10%	11%	10%	9%	10%	9%	10%	12%	9%	10%	10%	10%	11%	10%	9%	10%	10%	11%	10%
4	645	202	143	160	111	259	188	26	61	211	335	393	131	59	16	169	125	179	167
	9%	9%	8%	9%	8%	9%	8%	7%	7%	10%	9%	9%	9%	10%	6%	8%	8%	11%Zrt	8%
5	1007	318	237	242	175	438	327	56	138	280	517	635	195	74	41	247	202	230	319
	14%	14%	13%	13%	13%	15%	14%	16%	15%	14%	14%	14%	13%	13%	15%	12%	13%	14%	15%
6	680	231	171	179	143	261	220	26	72	191	380	427	139	54	34	183	152	153	192
	9%	10%	9%	10%	10%	9%	9%	7%	8%	9%	10%	10%	9%	9%	13%	9%	10%	9%	9%
7	842	296	229	224	171	339	276	45	111	254	421	493	218	54	21	293	188	148	209
	12%q	13%	12%	12%	12%	11%	12%	13%	12%	12%	11%	11%	14%Zkmn	9%	8%	15%Zqrs	13%q	9%	10%
8	796	275	237	235	165	339	281	32	96	197	453	503	155	60	35	266	163	174	191
	11%r	12%	13%	13%	12%	11%	12%	9%	11%	10%	12%l	11%	10%	10%	13%	13%r	11%	11%	9%
9	315	91	88	77	51	144	96	13	34	101	164	174	84	29	9	87	78	60	90
	4%	4%	5%	4%	4%	5%	4%	4%	4%	5%	4%	4%	6%k	5%	3%	4%	5%	4%	4%
10 - Completely	410	138	112	108	89	172	126	12	42	97	248	239	80	42	30	157	93	83	73
	6%r	6%	6%	6%	6%	6%	5%	3%	5%	5%	7%l	5%	5%	7%	11%Zkl	8%Zqrs	6%r	5%r	4%
Mean score	4.78r	4.90	4.99	4.90	4.94	4.80	4.76	4.39	4.54	4.69	4.94ghi	4.69	4.92k	4.83	5.14	5.25Zqrst	4.95qr	4.61r	4.32

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 264

QLife_anx Overall, how anxious did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
0 - Not at all	893	735	148	258	62	186	189	83	31	630	17	69	114	238	187	674
	12%o	13%o	11%	11%	12%	12%	13%	14%	16%	12%	13%	15%	14%	13%	8%	15%F
1	358	283	71	130	16	88	61	29	18	258	15	19	39	88	72	268
	5%	5%	5%	5%	3%	5%	4%	5%	9%vx	5%	11%ZACDE	4%	5%	5%	3%	6%F
2	555	438	113	190	40	138	101	40	14	424	5	42	36	116	166	373
	8%D	8%	8%	8%	8%	9%	7%	7%	7%	8%D	4%	9%D	4%	7%	7%	8%
3	731	563	156	252	45	153	145	58	18	538	8	48	88	175	239	446
	10%	10%	12%	11%	9%	10%	10%	10%	9%	10%	6%	10%	11%	10%	10%	10%
4	645	531	100	237	59	131	114	53	13	454	9	52	73	178	199	410
	9%	9%	8%	10%	12%	8%	8%	9%	6%	9%	7%	11%	9%	10%	8%	9%
5	1007	785	202	303	70	215	192	95	35	715	21	74	109	257	312	635
	14%	14%	15%	13%	14%	13%	14%	16%	18%	14%	17%	16%	13%	14%	13%	14%
6	680	556	102	203	46	159	130	76	14	490	9	33	90	167	240	404
	9%	10%	8%	9%	9%	10%	9%	13%u	7%	9%	7%	7%	11%	9%	10%	9%
7	842	654	175	299	63	185	166	57	17	641	17	41	86	180	340	457
	12%q	11%q	13%qr	13%	12%	12%	12%	10%	9%	12%	13%	9%	11%	10%	14%G	10%
8	796	655	130	259	56	194	160	56	25	593	5	39	96	181	327	414
	11%r	11%r	10%	11%	11%	12%	11%	9%	13%	11%	4%	8%	12%	10%	14%G	9%
9	315	243	68	118	26	71	48	21	7	233	4	15	40	77	134	171
	4%	4%	5%	5%	5%	4%	3%	4%	4%	4%	3%	3%	5%	4%	6%G	4%
10 - Completely	410	328	71	111	32	85	106	25	6	274	18	30	50	123	198	187
	6%r	6%r	5%	5%	6%	5%	8%u	4%	3%	5%	14%ZADE	6%	6%	7%	8%G	4%
Mean score	4.78r	4.77r	4.78r	4.78	4.91	4.81	4.84	4.57	4.33	4.78	4.87	4.45	4.86	4.76	5.43G	4.40

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 265

QLife_anx Overall, how anxious did you feel yesterday?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
0 - Not at all	893	745	128	55	71	248	230	74	34
	12%e	12%	12%	11%	13%	10%	11%	13%	16%ef
1	358	302	50	27	23	113	117	26	9
	5%	5%	5%	5%	4%	5%	5%	5%	4%
2	555	474	72	28	42	173	165	65	24
	8%	8%	7%	6%	8%	7%	8%	11%Zef	11%
3	731	611	104	59	43	279	216	65	18
	10%	10%	10%	12%	8%	11%	10%	11%	9%
4	645	514	120	51	64	205	187	45	24
	9%	9%	11%	10%	12%	8%	9%	8%	12%
5	1007	822	151	68	82	346	287	72	33
	14%	14%	14%	14%	15%	14%	13%	12%	16%
6	680	582	76	39	35	199	233	64	15
	9%	10%	7%	8%	6%	8%	11%e	11%	7%
7	842	694	125	66	57	285	295	58	19
	12%	12%	12%	13%	10%	12%	14%	10%	9%
8	796	656	125	52	68	333	233	54	18
	11%	11%	12%	11%	12%	14%Zfg	11%	9%	9%
9	315	267	45	21	19	111	87	29	7
	4%	4%	4%	4%	3%	5%	4%	5%	3%
10 - Completely	410	323	71	27	45	156	115	25	8
	6%	5%	7%	5%	8%	6%	5%	4%	4%
Mean score	4.78h	4.76	4.86	4.82	4.87	5.01Zgh	4.87h	4.55	4.22

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Table 266

QLife_anx Overall, how anxious did you feel yesterday?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
893	335	111	168	68	11	9	19	15	87
12%	13%	13%	11%	14%	11%	9%	12%	13%	11%
358	131	50	59	33	4	4	10	6	30
5%	5%	6%	4%	7%	3%	4%	7%	6%	4%
555	179	83	116	39	6	7	12	7	60
8%	7%	9%	8%	8%	6%	7%	8%	6%	8%
731	255	80	164	60	9	11	11	9	80
10%	10%	9%	11%	13%	9%	11%	7%	9%	10%
645	227	70	137	42	10	11	10	10	90
9%	9%	8%	9%	9%	9%	11%	7%	10%	11%
1007	376	142	204	65	13	11	13	15	99
14%	14%	16%	14%	14%	13%	11%	9%	13%	12%
680	242	56	152	37	13	12	25	12	84
9%	9%	6%	10%b	8%	12%b	13%b	16%b	11%b	10%b
842	310	104	189	60	16	16	12	9	74
12%	12%	12%	13%h	13%	15%hi	16%hi	8%	9%	9%
796	303	90	137	41	14	14	16	13	112
11%	11%	10%	9%	9%	13%c	14%	11%	12%	14%c
315	114	47	58	15	6	2	7	7	38
4%	4%	5%	4%	3%	6%	2%	5%	6%f	5%
410	174	48	94	8	3	1	16	7	44
6%def	7%def	5%f	6%def	2%	3%	1%	10%def	6%def	6%df
4.78d	4.86d	4.69	4.83d	4.21	5.08d	4.85d	5.00	4.81d	4.94d

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base



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Table 267

QAppra In the last 12 months, have you had an appraisal, annual review, or development review?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Yes	4424	3318	538	61	180	211	63	72	84	3784	1278	1433	1529	696	833	88	999	1150	397
	61%puAM	61%	67%Zaeh	62%	71%Zacefh	59%	61%	72%Zacefh	51%	61%	64%	64%	60%	57%	62%p	60%	56%	65%Zlmp	68%Zlmpnp
No	2219	1660	238	33	67	119	33	23	68	1922	619	679	801	401	400	51	611	481	162
	31%gqsKL	30%g	30%	34%dg	26%	34%g	31%g	23%	41%abdg	31%	31%	30%	31%q	33%q	30%	35%	34%Zqr	27%	28%
Can't remember	366	314	23	1	5	19	5	4	10	329	70	92	173	95	78	7	65	91	19
	5%bcjFGH	6%bcd	3%	1%	2%	5%c	5%c	4%	6%	5%j	4%	4%	7%Zpr	8%Zpr	6%r	4%	4%	5%	3%
Don't know	87	79	4	1	*	2	1	-	1	83	19	14	35	16	19	1	35	13	3
	1%D	1%	*	1%	*	*	1%	-	*	1%k	1%	1%	1%	1%	1%	1%	2%qr	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 267

QAppra In the last 12 months, have you had an appraisal, annual review, or development review?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Yes	4424	637	3534	210	43	206	400	1366	986	1453	69	217	394	179	1628	589	963	130
	61%puAM	70%Ztuv	62%u	37%	57%u	49%	58%	64%A	62%A	61%A	63%	65%	65%	61%	62%M	67%ZM	65%ZM	28%
No	2219	226	1643	324	27	168	199	626	469	752	37	105	194	90	761	225	398	275
	31%gqsK	25%	29%st	57%Zstv	36%st	39%ZBCD	29%	29%	29%	32%	34%	31%	32%	31%	29%	26%	27%	59%ZJKL
Can't remember	366	40	299	24	3	26	39	95	93	110	1	5	9	15	177	47	73	16
	5%bcjrF	4%	5%	4%	4%	6%	6%	4%	6%	5%	1%	2%	2%	5%FGH	7%Z	5%	5%	3%
Don't know	87	7	71	7	2	19	29	19	3	18	1	*	4	1	46	9	18	6
	1%D	1%	1%	1%	3%st	4%ZCDE	4%ZCDE	1%D	*	1%	1%G	*	1%	*	2%	1%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 268

QAppra In the last 12 months, have you had an appraisal, annual review, or development review?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Yes	4424	1496	1138	1169	846	1873	1478	203	481	1328	2405	2753	938	355	170	1171	890	1003	1342
	61%hE	64%	62%	63%	62%	63%	63%	57%	54%	64%h	64%Zh	62%	62%	62%	62%	59%	59%	62%	64%Zop
No	2219	686	558	534	435	869	686	119	336	615	1139	1364	456	183	88	646	480	487	597
	31%	29%	30%	29%	32%	29%	29%	33%	38%Zij	30%	30%	31%	30%	32%	32%	32%	32%	30%	29%
Can't remember	366	116	109	113	68	172	139	19	54	114	176	225	74	22	7	117	100	73	73
	5%rv	5%	6%	6%	5%	6%	6%	5%	6%	6%	5%	5%	5%	4%	3%	6%r	7%rt	5%	3%
Don't know	87	30	15	27	16	32	27	15	18	8	43	53	10	2	*	40	18	13	16
	1%ij	1%	1%	1%	1%	1%	1%	4%Zij	2%i	*	1%i	1%	1%	*	*	2%qrs	1%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 268
QAppra In the last 12 months, have you had an appraisal, annual review, or development review?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Yes	4424	3539	812	1392	335	1010	854	360	118	3293	67	245	490	1015	1450	2737
	61%hE	61%	61%	59%	65%	63%	60%	61%	59%	63%CE	52%	53%	60%	57%	60%	62%
No	2219	1764	422	822	152	467	424	162	51	1605	39	144	262	549	789	1326
	31%	31%	32%	35%Zwxy	30%	29%	30%	27%	25%	31%	31%	31%	32%	31%	33%	30%
Can't remember	366	305	50	90	13	88	79	36	22	217	18	54	40	134	121	215
	5%rv	5%r	4%	4%	3%	5%v	6%v	6%v	11%Zuvwx	4%	14%ZAD	12%ZAD	5%	8%ZA	5%	5%
Don't know	87	56	30	18	2	12	11	24	7	41	1	12	18	45	18	64
	1%ij	1%	2%Zqrs	1%	*	1%	1%	4%Zuvwx	4%Zuvwx	1%	*	3%A	2%A	3%ZA	1%	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 269
QAppra In the last 12 months, have you had an appraisal, annual review, or development review?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Yes	4424 61%	3695 62%	617 58%	270 55%	327 60%	1452 59%	1377 64%e	375 65%	123 59%
No	2219 31%	1849 31%	335 31%	175 36%	156 28%	783 32%	667 31%	166 29%	69 33%
Can't remember	366 5%f	281 5%	62 6%	24 5%	37 7%	139 6%f	70 3%	22 4%	10 5%
Don't know	87 1%	54 1%	33 3%Za	18 4%Z	13 2%	30 1%	17 1%	2 *	* *



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Table 270
QAppra In the last 12 months, have you had an appraisal, annual review, or development review?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Yes	4424	1628	589	963	130	63	72	76	69	532
	61% d	62% d	67% Zdg	65% Zdg	28%	61% d	72% Zadegh	50% d	63% dg	67% Zdg
No	2219	761	225	398	275	33	23	64	37	237
	31% bcf	29%	26%	27%	59% Zabcefghi	31% f	23%	42% abcfi	34% bcf	30%
Can't remember	366	177	47	73	16	5	4	10	1	23
	5% hi	7% Zhi	5% h	5% h	3%	5% h	4% h	7% h	1%	3%
Don't know	87	46	9	18	6	1	-	*	1	4
	1%	2%	1%	1%	1%	1%	-	*	1%	*



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Table 271

QA appraisal_impact Thinking about your most recent appraisal, annual review development review, to what extent would you agree with the below statements? Summary Table

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	It helped me to improve how I do my job	It helped me agree clear objectives for my work	It left me feeling that my work is valued by my organisation/ employer]
UnweightedBase	4674	4674	4674
WeightedBase	4424	4424	4424
EffectiveBase	2348	2348	2348
Strongly agree	461 10%	464 10%	674 15%
Agree	1386 31%	1788 40%	1560 35%
Neither agree nor disagree	1488 34%	1285 29%	1081 24%
Disagree	634 14%	533 12%	648 15%
Strongly disagree	424 10%	337 8%	446 10%
Don't know	30 1%	17 *	14 *
Agree (NET)	1848 42%	2252 51%	2234 51%
Disagree (NET)	1058 24%	870 20%	1094 25%

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Table 272

QAppraisal_impact-A It helped me to improve how I do my job

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4674	2747	574	386	336	558	307	202	94	3465	1549	1901	1013	388	625	146	987	1207	1005
WeightedBase	4424	3318	538	61	180	211	63	72	84*	3784	1278	1433	1529	696	833	88*	999	1150	397
EffectiveBase	2348	1614	325	260	131	203	215	153	42	1905	699	831	579	235	351	93	536	775	626
Strongly agree	461 10%efgn orsDE	358 11%efg	56 10%g	8 13%efg	25 14%efg	11 5%	4 6%	2 3%	7 8%	396 10%	128 10%	151 11%	142 9%	90 13%nor	52 6%	4 4%	148 15%Zlno qr	115 10%n	29 7%
Agree	1386 31%E	1011 30%	184 34%	23 38%Zaf	60 33%	70 33%	17 27%	21 29%	34 41%	1166 31%	435 34%	454 32%	441 29%	190 27%	251 30%	26 30%	316 32%	385 33%	119 30%
Neither agree nor disagree	1488 34%A	1121 34%	179 33%	20 32%	60 33%	68 32%	21 33%	21 30%	29 34%	1282 34%	401 31%	454 32%	497 32%	219 31%	278 33%	38 43%lm	361 36%	379 33%	139 35%
Disagree	634 14%pAB	460 14%	81 15%	7 12%	26 14%	41 20%Zac	14 22%Zabc	21 29%Zabc deh	9 10%	530 14%	193 15%	233 16%	274 18%Zpq	111 16%p	162 19%Zpq	13 15%p	79 8%	149 13%p	71 18%Zpq
Strongly disagree	424 10%cdF	341 10%cd	37 7%	3 5%	8 4%	19 9%	7 11%bcd	7 9%	6 7%	381 10%	114 9%	131 9%	168 11%	83 12%	85 10%	7 8%	85 9%	113 10%	37 9%
Don't know	30 1%	28 1%	1 *	* *	1 *	* *	* *	- -	- -	28 1%	7 1%	10 1%	7 *	3 *	4 *	- -	10 1%	9 1%	2 1%
Agree (NET)	1848 42%fgR E	1369 41%fg	240 45%fg	31 51%Zaef g	85 47%fg	81 39%	21 33%	23 32%	41 49%	1562 41%	563 44%	605 42%	583 38%	279 40%	304 36%	30 34%	464 46%Zlno r	500 43%lnr	148 37%
Disagree (NET)	1058 24%cpBF M	801 24%cd	118 22%	10 17%	34 19%	61 29%cd	21 34%Zabc dh	27 38%Zabc dh	15 17%	911 24%	307 24%	364 25%	442 29%Zpq	194 28%p	248 30%Zpq	20 23%	164 16%	262 23%p	108 27%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 272

QAppraisal_impact-A It helped me to improve how I do my job

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4674	1497	3020	72	85	178	280	1299	1028	1885	431	259	368	267	1293	434	936	70
WeightedBase	4424	637	3534	210*	43*	206*	400	1366	986	1453	69	217	394	179	1628	589	963	130*
EffectiveBase	2348	901	1787	51	52	86	144	655	544	1033	297	149	233	129	772	251	574	44
Strongly agree	461	47	362	50	3	45	80	158	70	105	9	27	35	15	165	69	103	20
	10%efgno rsDE	7%	10%ss	24%Zstv	6%	22%ZCDE	20%ZCDE	12%DE	7%	7%	14%	13%	9%	8%	10%	12%	11%	16%
Agree	1386	205	1106	53	22	79	136	480	280	404	25	77	134	60	514	178	280	35
	31%E	32%	31%	25%	53%Zstu	38%E	34%	35%DE	28%	28%	36%	35%	34%	33%	32%	30%	29%	27%
Neither agree nor disagree	1488	226	1187	66	9	42	121	424	362	538	22	69	138	62	572	165	324	56
	34%A	35%v	34%	31%	21%	20%	30%	31%A	37%AC	37%AC	32%	32%	35%	35%	35%K	28%	34%	43%K
Disagree	634	105	510	13	6	13	26	164	175	256	9	30	61	25	214	106	133	7
	14%pAB	16%u	14%	6%	15%	7%	6%	12%	18%ZABC	18%ZABC	13%	14%	15%	14%	13%	18%M	14%	5%
Strongly disagree	424	51	348	23	2	26	36	129	94	139	4	13	28	17	153	66	113	8
	10%cdF	8%	10%	11%	5%	12%	9%	9%	9%	10%	5%	6%	7%	10%	9%	11%	12%	6%
Don't know	30	3	21	6	-	1	2	12	5	10	*	1	-	1	10	5	9	5
	1%	*	1%	3%	-	*	1%	1%	1%	1%	*	1%	-	*	1%	1%	1%	4%ZJ
Agree (NET)	1848	252	1468	103	25	124	215	637	350	509	34	104	169	74	679	248	383	55
	42%fgrD E	40%	42%	49%	59%Zst	60%ZCDE	54%ZDE	47%ZDE	35%	35%	50%Z	48%	43%	41%	42%	42%	40%	42%
Disagree (NET)	1058	156	858	36	8	39	61	293	268	395	13	43	88	42	367	172	247	14
	24%cpBF M	24%	24%	17%	20%	19%	15%	21%	27%BC	27%ZBC	18%	20%	22%	23%	23%	29%JM	26%M	11%



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Table 273

QAppraisal_impact-A It helped me to improve how I do my job

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4674	1424	1085	1122	853	1596	1379	170	419	1393	2681	2813	1161	325	179	627	879	1286	1851
WeightedBase	4424	1496	1138	1169	846	1873	1478	203	481	1328	2405	2753	938	355	170*	1171	890	1003	1342
EffectiveBase	2348	776	591	632	454	866	753	108	235	783	1228	1435	608	153	72	383	462	711	1121
Strongly agree	461 10% ^{IrA}	180 12%	144 13%	150 13% ^f	110 13%	192 10%	139 9%	24 12%	67 14%	126 9%	245 10%	316 11% ^l	71 8%	39 11%	17 10%	168 14% ^{Zpqr s}	87 10%	98 10%	107 8%
Agree	1386 31% ⁱ	462 31%	345 30%	376 32%	270 32%	556 30%	412 28%	49 24%	179 37% ^{gi}	355 27%	802 33% ^l	903 33% ^m	292 31%	85 24%	40 24%	385 33%	302 34% ^r	318 32%	378 28%
Neither agree nor disagree	1488 34% ^{puDE}	457 31%	344 30%	368 32%	254 30%	673 36% ^{ab}	553 37% ^{abc}	90 44% ^{Zh}	157 33%	484 36% ^j	753 31%	901 33%	323 34%	121 34%	66 39%	374 32%	250 28%	316 32%	538 40% ^{Zopqst}
Disagree	634 14% ^{hoyD}	232 15%	166 15%	155 13%	120 14%	265 14%	212 14%	17 8%	38 8%	215 16% ^{gh}	364 15% ^h	361 13%	158 17% ^k	55 15%	30 17%	118 10%	159 18% ^{Zot}	163 16% ^o	190 14% ^o
Strongly disagree	424 10%	161 11%	131 12%	113 10%	87 10%	174 9%	152 10%	23 11%	33 7%	140 11%	227 9%	249 9%	91 10%	51 14% ^k	17 10%	117 10%	81 9%	106 11%	119 9%
Don't know	30 1%	5 *	7 1%	6 1%	6 1%	14 1%	10 1%	1 *	6 1%	8 1%	13 1%	23 1%	2 *	4 1%	1 *	8 1%	10 1%	2 *	10 1%
Agree (NET)	1848 42% ^{firA}	642 43% ^f	489 43% ^f	525 45% ^f	379 45%	748 40%	551 37%	73 36%	246 51% ^{Zgij}	481 36%	1048 44% ⁱ	1219 44% ^{lm}	363 39%	124 35%	57 34%	554 47% ^{Zrs}	389 44% ^r	416 41% ^r	485 36%
Disagree (NET)	1058 24% ^{hy}	393 26%	297 26%	269 23%	207 24%	439 23%	364 25%	40 20%	72 15%	355 27% ^h	591 25% ^h	611 22%	250 27% ^k	106 30% ^k	47 27%	236 20%	241 27% ^o	269 27% ^o	309 23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 273
QAppraisal_impact-A It helped me to improve how I do my job
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	4674	3854	739	1808	372	927	806	332	102	3756	82	156	371	807	1559	2870
WeightedBase	4424	3539	812	1392	335	1010	854	360	118*	3293	67*	245*	490	1015	1450	2737
EffectiveBase	2348	1939	376	742	197	504	480	167	71	1946	39	73	205	409	808	1414
Strongly agree	461	359	99	157	29	86	70	72	15	274	9	54	90	172	124	325
	10%IrA	10%r	12%r	11%	9%	9%	8%	20%Zuvw x	12%	8%	13%	22%ZA	18%ZA	17%ZA	9%	12%F
Agree	1386	1087	277	462	100	299	268	115	33	968	20	75	208	375	421	888
	31%l	31%	34%r	33%	30%	30%	31%	32%	28%	29%	30%	30%	42%ZA	37%ZA	29%	32%
Neither agree nor disagree	1488	1223	241	402	116	355	321	119	32	1214	18	67	94	241	526	876
	34%puDE	35%p	30%	29%	35%	35%u	38%u	33%	27%	37%ZDE	27%	27%	19%	24%	36%G	32%
Disagree	634	516	105	224	52	172	112	22	19	509	8	24	44	110	237	370
	14%hoyD	15%o	13%	16%y	16%y	17%y	13%y	6%	16%y	15%DE	11%	10%	9%	11%	16%	14%
Strongly disagree	424	327	87	137	36	94	75	29	20	308	12	24	51	108	135	258
	10%	9%	11%	10%	11%	9%	9%	8%	17%xy	9%	19%	10%	10%	11%	9%	9%
Don't know	30	27	3	10	1	5	7	3	1	21	-	2	3	9	8	20
	1%	1%	*	1%	*	*	1%	1%	1%	1%	-	1%	1%	1%	1%	1%
Agree (NET)	1848	1446	376	619	130	385	338	188	47	1241	29	129	298	548	545	1213
	42%firA	41%r	46%r	44%w	39%	38%	40%	52%Zvw x	40%	38%	43%	53%A	61%ZAB	54%ZA	38%	44%F
Disagree (NET)	1058	843	192	361	88	265	188	51	39	816	20	47	95	218	372	629
	24%hy	24%	24%	26%y	26%y	26%y	22%y	14%	33%xy	25%	30%	19%	19%	21%	26%	23%



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Table 274

QAppraisal_impact-A It helped me to improve how I do my job

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4674	4198	397	137	248	1238	1509	563	163
WeightedBase	4424	3695	617	270*	327	1452	1377	375	123*
EffectiveBase	2348	2160	222	81	137	689	715	240	86
Strongly agree	461 10%	332 9%	116 19% Za	69 25% Zd	43 13%	160 11%	123 9%	42 11%	24 19% Zef
Agree	1386 31% h	1104 30%	249 40% Za	103 38%	138 42% Z	457 31% h	389 28%	136 36% fh	25 20%
Neither agree nor disagree	1488 34% bcd	1326 36% b	122 20%	57 21%	60 18%	469 32%	505 37%	115 31%	51 42%
Disagree	634 14% bc	566 15% b	55 9%	18 7%	38 12%	200 14%	206 15%	55 15%	12 10%
Strongly disagree	424 10%	344 9%	67 11%	22 8%	45 14%	156 11% g	147 11% g	23 6%	10 8%
Don't know	30 1%	24 1%	6 1%	2 1%	3 1%	10 1%	7 1%	4 1%	1 1%
Agree (NET)	1848 42% af	1436 39%	365 59% Za	172 64% Z	181 55% Z	617 42% f	512 37%	179 48% f	48 39%
Disagree (NET)	1058 24%	909 25%	123 20%	40 15%	83 25%	356 25%	353 26%	77 21%	22 18%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 275

QAppraisal_impact-A It helped me to improve how I do my job

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
4674	1293	434	936	70	307	202	49	431	564
4424	1628	589	963	130*	63	72	76*	69	532
2348	772	251	574	44	215	153	35	297	320
461	165	69	103	20	4	2	5	9	54
10%ef	10%ef	12%ef	11%ef	16%ef	6%	3%	7%	14%ef	10%ef
1386	514	178	280	35	17	21	32	25	183
31%	32%	30%	29%	27%	27%	29%	43%	36%ce	34%
1488	572	165	324	56	21	21	26	22	177
34%	35%b	28%	34%	43%b	33%	30%	34%	32%	33%
634	214	106	133	7	14	21	7	9	80
14%	13%	18%d	14%	5%	22%Zacdghi	29%Zabcdghi	9%	13%	15%
424	153	66	113	8	7	7	5	4	37
10%h	9%h	11%h	12%hi	6%	11%hi	9%	7%	5%	7%
30	10	5	9	5	*	-	-	*	1
1%	1%	1%	1%	4%Zai	*	-	-	*	*
1848	679	248	383	55	21	23	38	34	237
42%ef	42%ef	42%e	40%	42%	33%	32%	50%	50%Zacef	45%ef
1058	367	172	247	14	21	27	12	13	117
24%dh	23%	29%adh	26%dh	11%	34%Zacdghi	38%Zacdghi	16%	18%	22%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base



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Table 276
QAppraisal_impact-B It helped me agree clear objectives for my work
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4674	2747	574	386	336	558	307	202	94	3465	1549	1901	1013	388	625	146	987	1207	1005
WeightedBase	4424	3318	538	61	180	211	63	72	84*	3784	1278	1433	1529	696	833	88*	999	1150	397
EffectiveBase	2348	1614	325	260	131	203	215	153	42	1905	699	831	579	235	351	93	536	775	626
Strongly agree	464	333	72	11	31	14	4	4	6	390	133	155	133	90	43	3	140	126	31
	10% E	10% nors	13% efg	19% Zaefgh	17% Zaefg	7%	7%	6%	8%	10%	10%	11%	9% n	13% nor	5%	3%	14% ZIno r	11% nor	8%
Agree	1788	1289	241	27	78	101	27	35	43	1494	584	616	583	259	324	43	409	463	180
	40%	39%	45% a	44%	44%	48% Za	42%	49% Za	51%	39%	46% Zi	43%	38%	37%	39%	49% l	41%	40%	45% ZImn
Neither agree nor disagree	1285	1005	134	14	40	47	16	15	18	1117	302	371	448	182	266	26	300	337	107
	29% AFG	29% ceg	30% ceg	25%	23%	23%	25%	21%	21%	30% j	24%	26%	29%	26%	32%	30%	30%	29%	27%
Disagree	533	399	62	5	20	36	13	12	13	466	157	182	225	96	129	11	78	141	50
	12% cpA	12% c	12%	8%	11%	17% Zac	21% Zabcd	16% c	15%	12%	12%	13%	15% p	14% p	15% p	13%	8%	12% p	13% p
Strongly disagree	337	276	28	4	9	12	3	6	4	302	100	102	139	68	71	4	69	76	27
	8%	8%	5%	6%	5%	6%	5%	8%	5%	8%	8%	7%	9%	10%	8%	5%	7%	7%	7%
Don't know	17	15	1	*	1	-	-	-	-	16	3	7	1	-	1	-	4	7	2
	*	*	*	*	*	-	-	-	-	*	*	1%	*	-	*	-	*	1%	*
Agree (NET)	2252	1623	313	38	110	115	31	39	49	1884	717	771	716	349	367	46	548	589	211
	51% nE	49%	58% Zaf	63% Zaf	61% Zaf	54%	49%	55%	58%	50%	56% Zi	54%	47%	50%	44%	52%	55% ln	51% n	53% ln
Disagree (NET)	870	675	90	8	29	48	16	18	17	767	256	284	364	164	199	15	147	218	77
	20% cpF	20% c	17%	13%	16%	23% c	26% Zbcd	24% bc	20%	20%	20%	20%	24% Zpq	24% p	24% p	18%	15%	19% p	19% p



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Table 276

QAAppraisal_impact-B It helped me agree clear objectives for my work
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4674	1497	3020	72	85	178	280	1299	1028	1885	431	259	368	267	1293	434	936	70
WeightedBase	4424	637	3534	210*	43*	206*	400	1366	986	1453	69	217	394	179	1628	589	963	130*
EffectiveBase	2348	901	1787	51	52	86	144	655	544	1033	297	149	233	129	772	251	574	44
Strongly agree	464	48	366	45	5	38	56	175	77	114	12	34	48	16	143	58	111	21
	10%ns	8%	10%ns	21%Zst	12%	19%ZDE	14%DE	13%DE	8%	8%	18%ZI	15%	12%	9%	9%	10%	12%	16%
Agree	1788	285	1407	73	24	102	178	562	388	550	31	96	182	72	641	239	360	47
	40%	45%Zt	40%	35%	55%Ztu	50%E	45%	41%	39%	38%	44%	45%	46%	40%	39%	41%	37%	36%
Neither agree nor disagree	1285	192	1019	66	8	37	90	377	305	476	16	46	96	67	515	161	276	51
	29%ceg	30%	29%	31%	19%	18%	22%	28%	31%AB	33%ZABC	23%	21%	24%	37%ZFGH	32%	27%	29%	39%
Disagree	533	74	442	13	4	8	51	136	132	205	6	26	49	16	182	86	119	11
	12%cpA	12%	13%	6%	8%	4%	13%A	10%	13%A	14%AC	9%	12%	12%	9%	11%	15%	12%	8%
Strongly disagree	337	36	285	13	2	20	24	108	79	106	4	14	19	8	142	46	87	1
	8%	6%	8%ns	6%	6%	10%	6%	8%	8%	7%	6%	6%	5%	5%	9%	8%	9%	1%
Don't know	17	2	15	-	-	1	1	8	5	2	*	1	-	1	6	-	10	-
	*	*	*	-	-	*	*	1%	1%	*	*	*	-	*	*	-	1%Z	-
Agree (NET)	2252	333	1773	118	29	140	235	737	465	663	43	130	231	88	784	296	471	67
	51%ne	52%	50%	56%	67%Zst	68%ZCDE	59%DE	54%DE	47%	46%	62%ZI	60%Z	58%Z	49%	48%	50%	49%	52%
Disagree (NET)	870	110	728	26	6	29	75	244	211	311	10	40	68	24	323	131	206	12
	20%cpF	17%	21%ns	13%	14%	14%	19%	18%	21%	21%	15%	18%	17%	13%	20%	22%M	21%	9%



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Table 277
QAppraisal_impact-B It helped me agree clear objectives for my work
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4674	1424	1085	1122	853	1596	1379	170	419	1393	2681	2813	1161	325	179	627	879	1286	1851
WeightedBase	4424	1496	1138	1169	846	1873	1478	203	481	1328	2405	2753	938	355	170*	1171	890	1003	1342
EffectiveBase	2348	776	591	632	454	866	753	108	235	783	1228	1435	608	153	72	383	462	711	1121
Strongly agree	464	176	129	151	105	179	133	23	78	118	244	302	84	41	20	165	83	102	113
	10% x	12%	11%	13% ef	12%	10%	9%	11%	16% Zij	9%	10%	11%	9%	11%	12%	14% Zprs	9%	10%	8%
Agree	1788	580	430	481	337	737	580	70	191	529	997	1179	348	113	64	502	378	409	495
	40% mr	39%	38%	41%	40%	39%	39%	35%	40%	40%	41%	43% lm	37%	32%	37%	43% r	42% r	41%	37%
Neither agree nor disagree	1285	411	316	303	232	586	471	69	147	404	659	746	307	112	59	276	245	283	472
	29% ouDE	27%	28%	26%	27%	31% c	32% c	34%	31%	30%	27%	27%	33% k	31%	34%	24%	28%	28%	35% Zopqst
Disagree	533	188	148	128	97	234	166	20	34	170	309	309	136	40	17	128	110	119	173
	12% hE	13%	13%	11%	11%	12%	11%	10%	7%	13% h	13% h	11%	14% k	11%	10%	11%	12%	12%	13%
Strongly disagree	337	138	108	100	72	134	124	20	32	96	189	206	63	46	10	94	70	86	87
	8%	9%	10%	9%	9%	7%	8%	10%	7%	7%	8%	7%	7%	13% Zkl	6%	8%	8%	9%	6%
Don't know	17	3	6	5	3	4	4	-	-	12	5	12	-	3	1	6	5	5	2
	*	*	*	*	*	*	*	-	-	1% j	*	*	-	1% l	*	*	1%	*	*
Agree (NET)	2252	756	560	632	442	915	712	94	269	647	1242	1481	432	154	83	667	460	511	609
	51% lrw	51%	49%	54% ef	52%	49%	48%	46%	56%	49%	52%	54% lm	46%	43%	49%	57% Zrs	52% r	51% r	45%
Disagree (NET)	870	326	257	228	169	368	290	40	65	266	498	515	199	86	27	222	180	205	260
	20% h	22%	23%	20%	20%	20%	20%	20%	14%	20% h	21% h	19%	21%	24%	16%	19%	20%	20%	19%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 277

QAppraisal_impact-B It helped me agree clear objectives for my work

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	4674	3854	739	1808	372	927	806	332	102	3756	82	156	371	807	1559	2870
WeightedBase	4424	3539	812	1392	335	1010	854	360	118*	3293	67*	245*	490	1015	1450	2737
EffectiveBase	2348	1939	376	742	197	504	480	167	71	1946	39	73	205	409	808	1414
Strongly agree	464	362	93	171	37	97	63	52	16	301	9	37	76	145	121	326
	10% x	10%	11%	12% x	11%	10%	7%	15% x	14%	9%	13%	15%	15% ZA	14% ZA	8%	12% F
Agree	1788	1444	325	589	140	369	344	158	44	1277	28	107	231	464	540	1170
	40% mr	41% r	40%	42% w	42%	36%	40%	44%	37%	39%	41%	43%	47% A	46% ZA	37%	43% F
Neither agree nor disagree	1285	1025	231	329	77	326	293	98	32	1044	15	62	86	210	481	708
	29% ouDE	29% o	28%	24%	23%	32% uv	34% Zuv	27%	27%	32% DE	22%	25%	18%	21%	33% G	26%
Disagree	533	439	85	184	51	129	98	28	16	434	6	17	40	85	187	329
	12% hE	12%	10%	13%	15% y	13%	11%	8%	13%	13% DE	9%	7%	8%	8%	13%	12%
Strongly disagree	337	253	78	114	29	86	53	23	11	221	10	20	56	110	114	201
	8%	7%	10% r	8%	9%	9%	6%	6%	9%	7%	15% A	8%	11% A	11% ZA	8%	7%
Don't know	17	17	-	6	1	4	3	*	-	15	-	2	-	2	8	4
	*	*	-	*	*	*	*	*	-	*	-	1%	-	*	1%	*
Agree (NET)	2252	1805	418	760	177	465	407	210	60	1579	37	143	307	608	661	1496
	51% lrw	51% r	51% r	55% wx	53%	46%	48%	58% wx	51%	48%	55%	58%	63% ZA	60% ZA	46%	55% F
Disagree (NET)	870	692	163	298	80	215	151	51	26	655	16	37	96	195	301	530
	20% h	20%	20%	21% y	24% y	21% y	18%	14%	22%	20%	24%	15%	20%	19%	21%	19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 278

QAppraisal_impact-B It helped me agree clear objectives for my work

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4674	4198	397	137	248	1238	1509	563	163
WeightedBase	4424	3695	617	270*	327	1452	1377	375	123*
EffectiveBase	2348	2160	222	81	137	689	715	240	86
Strongly agree	464 10%	343 9%	107 17% Za	56 21% Z	45 14%	139 10%	136 10%	47 13%	22 18% Zef
Agree	1788 40%	1445 39%	304 49% Za	119 44%	175 54% Z	582 40%	532 39%	184 49% Zefh	40 32%
Neither agree nor disagree	1285 29% bcd	1160 31% b	90 15%	45 17%	41 12%	436 30% g	404 29%	88 23%	42 34%
Disagree	533 12%	470 13%	51 8%	26 10%	25 8%	166 11%	195 14% g	33 9%	11 9%
Strongly disagree	337 8%	261 7%	65 11%	24 9%	41 12% Z	124 9%	105 8%	20 5%	8 7%
Don't know	17 *	17 *	- -	- -	- -	5 *	5 *	3 1%	1 1%
Agree (NET)	2252 51%	1788 48%	411 67% Za	175 65% Z	220 67% Z	721 50%	668 49%	231 62% Zef	62 50%
Disagree (NET)	870 20% g	731 20%	117 19%	50 18%	66 20%	290 20%	300 22% g	54 14%	19 15%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 279

QAppraisal_impact-B It helped me agree clear objectives for my work

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
4674	1293	434	936	70	307	202	49	431	564
4424	1628	589	963	130*	63	72	76*	69	532
2348	772	251	574	44	215	153	35	297	320
464	143	58	111	21	4	4	5	12	70
10%	9%	10%	12%	16%	7%	6%	7%	18%Zabcef	13%aef
1788	641	239	360	47	27	35	39	31	240
40%	39%	41%	37%	36%	42%	49%Zac	52%	44%	45%c
1285	515	161	276	51	16	15	16	16	132
29%fh	32%fhi	27%	29%	39%fh	25%	21%	22%	23%	25%
533	182	86	119	11	13	12	11	6	62
12%	11%	15%	12%	8%	21%Zacdhi	16%h	15%	9%	12%
337	142	46	87	1	3	6	4	4	28
8%	9%	8%	9%i	1%	5%	8%d	5%	6%	5%
17	6	-	10	-	-	-	-	*	1
*	*	-	1%Z	-	-	-	-	*b	*
2252	784	296	471	67	31	39	45	43	309
51%	48%	50%	49%	52%	49%	55%	59%	62%Zabce	58%Zace
870	323	131	206	12	16	18	15	10	90
20%h	20%	22%dh	21%h	9%	26%Zdhi	24%dhi	20%	15%	17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 280

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4674	2747	574	386	336	558	307	202	94	3465	1549	1901	1013	388	625	146	987	1207	1005
WeightedBase	4424	3318	538	61	180	211	63	72	84*	3784	1278	1433	1529	696	833	88*	999	1150	397
EffectiveBase	2348	1614	325	260	131	203	215	153	42	1905	699	831	579	235	351	93	536	775	626
Strongly agree	674	505	88	15	34	21	6	3	14	568	190	200	171	85	86	11	251	159	35
	15%efgl nrs	15%efg	16%efg	25%Zabe fg	19%efg	10%g	9%g	4%	17%g	15%	15%	14%	11%	12%	10%	12%	25%Zlmn oqr	14%r	9%
Agree	1560	1144	209	27	82	79	22	31	29	1303	475	511	494	210	284	33	374	423	156
	35%	34%	39%	45%Zaf	46%Zaf	38%	35%	43%a	35%	34%	37%	36%	32%	30%	34%	38%	37%	37%	39%lm
Neither agree nor disagree	1081	810	129	10	35	50	16	18	19	934	306	352	380	188	191	24	204	285	105
	24%cAF	24%c	24%c	16%	19%	24%c	25%c	25%c	22%	25%	24%	25%	25%	27%p	23%	28%	20%	25%	26%p
Disagree	648	476	82	4	22	36	13	13	11	558	185	223	297	132	165	13	76	167	62
	15%cpuF M	14%c	15%c	7%	12%	17%c	21%Zacd	18%c	13%	15%	14%	16%	19%Zpq	19%p	20%Zpq	15%p	8%	15%p	16%p
Strongly disagree	446	376	29	4	6	19	6	7	7	408	116	139	181	76	104	7	91	112	38
	10%bdBG H	11%bcd	5%	7%	3%	9%d	10%bd	10%bd	8%	11%	9%	10%	12%	11%	13%	7%	9%	10%	9%
Don't know	14	8	1	*	1	5	*	-	4	12	5	8	7	4	2	-	2	3	2
	*	*	*	*	*	2%Zab	*	-	5%Zabd	*	*	1%	*	1%	*	-	*	*	*
Agree (NET)	2234	1648	297	43	117	100	28	34	44	1872	665	711	665	295	370	44	625	582	191
	51%lmnD E	50%	55%f	70%Zabe fgh	65%Zaef g	47%	44%	47%	52%	49%	52%	50%	43%	42%	44%	50%	63%Zlmn oqr	51%lm	48%
Disagree (NET)	1094	852	111	9	27	56	19	20	18	966	301	362	478	208	270	20	168	280	100
	25%cdpu FM	26%cd	21%	14%	15%	26%cd	31%bcd	28%cd	21%	26%	24%	25%	31%Zpqr	30%p	32%Zpqr	22%	17%	24%p	25%p

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 280

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer
Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4674	1497	3020	72	85	178	280	1299	1028	1885	431	259	368	267	1293	434	936	70
WeightedBase	4424	637	3534	210*	43*	206*	400	1366	986	1453	69	217	394	179	1628	589	963	130*
EffectiveBase	2348	901	1787	51	52	86	144	655	544	1033	297	149	233	129	772	251	574	44
Strongly agree	674	60	530	78	5	37	64	244	133	196	17	39	61	24	221	80	145	57
	15%efgln rs	9%	15% s	37%Zstv	12%	18%	16%	18%DE	13%	13%	25%ZHI	18%	16%	13%	14%	14%	15%	44%ZJKL
Agree	1560	244	1217	80	19	95	172	492	312	480	30	95	135	71	581	195	314	50
	35%	38% t	34%	38%	44%	46%ZDE	43%DE	36%	32%	33%	44%ZH	44%Z	34%	39%	36%	33%	33%	38%
Neither agree nor disagree	1081	188	858	27	9	29	88	310	267	383	12	42	115	43	410	139	241	17
	24%cAF	29%Ztu	24%	13%	21%	14%	22%	23%	27%A	26%A	17%	20%	29%FG	24%	25%	24%	25%	13%
Disagree	648	87	545	9	7	27	53	168	159	242	5	30	61	30	227	101	144	3
	15%cpuF M	14%u	15%u	4%	16%u	13%	13%	12%	16%	17%C	8%	14%	15%F	17%F	14%M	17%M	15%M	2%
Strongly disagree	446	55	371	17	3	17	18	151	112	147	5	9	23	10	185	73	114	3
	10%bdBGH	9%	11%	8%	6%	8%	5%	11%B	11%B	10%B	7%	4%	6%	6%	11%	12%M	12%M	2%
Don't know	14	2	12	-	-	1	5	2	3	4	*	1	-	1	4	-	5	-
	*	*	*	-	-	*	1%C	*	*	*	*	*	-	*	*	-	*	-
Agree (NET)	2234	305	1747	158	24	132	236	736	444	676	48	135	196	95	802	275	459	107
	51%ImnD E	48%	49%	75%Zstv	56%	64%ZDE	59%ZDE	54%DE	45%	47%	69%ZHI	62%ZH	50%	53%	49%	47%	48%	82%ZJKL
Disagree (NET)	1094	143	917	26	10	44	71	319	271	389	10	39	83	41	412	174	258	6
	25%cdpu FM	22%	26% su	12%	22%	21%	18%	23%	28%B	27%B	14%	18%	21%	23%	25%M	30%M	27%M	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 281

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4674	1424	1085	1122	853	1596	1379	170	419	1393	2681	2813	1161	325	179	627	879	1286	1851
WeightedBase	4424	1496	1138	1169	846	1873	1478	203	481	1328	2405	2753	938	355	170*	1171	890	1003	1342
EffectiveBase	2348	776	591	632	454	866	753	108	235	783	1228	1435	608	153	72	383	462	711	1121
Strongly agree	674	207	154	186	130	278	239	45	86	196	346	402	156	57	35	210	125	139	199
	15%	14%	13%	16%	15%	15%	16%	22% ^j	18%	15%	14%	15%	17%	16%	20%	18%	14%	14%	15%
Agree	1560	523	398	408	316	647	523	57	209	451	840	1064	281	109	43	398	360	345	452
	35% ^l	35%	35%	35%	37%	35%	35%	28%	43% ^{Zgij}	34%	35%	39% ^{Zln}	30%	31%	25%	34%	40% ^{Zqr}	34%	34%
Neither agree nor disagree	1081	368	284	294	194	444	327	39	95	320	627	660	240	90	36	280	180	247	367
	24% ^u	25%	25%	25%	23%	24%	22%	19%	20%	24%	26% ^h	24%	26%	25%	21%	24%	20%	25%	27% ^{ps}
Disagree	648	220	149	141	104	298	221	30	50	219	349	364	162	38	42	170	130	148	199
	15% ^{yBCD}	15%	13%	12%	12%	16% ^c	15%	15%	10%	16% ^h	15%	13%	17% ^{km}	11%	24% ^{Zkm}	15%	15%	15%	15%
Strongly disagree	446	174	150	137	100	202	168	32	41	138	233	251	98	60	14	110	89	119	123
	10%	12%	13% ^Z	12%	12%	11%	11%	16% ^{hj}	9%	10%	10%	9%	10%	17% ^{Zkl}	8%	9%	10%	12% ^s	9%
Don't know	14	5	3	3	3	5	*	-	-	5	9	12	*	1	1	2	5	5	2
	*	*	*	*	*	*	*	-	-	*	*	*	*	*	*	*	1%	1%	*
Agree (NET)	2234	730	552	594	446	925	761	102	295	647	1185	1466	437	166	78	608	485	484	651
	51%	49%	49%	51%	53%	49%	52%	50%	61% ^{Zij}	49%	49%	53% ^l	47%	47%	46%	52%	55% ^{qr}	48%	49%
Disagree (NET)	1094	394	299	278	204	500	389	62	91	357	583	615	261	98	56	280	219	267	322
	25% ^{hy}	26%	26%	24%	24%	27%	26%	31% ^h	19%	27% ^h	24%	22%	28% ^k	28%	33% ^k	24%	25%	27%	24%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 281

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	4674	3854	739	1808	372	927	806	332	102	3756	82	156	371	807	1559	2870
WeightedBase	4424	3539	812	1392	335	1010	854	360	118*	3293	67*	245*	490	1015	1450	2737
EffectiveBase	2348	1939	376	742	197	504	480	167	71	1946	39	73	205	409	808	1414
Strongly agree	674	552	116	212	46	153	121	63	29	505	13	40	71	154	195	455
	15%	16%	14%	15%	14%	15%	14%	17%	25%Zuvwx	15%	19%	16%	15%	15%	13%	17%F
Agree	1560	1261	282	541	116	328	293	132	31	1102	24	97	207	414	438	1045
	35%I	36%	35%	39%wz	35%	33%	34%	37%	26%	33%	36%	40%	42%ZA	41%ZA	30%	38%F
Neither agree nor disagree	1081	855	203	280	79	269	210	108	24	817	19	70	105	234	382	621
	24%u	24%	25%	20%	23%	27%u	25%	30%u	20%	25%	28%	28%	21%	23%	26%	23%
Disagree	648	535	99	223	54	159	134	29	11	544	1	14	35	87	263	357
	15%yBCDE	15%	12%	16%y	16%y	16%y	16%y	8%	10%	17%BCDE	2%	6%	7%	9%	18%G	13%
Strongly disagree	446	322	113	130	39	98	95	28	23	316	10	24	67	121	168	249
	10%	9%	14%Zors	9%	12%	10%	11%	8%	20%Zuwxy	10%	15%	10%	14%	12%	12%	9%
Don't know	14	14	-	6	1	3	1	*	-	9	-	1	4	5	4	9
	*	*	-	*	*	*	*	*	-	*	-	*	1%	1%	*	*
Agree (NET)	2234	1814	397	754	162	482	413	195	60	1606	36	137	279	568	634	1501
	51%	51%	49%	54%w	48%	48%	48%	54%	51%	49%	54%	56%	57%A	56%ZA	44%	55%F
Disagree (NET)	1094	856	212	353	93	256	230	57	35	860	11	38	102	208	431	606
	25%hy	24%	26%	25%y	28%y	25%y	27%y	16%	29%y	26%CE	17%	15%	21%	20%	30%G	22%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 282

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4674	4198	397	137	248	1238	1509	563	163
WeightedBase	4424	3695	617	270*	327	1452	1377	375	123*
EffectiveBase	2348	2160	222	81	137	689	715	240	86
Strongly agree	674 15%	556 15%	103 17%	52 19%	45 14%	187 13%	206 15%	67 18%	24 19%
Agree	1560 35%	1260 34%	259 42% Za	104 39%	146 45% Z	500 34%	495 36%	142 38%	47 39%
Neither agree nor disagree	1081 24%	920 25%	130 21%	70 26%	59 18%	370 25%	319 23%	96 26%	28 23%
Disagree	648 15% bc	573 16% b	58 9%	17 6%	38 12%	234 16%	221 16%	42 11%	12 9%
Strongly disagree	446 10%	376 10%	63 10%	23 8%	40 12%	157 11%	131 10%	28 8%	11 9%
Don't know	14 *	10 *	4 1%	4 2%	- -	3 *	6 *	- -	1 1%
Agree (NET)	2234 51%	1816 49%	361 59% Za	156 58%	191 58%	688 47%	701 51%	209 56% ee	71 58%
Disagree (NET)	1094 25% cg	949 26% b	121 20%	40 15%	77 24%	391 27% g	352 26% g	70 19%	23 19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 283

QAppraisal_impact-C It left me feeling that my work is valued by my organisation /individual employer

Base : All respondents who had an appraisal, annual review or development review in the last 12 months

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
4674	1293	434	936	70	307	202	49	431	564
4424	1628	589	963	130*	63	72	76*	69	532
2348	772	251	574	44	215	153	35	297	320
674 15%ef	221 14%f	80 14%f	145 15%ef	57 44%Zabcefg	6 9%f	3 4%	12 16%f	17 25%Zabcefi	88 17%ef
1560 35%	581 36%	195 33%	314 33%	50 38%	22 35%	31 43%bc	26 35%	30 44%Zabce	204 38%
1081 24%h	410 25%h	139 24%	241 25%h	17 13%	16 25%h	18 25%h	17 22%	12 17%	129 24%h
648 15%dh	227 14%dh	101 17%dh	144 15%dh	3 2%	13 21%Zacd	13 18%dh	11 14%d	5 8%	81 15%dh
446 10%i	185 11%hi	73 12%dhi	114 12%dhi	3 2%	6 10%di	7 10%di	6 8%	5 7%	29 5%
14 *	4 *	-	5 *	-	* *b	-	4 6%Zabci	* *	1 *
2234 51%	802 49%	275 47%	459 48%	107 82%Zabcefg	28 44%	34 47%	39 51%	48 69%Zabcefi	292 55%ce
1094 25%dh	412 25%dh	174 30%dhi	258 27%dhi	6 4%	19 31%dhi	20 28%dh	16 22%d	10 14%d	110 21%d

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Table 284
QPer_dev_A To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role? - Summary Table
Base : All respondents working in adult social care in England

	This organisation/ individual employer/ role offers me challenging work	There are opportunities for me to develop my career in this organisation/ with this individual employer	I have opportunities to improve my knowledge and skills	I feel supported to develop my potential	I am able to access the right learning and development opportunities when I need to
UnweightedBase	7233	7233	7233	7233	7233
WeightedBase	7233	7233	7233	7233	7233
EffectiveBase	3559	3559	3559	3559	3559
Strongly agree	1206 17%	657 9%	919 13%	702 10%	855 12%
Agree	2795 39%	2158 30%	3145 43%	2114 29%	2830 39%
Neither agree nor disagree	2145 30%	1922 27%	1667 23%	2050 28%	1817 25%
Disagree	703 10%	1424 20%	936 13%	1501 21%	1048 14%
Strongly disagree	329 5%	1013 14%	538 7%	835 12%	640 9%
Don't know	55 1%	60 1%	28 *	30 *	43 1%
Agree (NET)	4001 55%	2814 39%	4064 56%	2816 39%	3685 51%
Disagree (NET)	1033 14%	2436 34%	1474 20%	2336 32%	1688 23%

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Table 285
QPer_dev_A This organisation/ individual employer/ role offers me challenging work
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Strongly agree	1206	730	189	29	78	109	42	35	36	925	469	530	447	245	202	25	234	233	172	
	17%a JL	13% pq	23%Za	29%Zab	31%Zab	31%Zab	40%Zabc deh	36%Zabh	22%a	15%	23%Zi	24%Zi	18%pq	20%npq	15%	17%	13%	13%	30%Zimnopq	
Agree	2795	1981	389	44	122	165	50	51	66	2318	893	968	972	419	553	52	640	688	267	
	39%auJM	36%	48%Za	45%Za	48%Za	46%Za	48%Za	51%Za	40%	37%	44%Zi	43%Zi	38%	35%	41%mp	35%	36%	39%	46%Zimnopq	
Neither agree nor disagree	2145	1848	141	19	36	63	8	8	49	1984	427	491	727	361	366	48	604	586	98	
	30%bcde fgjkrF GHI	34%Zbcd efg	17%fg	19%fg	14%f	18%fg	8%	8%	30%bcde fg	32%jk	21%	22%	28%r	30%r	27%r	33%r	34%Zlnr	33%Zlnr	17%	
Disagree	703	606	57	3	14	13	2	4	9	657	154	172	251	117	134	15	200	187	27	
	10%cefg jkrsFGI	11%bcdef g	7%cf	4%	6%	4%	2%	4%	5%	11%jk	8%	8%	10%r	10%r	10%r	10%r	11%r	11%r	5%	
Strongly disagree	329	267	31	4	3	6	2	1	4	304	62	88	137	57	81	7	89	61	17	
	5%defgj rsG	5%defg	4%	4%d	1%	2%	2%	1%	2%	5%j	3%	4%	5%qr	5%	6%qr	5%	5%r	3%	3%	
Don't know	55	51	1	-	-	*	*	-	-	50	4	4	17	15	2	-	22	12	2	
	1%k	1%	*	-	-	*	*	-	-	1%jk	*	*	1%	1%n	*	-	1%n	1%	*	
Agree (NET)	4001	2711	577	72	200	273	92	86	103	3243	1362	1499	1419	664	755	76	874	921	440	
	55%ai puJLM	49%	72%Za	74%Za	79%Zah	77%Zah	88%Zabc deh	87%Zabc deh	62%a	52%	68%Zi	66%Zi	56%p	55%	56%p	52%	49%	52%	75%Zimnopq	
Disagree (NET)	1033	874	88	7	17	20	4	5	13	961	216	260	389	174	215	22	290	248	44	
	14%bcde fgjkrF G	16%bcde fg	11%efg	7%f	7%	5%	4%	5%	8%	15%jk	11%	12%	15%r	14%r	16%r	15%r	16%r	14%r	8%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 285

QPer_dev_A This organisation/ individual employer/ role offers me challenging work
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	1206	194	935	64	13	69	105	372	271	384	33	107	148	62	369	135	168	57
	17% a JL	21% p Ztu	16%	11%	18%	16%	15%	17%	17%	16%	30% Z I	32% Z H	24% Z	21%	14%	15%	11%	12%
Agree	2795	428	2196	138	33	163	269	867	580	906	47	160	281	136	937	353	564	125
	39% a u J M	47% Z tu	39% u	24%	44% u	38%	39%	41%	36%	38%	42% Z	48% Z	46% Z	47% Z	35% M	40% M	38% M	27%
Neither agree nor disagree	2145	196	1707	225	16	111	204	579	494	755	21	46	107	56	895	262	498	188
	30% b c d e f g i k r s F G H I	22% s	30% s	40% Z s t v	22%	26%	30%	27%	31%	32% C	19%	14%	18%	19%	34% Z	30%	34% Z	40% Z K
Disagree	703	59	551	87	7	50	80	201	143	224	5	16	41	16	263	105	168	68
	10% c e f g j k r s F G H I	6%	10% s	15% Z s t	9%	12%	12%	9%	9%	9%	4%	5%	7%	6%	10%	12%	11%	15% Z
Strongly disagree	329	29	254	41	5	27	19	102	92	89	4	5	30	18	145	23	71	27
	5% d e f g j k r s F G H I	3%	4%	7% s	7%	6%	3%	5%	6% E	4%	4%	2%	5% G	6% G	5% K	3%	5%	6%
Don't know	55	3	39	11	*	5	10	5	10	24	-	-	*	3	36	3	8	3
	1% k	*	1%	2%	1%	1%	1% C	*	1%	1% C	-	-	*	1%	1%	*	1%	1%
Agree (NET)	4001	622	3131	202	46	232	374	1240	851	1290	80	267	429	199	1305	487	732	182
	55% a p u J L M	68% Z tu	55% u	36%	62% u	55%	54%	58% D E	54%	54%	73% Z	80% Z F H I	71% Z	68% Z	49% M	55% J M	50% M	39%
Disagree (NET)	1033	88	806	127	12	77	99	303	235	313	9	21	70	34	409	128	239	96
	14% b c d e f g i k r s F G	10%	14% s	23% Z s t	16%	18%	14%	14%	15%	13%	8%	6%	12% G	12% G	15%	15%	16%	20% Z

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 286

QPer_dev_A This organisation/ individual employer/ role offers me challenging work

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	1206	334	316	300	234	492	395	42	106	289	720	669	289	120	79	339	278	258	322
	17%hi	14%	17%	16%	17%	16%	17%	12%	12%	14%	19%Zghi	15%	19%k	21%k	29%Zkl	17%	19%	16%	15%
Agree	2795	893	707	713	574	1157	922	134	307	778	1510	1761	595	222	94	766	567	654	799
	39%yCDE	38%	39%	38%	42%	39%	39%	38%	35%	38%	40%h	39%	39%	35%	35%	38%	38%	41%	38%
Neither agree nor disagree	2145	726	536	566	370	877	675	136	305	633	1041	1360	422	151	59	557	418	478	682
	30%nu	31%	29%	31%	27%	29%	29%	38%Zij	34%j	31%	28%	30%n	28%	26%	22%	28%	28%	30%	33%Zopt
Disagree	703	258	180	181	124	299	242	30	113	224	326	429	147	54	23	203	171	146	181
	10%	11%	10%	10%	9%	10%	10%	8%	13%j	11%j	9%	10%	10%	9%	8%	10%	11%r	9%	9%
Strongly disagree	329	109	79	83	62	138	109	14	50	113	149	208	60	26	15	113	59	68	89
	5%u	5%	4%	4%	5%	5%	5%	4%	6%	5%	4%	5%	4%	5%	6%	6%	4%	4%	4%
Don't know	55	18	13	12	9	22	14	-	8	28	17	39	8	1	3	18	10	10	17
	1%	1%	1%	1%	1%	1%	1%	-	1%	1%j	*	1%	1%	*	1%	1%	1%	1%	1%
Agree (NET)	4001	1226	1022	1013	808	1649	1317	176	413	1067	2229	2430	885	342	173	1105	845	912	1121
	55%hiyCDE	52%	56%	55%	59%	55%	56%	50%	46%	52%	59%Zghi	54%	58%	60%	63%k	55%	56%	57%	54%
Disagree (NET)	1033	367	259	264	187	437	351	43	163	337	475	637	208	80	38	316	230	214	271
	14%	16%	14%	14%	14%	15%	15%	12%	18%Zj	16%j	13%	14%	14%	14%	14%	16%	15%	13%	13%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 286

QPer_dev_A This organisation/ individual employer/ role offers me challenging work

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	1206	955	224	474	89	239	213	88	40	912	17	69	115	257	429	714
	17%hi	17%	17%	20%Zwx	17%	15%	15%	15%	20%	17%	13%	15%	14%	14%	18%	16%
Agree	2795	2205	548	1004	225	631	530	173	63	2120	46	139	268	604	982	1681
	39%yCDE	38%	41%	43%Zxyz	44%yz	39%y	38%y	29%	31%	40%CDE	36%	30%	33%	34%	41%	38%
Neither agree nor disagree	2145	1738	374	568	129	478	454	217	63	1515	33	160	268	560	685	1321
	30%nu	30%	28%	24%	25%	30%u	32%uv	37%Zuvw	31%	29%	25%	35%	33%	31%	28%	30%
Disagree	703	568	122	226	43	155	127	79	25	446	19	76	104	241	190	484
	10%	10%	9%	10%	8%	10%	9%	13%x	13%	8%	15%	17%ZA	13%A	14%ZA	8%	11%F
Strongly disagree	329	263	55	74	26	90	83	26	8	231	11	12	55	94	109	207
	5%u	5%	4%	3%	5%	6%u	6%u	4%	4%	4%	9%C	3%	7%	5%	4%	5%
Don't know	55	42	12	13	2	12	6	9	2	28	2	5	14	25	18	34
	1%	1%	1%	1%	*	1%	*	1%	1%	1%	2%	1%	2%A	1%A	1%	1%
Agree (NET)	4001	3160	772	1478	314	870	743	261	103	3032	63	208	382	861	1411	2394
	55%hiyCDE	55%	58%	63%Zwxyz	61%wxy	54%y	53%y	44%	51%	58%CDE	49%	45%	46%	48%	58%G	54%
Disagree (NET)	1033	831	177	300	69	245	209	106	33	677	30	88	158	334	299	691
	14%	14%	13%	13%	13%	15%	15%	18%u	16%	13%	24%ZA	19%A	19%ZA	19%ZA	12%	16%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 287

QPer_dev_A This organisation/ individual employer/ role offers me challenging work
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	1206	1015	161	66	94	371	374	137	40
	17%	17%	15%	13%	17%	15%	17%	24%Zef	19%
Agree	2795	2372	361	153	197	844	937	264	94
	39%e	40%b	34%	31%	36%	34%	43%Ze	46%Ze	45%e
Neither agree nor disagree	2145	1765	317	151	152	785	552	132	46
	30%fg	29%	30%	31%	28%	32%fgh	25%	23%	22%
Disagree	703	533	153	81	72	294	191	36	13
	10%g	9%	14%Za	16%Z	13%	12%Zfgh	9%	6%	6%
Strongly disagree	329	263	62	29	33	129	104	8	16
	5%g	4%	6%	6%	6%	5%g	5%g	1%	8%g
Don't know	55	42	12	12	-	23	8	-	1
	1%	1%	1%	3%Zd	-	1%	*	-	*
Agree (NET)	4001	3388	522	220	291	1215	1311	401	134
	55%bce	57%b	49%	45%	53%	50%	61%Ze	70%Zef	64%e
Disagree (NET)	1033	796	215	110	105	423	295	44	29
	14%g	13%	20%Za	22%Z	19%Z	17%Zfg	14%g	8%	14%g

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Table 288

QPer_dev_A This organisation/ individual employer/ role offers me challenging work
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	1206	369	135	168	57	42	35	31	33	185
	17%ac	14%	15%	11%	12%	40%Zabcdghi	36%Zabcdgi	21%c	30%Zabcdi	23%Zabcd
Agree	2795	937	353	564	125	50	51	63	47	385
	39%ad	35%d	40%d	38%d	27%	48%Zabcd	51%Zabcdh	42%d	42%ad	48%Zabcd
Neither agree nor disagree	2145	895	262	498	188	8	8	47	21	140
	30%efhi	34%Zefhi	30%efhi	34%Zefhi	40%Zbefhi	8%	8%	31%efi	19%ef	17%ef
Disagree	703	263	105	168	68	2	4	7	5	57
	10%efh	10%efh	12%efhi	11%efhi	15%Zefghi	2%	4%	5%	4%	7%e
Strongly disagree	329	145	23	71	27	2	1	3	4	31
	5%ef	5%bef	3%	5%ef	6%e	2%	1%	2%	4%	4%
Don't know	55	36	3	8	3	*	-	-	-	1
	1%	1%hi	*	1%	1%	*	-	-	-	*
Agree (NET)	4001	1305	487	732	182	92	86	95	80	570
	55%acd	49%d	55%ad	50%d	39%	88%Zabcdghi	87%Zabcdghi	62%ad	73%Zabcd	71%Zabcd
Disagree (NET)	1033	409	128	239	96	4	5	11	9	88
	14%efh	15%efhi	15%efh	16%efhi	20%Zefghi	4%	5%	7%	8%e	11%ef

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 289

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	657	443	115	16	44	33	11	11	13	534	225	226	182	91	91	8	217	151	57
	9%EL	8%	14%Zae	17%Zaef	17%Zaefh	9%	11%	11%	8%	9%	11%ZI	10%	7%	7%	7%	6%	12%Zimno	9%	10%ln
Agree	2158	1535	329	32	104	111	45	35	35	1806	691	723	755	324	430	44	481	538	221
	30%uEM	28%	41%Zace	33%ah	41%Zace	31%	43%Zace	35%ah	21%	29%	34%ZI	32%i	30%	27%	32%p	30%	27%	30%	38%Zimnpq
Neither agree nor disagree	1922	1523	183	26	59	73	21	22	33	1684	483	554	674	298	376	46	494	475	139
	27%efAH	28%bef	23%	27%	23%	21%	21%	23%	20%	27%	24%	25%	26%	25%	28%	31%	28%	27%	24%
Disagree	1424	1097	116	16	34	79	14	23	44	1238	375	454	509	266	243	35	329	370	100
	20%bdfs	20%bdf	14%	16%	13%	22%bcdf	14%	23%bcdf	27%bcdf	20%	19%	20%	20%	22%	18%	24%	18%	21%r	17%
Strongly disagree	1013	829	63	7	12	58	12	8	40	918	224	287	416	231	185	13	243	221	65
	14%bcdg	15%bcdg	8%	8%	5%	16%bcdg	11%df	8%	24%Zabc	15%j	11%	13%	16%oqr	19%Znop	14%	9%	14%	12%	11%
Don't know	60	57	1	*	-	1	1	-	-	58	11	10	15	3	12	*	25	13	2
	1%	1%	*	*	-	*	1%	-	-	1%	1%	*	1%	*	1%	*	1%mr	1%	*
Agree (NET)	2814	1978	445	48	148	144	56	45	48	2340	915	949	936	415	521	52	698	689	278
	39%auDE	36%	55%Zaeg	50%Zaeh	59%Zace	41%	54%Zaeh	46%ah	29%	38%	46%ZI	42%ZI	37%	34%	39%	35%	39%	39%	48%Zimnopq
Disagree (NET)	2436	1926	179	23	46	137	26	31	84	2156	599	741	925	497	428	48	572	590	164
	34%bcdf	35%bcdf	22%	24%	18%	39%bcdf	25%	31%bcd	51%Zabc	35%j	30%	33%	36%r	41%Znpq	32%	33%	32%	33%r	28%
	14%bcdg	15%bcdg	8%	8%	5%	16%bcdg	11%df	8%	24%Zabc	15%j	11%	13%	16%oqr	19%Znop	14%	9%	14%	12%	11%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 289

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	657	84	526	40	6	63	74	219	129	167	18	56	83	20	222	84	101	35
	9%EL	9%	9%	7%	9%	15%ZDE	11%E	10%E	8%	7%	16%ZI	17%ZI	14%ZI	7%	8%	10%	7%	7%
Agree	2158	343	1700	91	24	186	238	673	425	620	36	122	255	83	770	268	432	64
	30%uEM	38%Ztu	30%u	16%	32%u	44%ZCDE	35%DE	32%DE	27%	26%	32%	37%Z	42%ZFI	29%	29%M	30%M	29%M	14%
Neither agree nor disagree	1922	218	1513	174	17	71	188	532	428	702	30	82	129	71	707	242	415	156
	27%efAH	24%	27%	31%	22%	17%	27%A	25%A	27%A	29%ZAC	27%	25%	21%	24%	27%	27%	28%	33%
Disagree	1424	155	1105	149	14	54	110	370	359	529	17	50	95	72	504	160	297	132
	20%bdfs	17%	19%	26%Zst	19%	13%	16%	17%	23%ABC	22%ZABC	16%	15%	16%	25%FGH	19%	18%	20%	28%ZJKL
Strongly disagree	1013	104	792	104	14	41	73	309	235	354	9	23	44	44	411	118	217	82
	14%bcdg	11%	14%S	18%S	18%	10%	11%	15%	15%	15%	8%	7%	7%	15%FGH	16%	13%	15%	18%
Don't know	60	5	48	7	-	9	3	23	14	11	*	-	1	2	32	8	16	*
	1%	1%	1%	1%	-	2%E	*	1%	1%	*	*	-	*	1%	1%	1%	1%	*
Agree (NET)	2814	427	2226	131	30	249	312	892	554	787	54	178	338	103	991	352	533	98
	39%auDE	47%Ztu	39%u	23%	40%u	59%ZBCD	45%ZDE	42%DE	35%	33%	49%ZI	53%ZI	56%ZI	35%	37%M	40%M	36%M	21%
Disagree (NET)	2436	259	1897	253	28	95	183	680	595	882	27	74	139	115	915	279	514	214
	34%bcdH	28%	33%S	45%Zst	38%	22%	27%	32%A	37%ZABC	37%ZABC	24%	22%	23%	40%FGH	35%	32%	35%	46%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 290

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	657 9%	213 9%	188 10%	202 11%	151 11%	288 10%	232 10%	40 11%	90 10%	159 8%	344 9%	395 9%	126 8%	83 15%Zkl	27 10%	194 10%	168 11%qr	134 8%	158 8%
Agree	2158 30%	714 31%	547 30%	549 30%	410 30%	916 31%	727 31%	90 25%	292 33%	580 28%	1163 31%	1399 31%l	410 27%	146 26%	75 27%	689 35%Zpqr s	428 28%	449 28%	587 28%
Neither agree nor disagree	1922 27%pu	585 25%	449 25%	466 25%	321 23%	777 26%	582 25%	84 24%	237 27%	577 28%	977 26%	1188 27%	400 26%	149 26%	64 23%	469 23%	342 23%	432 27%	670 32%Zopqs
Disagree	1424 20%	459 20%	371 20%	367 20%	279 20%	559 19%	444 19%	73 20%	149 17%	424 21%	750 20%	855 19%	331 22%	112 20%	55 20%	345 17%	326 22%ot	347 21%ot	394 19%
Strongly disagree	1013 14%	344 15%	266 15%	259 14%	202 15%	416 14%	348 15%	65 18%	115 13%	310 15%	497 13%	581 13%	248 16%k	83 14%	50 18%	283 14%	226 15%	236 15%	265 13%
Don't know	60 1%	22 1%	11 1%	12 1%	11 1%	28 1%	24 1%	5 1%	7 1%	15 1%	31 1%	47 1%	6 *	* *	3 1%	15 1%	13 1%	16 1%	15 1%
Agree (NET)	2814 39%lr	927 40%	735 40%	751 40%	561 41%	1204 40%	959 41%	130 37%	382 43%i	739 36%	1507 40%i	1794 40%l	537 35%	230 40%	101 37%	883 44%Zqrs	596 40%	583 36%	745 36%
Disagree (NET)	2436 34%	804 34%	637 35%	626 34%	481 35%	976 33%	793 34%	137 39%h	264 30%	733 36%h	1247 33%	1436 32%	580 38%Zk	194 34%	105 39%	629 31%	552 37%ort	582 36%rt	660 32%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 290

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No quali fications (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	657 9%	534 9%	109 8%	240 10%	51 10%	129 8%	114 8%	54 9%	23 11%	460 9%	13 11%	50 11%	87 11%	177 10%	176 7%	454 10%F
Agree	2158 30%	1712 30%	417 31%	736 31%	149 29%	464 29%	405 29%	170 29%	61 31%	1543 29%	36 28%	147 32%	261 32%	548 31%	647 27%	1421 32%F
Neither agree nor disagree	1922 27%pu	1507 26%	389 29%op	532 23%	117 23%	423 26%	427 30%Zuv	183 31%uv	49 24%	1405 27%	32 25%	134 29%	208 25%	470 26%	654 27%	1132 25%
Disagree	1424 20%	1170 20%	226 17%	522 22%xy	113 22%y	336 21%y	244 17%	89 15%	41 21%	1080 21%	16 13%	74 16%	141 17%	310 17%	493 20%	869 20%
Strongly disagree	1013 14%	795 14%	189 14%	320 14%	83 16%	241 15%	211 15%	83 14%	23 11%	727 14%	25 20%	56 12%	112 14%	256 14%	422 18%G	530 12%
Don't know	60 1%	52 1%	7 1%	9 *	2 *	13 1%	11 1%	12 2%u	3 2%	38 1%	4 4%ZAC	* *	14 2%	21 1%	21 1%	34 1%
Agree (NET)	2814 39%lr	2247 39%r	526 39%	975 41%x	199 39%	593 37%	518 37%	225 38%	84 42%	2002 38%	49 39%	198 43%	347 42%	725 41%	823 34%	1875 42%F
Disagree (NET)	2436 34%	1965 34%	414 31%	842 36%y	197 38%y	577 36%y	455 32%	172 29%	64 32%	1807 34%	42 33%	130 28%	254 31%	566 32%	915 38%G	1399 32%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 291

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	657 9%	515 9%	125 12% ^a	52 10%	72 13% ^Z	212 9%	192 9%	62 11%	20 9%
Agree	2158 30%	1779 30%	327 31%	146 30%	167 30%	663 27%	659 30%	200 35% ^{Ze}	55 26%
Neither agree nor disagree	1922 27%	1605 27%	266 25%	139 28%	123 23%	671 27% ^g	548 25%	128 22%	58 27%
Disagree	1424 20%	1213 20%	186 17%	76 15%	107 19%	504 21%	422 19%	121 21%	48 23%
Strongly disagree	1013 14%	836 14%	145 14%	70 14%	76 14%	367 15% ^g	330 15% ^g	63 11%	30 14%
Don't know	60 1%	43 1%	17 2%	11 2%	4 1%	29 1%	15 1%	3 -	- -
Agree (NET)	2814 39%	2294 38%	452 42%	197 40%	238 43%	875 36%	851 39%	262 46% ^{Zefh}	74 35%
Disagree (NET)	2436 34%	2049 34%	332 31%	146 30%	182 33%	872 36%	752 35%	183 32%	78 37%

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Table 292

QPer_dev_B There are opportunities for me to develop my career in this organisation/ with this individual employer
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
657	222	84	101	35	11	11	11	18	113
9% c	8%	10%	7%	7%	11% c	11%	7%	16% Zabcdeg	14% Zabcd
2158	770	268	432	64	45	35	31	36	329
30% d	29% d	30% d	29% d	14%	43% Zabcdgh	35% dg	21%	32% dg	41% Zabcdgh
1922	707	242	415	156	21	22	29	30	181
27% e	27% e	27% e	28% ei	33% efgi	21%	23%	19%	27% e	23%
1424	504	160	297	132	14	23	42	17	115
20% ehi	19% ei	18%	20% ei	28% Zabcehi	14%	23% ehi	28% ehi	16%	14%
1013	411	118	217	82	12	8	38	9	61
14% fhi	16% efhi	13% hi	15% fhi	18% fhi	11%	8%	25% Zabceffi	8%	8%
60	32	8	16	*	1	-	-	*	1
1%	1% i	1%	1%	*	1%	-	-	*	*
2814	991	352	533	98	56	45	43	54	442
39% d	37% d	40% d	36% d	21%	54% Zabcdg	46% acd	28%	49% Zabcdg	55% Zabcdgh
2436	915	279	514	214	26	31	80	27	176
34% ehi	35% ehi	32% hi	35% ehi	46% Zabceffi	25%	31% i	53% Zabceffi	24%	22%

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Table 293

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	919 13% EJ	607 11%	153 19% Zaf	24 25% Zabefgh	61 24% Zaefg	48 13%	12 11%	15 15%	23 14%	745 12%	327 16% Zi	338 15% Zi	271 11%	127 10%	144 11%	14 10%	291 16% Zimnoqr	208 12%	61 10%
Agree	3145 43% muM	2336 43%	392 49% Zah	44 45%	131 52% Zah	160 45%	59 57% Zabc eh	50 51% Zah	56 34%	2670 43%	907 45%	995 44%	1051 41%	443 37%	608 45% m	69 47% m	750 42%	802 45% m	307 53% Zimnpq
Neither agree nor disagree	1667 23% cdefgsAFH	1337 24% cdefg	164 20% c	14 14%	40 16%	62 17%	18 17%	16 17%	29 18%	1468 24%	422 21%	496 22%	636 25% pr	295 24%	341 25% pr	33 22%	372 21%	430 24% r	116 20%
Disagree	936 13% bdH	726 13% bd	62 8%	10 11% d	11 4%	64 18% Zabc df	10 10% d	13 13% bd	41 25% Zabc dfg	835 13%	234 12%	288 13%	351 14%	200 16% Znqr	151 11%	22 15%	228 13%	211 12%	68 12%
Strongly disagree	538 7% bdfjrsG	452 8% bdfg	35 4%	6 6%	9 3%	22 6%	5 4%	4 4%	15 9%	496 8% jk	113 6%	133 6%	227 9% qr	140 12% Znpqr	87 7%	9 6%	141 8% r	113 6%	30 5%
Don't know	28 *	26 *	-	-	-	*	*	-	-	25 *	6 *	4 *	15 1%	8 1%	7 *	-	8 *	4 *	* *
Agree (NET)	4064 56% ImuDEM	2943 54%	545 68% Zaeh	68 70% Zaeh	193 76% Zabefgh	208 58%	71 68% Zaeh	66 66% Zah	80 48%	3415 55%	1235 61% Zi	1332 59% i	1322 52%	570 47%	752 56% m	83 57% m	1041 58% lm	1010 57% lm	368 63% Zimnpq
Disagree (NET)	1474 20% bdfjrsAGH	1178 21% bcd	98 12%	16 16% d	20 8%	86 24% bcd	15 14% d	17 17% d	56 34% Zabc dfg	1330 21% j	346 17%	422 19%	578 23% nqr	340 28% Zinpqr	238 18%	31 21%	369 21%	324 18%	98 17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 293

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	919	103	729	79	8	85	111	289	186	244	26	79	119	36	273	121	161	49
	13%EJ	11%	13%	14%	11%	20%ZCDE	16%E	14%E	12%	10%	24%ZI	24%ZI	20%ZI	12%	10%	14%	11%	10%
Agree	3145	479	2463	169	34	216	310	968	640	996	50	154	298	123	1156	383	655	140
	43%muM	53%Ztu	43%u	30%	46%u	51%DE	45%	46%D	40%	42%	45%	46%	49%Z	42%	44%M	44%M	44%M	30%
Neither agree nor disagree	1667	179	1340	136	13	63	148	447	372	634	15	60	110	69	631	223	357	122
	23%cddefgsAFH	20%	24%u	24%	17%	15%	22%	21%	23%A	27%ZAC	14%	18%	18%	24%F	24%	25%	24%	26%
Disagree	936	100	709	118	9	33	76	257	266	304	11	30	52	48	341	85	182	114
	13%bdH	11%	12%	21%Zst	12%	8%	11%	12%	17%ZABCE	13%	10%	9%	9%	16%FGH	13%	10%	12%	24%ZJKL
Strongly disagree	538	45	420	63	11	20	42	158	121	196	7	11	28	14	232	62	117	41
	7%bdfjrsG	5%	7%u	11%u	14%Zst	5%	6%	7%	8%	8%	7%G	3%	5%	5%	9%	7%	8%	9%
Don't know	28	3	23	1	1	8	-	7	4	8	-	-	-	2	12	6	6	2
	*	*	*	*	1%	2%ZBCDE	-	*	*	*	-	-	-	1%	*	1%	*	*
Agree (NET)	4064	582	3192	248	42	301	421	1257	826	1240	76	232	417	159	1429	504	815	189
	56%lmuDEM	64%Ztu	56%u	44%	56%	71%ZBCDE	61%DE	59%DE	52%	52%	69%ZI	70%ZI	69%ZI	55%	54%M	57%M	55%M	40%
Disagree (NET)	1474	145	1129	180	19	53	118	415	387	500	19	41	79	62	573	148	299	156
	20%bdfjrsAGH	16%	20%u	32%Zst	26%u	13%	17%	20%A	24%ZABC	21%A	17%	12%	13%	21%GH	22%K	17%	20%	33%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 294

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	919 13%	289 12%	246 13%	269 15%	201 15%	397 13%	319 14%	53 15%	140 16%	228 11%	460 12%	570 13%	174 11%	90 16%	45 16%	254 13%	194 13%	211 13%	258 12%
Agree	3145 43%	1033 44%	783 43%	827 45%	579 42%	1281 43%	1030 44%	153 43%	428 48%	840 41%	1665 44%	2024 45%	631 41%	226 39%	94 35%	915 46%	625 42%	649 40%	947 45%
Neither agree nor disagree	1667 23%	529 23%	428 23%	408 22%	315 23%	683 23%	529 22%	64 18%	171 19%	536 26%	863 23%	985 22%	362 24%	134 23%	68 25%	380 19%	359 24%	389 24%	529 25%
Disagree	936 13%	275 12%	207 11%	206 11%	151 11%	381 13%	281 12%	55 16%	92 10%	285 14%	485 13%	541 12%	251 16%	60 11%	40 15%	280 14%	207 14%	208 13%	232 11%
Strongly disagree	538 7%	205 9%	165 9%	143 8%	126 9%	226 8%	190 8%	30 8%	57 6%	172 8%	270 7%	324 7%	100 7%	64 11%	25 9%	161 8%	112 7%	143 9%	121 6%
Don't know	28 *	6 *	2 *	2 *	*	17 1%	8 *	1 *	2 *	3 *	19 1%	21 *	5 *	-	1 *	6 *	6 *	13 1%	3 *
Agree (NET)	4064 56%	1322 57%	1029 56%	1096 59%	780 57%	1679 56%	1349 57%	206 58%	568 64%	1069 52%	2125 56%	2595 58%	804 53%	315 55%	139 51%	1169 59%	820 55%	860 53%	1205 58%
Disagree (NET)	1474 20%	480 21%	372 20%	349 19%	277 20%	607 20%	471 20%	85 24%	148 17%	457 22%	755 20%	865 19%	351 23%	124 22%	66 24%	441 22%	319 21%	351 22%	353 17%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 294

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	919 13%	769 13%	138 10%	333 14%	75 14%	170 11%	159 11%	73 12%	35 18%	656 12%	17 13%	87 19%	106 ZA 13%	244 14%	249 10%	634 14%
Agree	3145 43%	2507 43%	593 44%	1052 45%	208 40%	685 43%	623 44%	248 42%	84 42%	2317 44%	47 37%	173 38%	364 44%	754 42%	1002 42%	1986 45%
Neither agree nor disagree	1667 23%	1314 23%	317 24%	464 20%	123 24%	376 23%	351 25%	152 26%	42 21%	1188 23%	29 23%	107 23%	189 23%	418 23%	604 25%	961 G 22%
Disagree	936 13%	740 13%	175 13%	337 14%	73 14%	242 15%	143 10%	75 13%	26 13%	697 13%	16 12%	55 12%	96 12%	221 12%	341 14%	543 12%
Strongly disagree	538 7%	417 7%	111 8%	170 7%	36 7%	122 8%	133 9%	37 6%	13 6%	377 7%	17 13%	34 7%	64 8%	135 8%	208 9%	298 7%
Don't know	28 *	25 *	2 *	3 *	* *	10 1%	3 *	7 1%	1 1%	17 *	2 1%	4 1%	4 *	10 1%	8 *	18 *
Agree (NET)	4064 56%	3276 57%	731 55%	1385 59%	283 55%	856 53%	781 55%	321 54%	119 60%	2973 57%	64 50%	260 56%	470 57%	997 56%	1251 52%	2620 59%
Disagree (NET)	1474 20%	1156 20%	286 21%	506 21%	109 21%	363 23%	276 20%	112 19%	38 19%	1074 20%	33 26%	89 19%	160 19%	356 20%	550 23%	841 19%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 295

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	919 13%	745 12%	150 14%	64 13%	81 15%	278 11%	259 12%	98 17% Zef	32 15%
Agree	3145 43%	2615 44%	470 44%	217 44%	243 44%	1020 42%	952 44%	278 48% ee	81 39%
Neither agree nor disagree	1667 23% g	1372 23%	238 22%	114 23%	114 21%	625 26% fg	474 22%	101 18%	45 22%
Disagree	936 13%	794 13%	125 12%	57 12%	68 12%	319 13%	297 14%	78 14%	35 17%
Strongly disagree	538 7% g	448 7%	73 7%	36 7%	37 7%	191 8% g	177 8% g	21 4%	16 8%
Don't know	28 *	18 *	10 1%	5 1%	5 1%	13 1%	6 *	* *	- -
Agree (NET)	4064 56%	3359 56%	620 58%	281 57%	323 59%	1298 53%	1211 56%	376 65% Zefh	114 54%
Disagree (NET)	1474 20%	1242 21%	198 19%	93 19%	105 19%	511 21%	474 22%	99 17%	51 24%

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Table 296

QPer_dev_C I have opportunities to improve my knowledge and skills

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	919 13%a	273 10%	121 14%	161 11%	49 10%	12 11%	15 15%a	21 14%	26 24%Zabcdef	150 19%Zacde
Agree	3145 43%d	1156 44%d	383 44%d	655 44%d	140 30%	59 57%Zabcdghi	50 51%Zdg	50 33%	50 45%d	390 49%Zdg
Neither agree nor disagree	1667 23%efh	631 24%efh	223 25%efh	357 24%efh	122 26%efh	18 17%	16 17%	27 18%	15 14%	164 21%h
Disagree	936 13%i	341 13%i	85 10%	182 12%i	114 24%Zabcefhi	10 10%	13 13%i	40 26%Zabcefhi	11 10%	60 8%
Strongly disagree	538 7%ei	232 9%efi	62 7%	117 8%ei	41 9%i	5 4%	4 4%	14 9%	7 7%	35 4%
Don't know	28 *	12 *	6 1%	6 *	2 *	* *	- -	- -	- -	- -
Agree (NET)	4064 56%d	1429 54%d	504 57%d	815 55%d	189 40%	71 68%Zabcdg	66 66%Zabcdg	72 47%	76 69%Zabcdg	540 68%Zabcdg
Disagree (NET)	1474 20%ei	573 22%behi	148 17%i	299 20%ei	156 33%Zabcefhi	15 14%	17 17%	54 35%Zabcefhi	19 17%i	95 12%

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Table 297

QPer_dev_D I feel supported to develop my potential

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	702 10%lnJ	454 8%	128 16%Zaef	19 19%Zaef gh	50 20%Zaefg h	32 9%	9 9%	12 12%	14 9%	556 9%	258 13%ZI	247 11%i	174 7%	94 8%	80 6%	10 7%	247 14%Zlmno qr	161 9%n	51 9%
Agree	2114 29%lmE	1544 28%	283 35%Za	38 38%Zaeh	108 43%Zaeh	111 31%	39 37%Zah	36 36%Za	40 24%	1751 28%	630 31%i	664 29%	639 25%	270 22%	369 28%	39 27%	581 32%lm	530 30%lm	206 35%Zlmnoq
Neither agree nor disagree	2050 28%cdfA FG	1602 29%cdf	209 26%d	20 21%	43 17%	88 25%d	23 22%	24 24%	44 26%	1819 29%jk	519 26%	581 26%	773 30%p	367 30%	407 30%p	52 36%pr	453 25%	509 29%	153 26%
Disagree	1501 21%cpF	1150 21%c	137 17%	14 14%	40 16%	88 25%bcd	25 24%bcd	21 21%c	44 27%bcd	1313 21%	419 21%	530 24%Z	600 24%p	282 23%p	318 24%p	27 19%	315 18%	367 21%	117 20%
Strongly disagree	835 12%bcdf gjsBGH	707 13%bcdfg	50 6%	7 7%	12 5%	35 10%d	8 8%	7 7%	23 14%bd	771 12%jk	183 9%	224 10%	363 14%Zpqr	198 16%Zpqr	164 12%	17 12%	170 10%	197 11%	55 9%
Don't know	30 *j	28 1%	- -	- -	- -	1 *	1 1%b	- -	- -	28 *j	- -	7 *	1 *	1 *	- -	* *	23 1%Zlmnq r	4 *	1 *
Agree (NET)	2816 39%almn DEJ	1997 36%	411 51%Zaeh	57 58%Zabefg h	158 63%Zabefg h	143 40%	48 46%Zah	48 48%Zah	54 33%	2307 37%	888 44%ZI	912 40%i	813 32%	365 30%	448 34%	49 34%	828 46%Zlmno q	691 39%lmn	257 44%Zlmnoq
Disagree (NET)	2336 32%bcdp sBFGH	1856 34%bcd	188 23%	21 21%	52 21%	124 35%bcd	33 32%bcd	27 28%	67 41%bcdg	2084 33%j	602 30%	754 33%	963 38%Zpqr	481 40%Zpqr	482 36%pr	45 30%	485 27%	564 32%p	172 30%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 297
QPer_dev_D I feel supported to develop my potential
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	702 10%InJ	85 9%	539 9%	73 13%	5 7%	73 17%ZCDE	76 11%	235 11%DE	123 8%	195 8%	22 20%ZI	65 19%ZI	90 15%Z	36 12%	199 8%	85 10%	127 9%	40 9%
Agree	2114 29%ImE	322 35%Zt	1581 28%	180 32%	31 42%Zt	165 39%ZCDE	242 35%ZDE	634 30%	430 27%	628 26%	42 38%ZI	127 38%ZI	197 32%	81 28%	714 27%	251 29%	422 29%	154 33%
Neither agree nor disagree	2050 28%cdFA FG	245 27%	1655 29%	134 24%	16 22%	79 19%	195 28%A	545 26%	462 29%A	766 32%ZAC	23 20%	62 19%	178 29%FG	86 30%FG	791 30%	270 31%	413 28%	123 26%
Disagree	1501 21%cpF	171 19%	1216 21%	102 18%	12 15%	66 16%	120 17%	439 21%	376 24%AB	498 21%	15 14%	62 19%	105 17%	61 21%F	547 21%	192 22%	307 21%	103 22%
Strongly disagree	835 12%bcdfg jsBGH	85 9%	678 12% s	62 11%	10 14%	43 10%	48 7%	268 13%B	191 12%B	285 12%B	9 8%	18 5%	37 6%	26 9%	374 14%ZK	81 9%	208 14%ZK	43 9%
Don't know	30 *j	1 *	15 *	14 3%Zst	* *	- -	6 1%	7 *	8 1%	10 *	- -	- -	- -	1 *	21 1%L	1 *	2 *	5 1%
Agree (NET)	2816 39%aimn DEJ	407 45%Zt	2120 37%	253 45%	36 49%t	237 56%ZCDE	318 46%ZDE	869 41%DE	553 35%	823 35%	63 57%ZHI	192 57%ZHI	287 47%Z	117 40%	912 34%	337 38%	549 37%	194 41%
Disagree (NET)	2336 32%bcdp sBFGH	257 28%	1894 33% s	164 29%	22 29%	109 26%	168 24%	706 33%B	568 36%AB	783 33%B	24 22%	80 24%	141 23%	87 30%F	921 35%	273 31%	514 35%	146 31%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 298

QPer_dev_D I feel supported to develop my potential

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	702 10%	224 10%	202 11%	226 12% Z	171 12%	297 10%	256 11%	34 10%	118 13% Zij	170 8%	361 10%	434 10%	141 9%	76 13%	27 10%	211 11%	142 9%	164 10%	184 9%
Agree	2114 29% l	665 28%	486 27%	497 27%	376 27%	827 28%	641 27%	97 27%	299 34% i	569 28%	1107 29%	1414 32% lm	376 25%	143 25%	71 26%	647 32% q	421 28%	430 27%	612 29%
Neither agree nor disagree	2050 28% ou	664 28%	527 29%	552 30%	379 28%	880 29%	709 30%	96 27%	244 27%	614 30%	1046 28%	1220 27%	461 30%	146 25%	76 28%	478 24%	426 28%	460 28% o	675 32% Zoqst
Disagree	1501 21% h	463 20%	363 20%	345 19%	248 18%	627 21%	466 20%	85 24% h	140 16%	435 21% h	814 22% h	880 20%	354 23% k	128 22%	65 24%	398 20%	324 22%	355 22%	414 20%
Strongly disagree	835 12% r	310 13%	246 13%	228 12%	192 14%	349 12%	282 12%	40 11%	83 9%	263 13%	426 11%	495 11%	187 12%	79 14%	31 12%	247 12%	184 12%	198 12% r	203 10%
Don't know	30 *	10 *	8 *	7 *	6 *	6 *	4 *	3 1%	4 *	14 1% j	8 *	22 1%	4 *	1 *	3 1%	15 1%	6 *	7 *	3 *
Agree (NET)	2816 39% lw	890 38%	688 38%	723 39%	547 40%	1124 38%	896 38%	131 37%	418 47% Zgij	739 36%	1468 39%	1849 41% l	517 34%	219 38%	98 36%	858 43% pqr	563 37%	594 37%	796 38%
Disagree (NET)	2336 32% hr	774 33%	609 33%	573 31%	440 32%	976 33%	748 32%	125 35% h	223 25%	697 34% h	1240 33% h	1375 31%	541 36% k	207 36%	97 35%	645 32%	507 34% r	553 34% r	617 30%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 298

QPer_dev_D I feel supported to develop my potential

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	702 10%	590 10%	103 8%	263 11%	54 10%	143 9%	120 8%	49 8%	26 13%	503 10%	10 8%	57 12%	85 10%	181 10%	179 7%	497 11%F
Agree	2114 29% 29% 33% 31% 29%	1648 29%	441 33% 33% 25% 29%	730 31% 31% 25% 29%	151 29%	414 26%	390 28%	195 33% 33% 28%	58 29%	1517 29%	38 30%	151 33%	265 32%	546 31%	609 25%	1414 32%F
Neither agree nor disagree	2050 28% 29% 26%	1658 29%	350 29% 26%	583 25%	134 26%	469 29% 29% 30% 28%	430 30% 30% 28%	167 28%	58 29%	1503 29%	32 25%	118 25%	225 27%	488 27%	696 29%	1208 27%
Disagree	1501 21% 21% 21%	1196 21%	276 21%	512 22%	106 21%	399 25% 25% 25% 25%	268 19%	101 17%	40 20%	1104 21%	28 22%	77 17%	150 18%	352 20%	593 25% 25% 25% 25% 25%	847 19%
Strongly disagree	835 12% 12% 11%	652 11%	164 12%	269 11%	66 13%	176 11%	194 14%	74 13%	18 9%	603 11%	20 15%	54 12%	95 12%	205 12%	326 14% 14% 14% 14% 14%	454 10%
Don't know	30 *	28 *	1 *	1 *	4 1% 1% 1% 1% 1%	3 *	9 1% 1% 1% 1% 1%	7 1% 1% 1% 1% 1%	* 1% 1% 1% 1% 1%	22 *	* 1%	5 1%	2 *	8 *	10 *	20 *
Agree (NET)	2816 39% 39% 42% 40% 35% 36% 41% 42%	2237 39%	544 41%	993 42% 42% 40% 35% 36% 41% 42%	205 40%	557 35%	510 36%	244 41%	84 42%	2020 38%	48 38%	208 45%	351 43%	727 41%	788 33%	1912 43%F
Disagree (NET)	2336 32% 32% 33% 33% 36% 33% 30% 29%	1848 32%	441 33%	781 33%	172 33%	575 36%	462 33%	175 30%	58 29%	1707 33%	48 37%	131 28%	245 30%	558 31%	919 38% 38% 38% 38% 38% 38% 38% 38%	1301 29%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 299

QPer_dev_D I feel supported to develop my potential

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	702 10%	576 10%	109 10%	44 9%	60 11%	200 8%	197 9%	74 13%Zef	22 11%
Agree	2114 29%	1723 29%	353 33%	163 33%	181 33%	642 26%	664 31%e	202 35%Ze	63 30%
Neither agree nor disagree	2050 28%g	1721 29%	265 25%	114 23%	144 26%	725 30%g	575 27%	129 22%	58 28%
Disagree	1501 21%	1257 21%	208 20%	97 20%	108 20%	556 23%	478 22%	136 24%	37 18%
Strongly disagree	835 12%g	690 12%	125 12%	69 14%	55 10%	307 13%g	247 11%g	35 6%	30 14%g
Don't know	30 *	24 *	6 1%	6 1%	- -	18 1%	5 *	* *	- -
Agree (NET)	2816 39%e	2299 38%	462 43%	207 42%	241 44%	841 34%	861 40%e	276 48%Zef	85 41%
Disagree (NET)	2336 32%	1947 32%	334 31%	166 34%	163 30%	863 35%	725 33%	171 30%	66 32%

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Table 300

QPer_dev_D I feel supported to develop my potential

To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	702 10%a	199 8%	85 10%	127 9%	40 9%	9 9%	12 12%a	12 8%	22 20%Zabcdefg	126 16%Zabcde
Agree	2114 29%	714 27%	251 29%	422 29%	154 33%	39 37%Zabcg	36 36%Zac	36 24%	42 38%Zabcg	281 35%Zabcde
Neither agree nor disagree	2050 28%eh	791 30%eh	270 31%eh	413 28%eh	123 26%	23 22%	24 24%	41 27%	23 20%	206 26%
Disagree	1501 21%h	547 21%h	192 22%h	307 21%h	103 22%h	25 24%hi	21 21%h	43 28%hi	15 14%	136 17%
Strongly disagree	835 12%efi	374 14%Zbefhi	81 9%	208 14%Zbefhi	43 9%	8 8%	7 7%	21 13%i	9 8%	50 6%
Don't know	30 *	21 1%c	1 *	2 *	5 1%	1 1%ci	- -	- -	- -	- -
Agree (NET)	2816 39%a	912 34%	337 38%	549 37%	194 41%	48 46%Zabcg	48 48%Zabcg	48 31%	63 57%Zabcdefg	407 51%Zabcde
Disagree (NET)	2336 32%hi	921 35%hi	273 31%hi	514 35%hi	146 31%h	33 32%hi	27 28%	63 42%fhi	24 22%	186 23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 301

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directly (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Strongly agree	855 12%	595 11%	134 17%Zaef	22 22%Zabefgh	51 20%Zaef	39 11%	10 10%	13 13%	18 11%	710 11%	268 13%	275 12%	253 10%	119 10%	134 10%	13 9%	275 15%Zlmmn oqr	201 11%	56 10%
Agree	2830 39%ehkm uM	2158 39%eh	341 42%eh	43 44%eh	120 48%Zaefgh	109 31%	39 37%h	35 36%	40 24%	2429 39%	770 38%	810 36%	926 36%	409 34%	517 39%	56 38%	705 39%mm	747 42%lm	238 41%mm
Neither agree nor disagree	1817 25%cdpF	1397 25%cd	202 25%cd	18 19%	44 17%	85 24%	26 25%cd	23 23%	38 23%	1584 25%	521 26%	602 27%	697 27%p	323 27%	374 28%p	47 32%p	387 22%	451 26%p	150 26%p
Disagree	1048 14%cF	774 14%cd	90 11%	9 10%	30 12%	78 22%Zabc d	21 20%Zabc d	22 22%Zabc d	36 22%bcd	895 14%	283 14%	373 17%	433 17%pq	211 17%pq	223 17%p	22 15%	214 12%	231 13%	94 16%p
Strongly disagree	640 9%bcd sGH	525 10%bcd	40 5%	5 5%	8 3%	40 11%bcd	8 7%cd	6 6%	28 17%Zabcdfg	581 9%	150 7%	182 8%	230 9%o	145 12%Znoqr	85 6%	6 4%	189 11%noq	131 7%	45 8%
Don't know	43 1%E	34 1%	1 *	- -	- -	5 1%b	* *	- -	4 3%Zab	39 1%	16 1%	12 1%	12 *	7 1%	5 *	3 2%Zlnqr	20 1%r	8 *	1 *
Agree (NET)	3685 51%ehlm M	2754 50%eh	474 59%Zaefgh	65 66%Zabefgh	171 68%Zabefgh	148 42%	49 47%	48 49%h	58 35%	3139 50%	1038 52%	1085 48%	1180 46%	529 44%	651 49%	69 47%	980 55%Zlmmn	947 54%lm	294 50%mm
Disagree (NET)	1688 23%bcdq FHK	1299 24%bcd	130 16%	15 15%	37 15%	117 33%Zabc d	29 28%bcd	28 28%bcd	64 39%Zabc d	1476 24%	433 22%	556 25%	663 26%q	355 29%Znop qr	308 23%	28 19%	402 22%	362 20%	139 24%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 301

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Strongly agree	855 12%	94 10%	659 12%	93 17% s	8 11%	82 19% ZCDE	92 13%	272 13% E	158 10%	240 10%	24 22% ZHI	62 19% Z	92 15%	36 12%	276 10%	98 11%	166 11%	53 11%
Agree	2830 39% ehkm uM	398 44% Ztu	2244 39% u	155 27%	33 44% u	163 38%	287 42%	804 38%	606 38%	964 40%	48 43%	139 42%	256 42%	103 35%	1054 40% M	345 39% M	625 42% M	130 28%
Neither agree nor disagree	1817 25% cdpF	216 24%	1452 26%	137 24%	13 17%	95 22%	169 25%	511 24%	406 26%	632 27%	21 19%	70 21%	154 25% F	77 26% F	643 24%	276 31% ZJL	364 25%	113 24%
Disagree	1048 14% cF	137 15%	821 14%	82 14%	8 11%	41 10%	78 11%	316 15%	280 18% ZABE	333 14%	11 10%	48 14%	71 12%	55 19% FH	407 15% L	100 11%	179 12%	85 18% KL
Strongly disagree	640 9% bcdos GH	64 7%	479 8%	85 15% Zst	12 16% Zst	37 9%	49 7%	206 10%	136 9%	213 9%	7 6%	14 4%	33 5%	18 6%	249 9%	58 7%	139 9%	79 17% ZJKL
Don't know	43 1% E	2 *	28 *	13 2% Zst	- -	7 2% DE	12 2% ZDE	18 1% E	4 *	1 *	- -	2 *	1 *	2 1%	16 1%	5 1%	5 *	8 2%
Agree (NET)	3685 51% ehlm M	492 54% u	2903 51%	249 44%	41 55%	245 58% D	379 55% D	1076 51%	764 48%	1204 51%	72 65% ZHI	201 60% ZI	348 57% ZI	140 48%	1330 50% M	443 50% M	791 53% M	184 39%
Disagree (NET)	1688 23% bcdq FHK	201 22%	1300 23%	167 30% s	20 27%	77 18%	127 18%	522 25% B	416 26% AB	545 23%	18 16%	61 18%	104 17%	73 25% FH	656 25% K	157 18%	319 22%	164 35% ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 302

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Strongly agree	855 12%	264 11%	231 13%	259 14%	191 14%	360 12%	300 13%	42 12%	145 16%Zij	216 10%	419 11%	522 12%	170 11%	86 15%	38 14%	255 13%	170 11%	183 11%	245 12%
Agree	2830 39%	948 41%	716 39%	760 41%	518 38%	1123 38%	905 38%	122 34%	367 41%	785 38%	1498 40%	1818 41%lm	555 36%	195 34%	91 33%	791 40%	555 37%	587 36%	888 42%Zpqs
Neither agree nor disagree	1817 25%	608 26%	477 26%	455 25%	359 26%	781 26%	611 26%	89 25%	194 22%	566 27%h	935 25%	1086 24%	404 27%	147 26%	68 25%	449 23%	384 26%	401 25%	572 27%o
Disagree	1048 14%rxz	316 14%	257 14%	239 13%	192 14%	446 15%	327 14%	64 18%h	103 12%	314 15%	552 15%	624 14%	256 17%k	78 14%	41 15%	290 15%	232 15%r	261 16%r	257 12%
Strongly disagree	640 9%r	191 8%	143 8%	134 7%	105 8%	255 9%	197 8%	34 9%	77 9%	174 8%	333 9%	375 8%	137 9%	68 12%	35 13%	193 10%r	148 10%r	172 11%rs	126 6%
Don't know	43 1%r	11 *	8 *	8 *	8 1%	20 1%	17 1%	4 1%	3 *	10 *	25 1%	41 1%l	2 *	- -	- -	17 1%r	14 1%r	9 1%r	2 *
Agree (NET)	3685 51%	1212 52%	947 52%	1019 55%Ze	709 52%	1483 50%	1205 51%	164 46%	512 58%Zgij	1001 49%	1917 51%	2340 52%l	725 48%	281 49%	130 47%	1046 52%	725 48%	771 48%	1133 54%Zpqt
Disagree (NET)	1688 23%crz	507 22%	400 22%	372 20%	297 22%	701 23%	524 22%	98 28%	180 20%	488 24%	885 24%	999 22%	392 26%k	145 25%	76 28%	483 24%r	380 25%r	433 27%Zrs	383 18%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 302

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Strongly agree	855 12%	704 12%	141 11%	289 12%	79 15% x	187 12%	143 10%	60 10%	30 15%	604 11%	11 9%	77 17%	109 13%	222 12%	250 10%	568 13% F
Agree	2830 39%	2278 39%	510 38%	904 38%	182 35%	632 39%	571 40%	239 40%	82 41%	2091 40%	47 36%	173 37%	314 38%	680 38%	900 37%	1797 40%
Neither agree nor disagree	1817 25%	1449 25%	336 25%	545 23%	122 24%	391 24%	382 27%	146 25%	56 28%	1298 25%	29 23%	114 25%	203 25%	463 26%	619 26%	1072 24%
Disagree	1048 14% rxz	817 14%	199 15%	379 16% xz	96 19% Zxz	249 16% xz	162 11%	97 16% xz	14 7%	800 15% E	11 8%	47 10%	101 12%	211 12%	406 17% G	596 13%
Strongly disagree	640 9% r	485 8% r	144 11% r	224 9%	35 7%	141 9%	147 10%	49 8%	13 7%	429 8%	27 21% ZACD E	51 11%	86 11%	196 11% A	225 9%	376 8%
Don't know	43 1% r	37 1% r	5 *	18 1%	- -	5 *	7 *	2 *	4 2% vw	32 1%	2 2%	- -	8 1%	10 1%	12 *	31 1%
Agree (NET)	3685 51%	2983 52% q	652 49%	1192 51%	261 51%	819 51%	715 51%	299 50%	112 56%	2694 51%	58 45%	250 54%	423 51%	902 51%	1150 48%	2365 53% F
Disagree (NET)	1688 23% crz	1302 23% r	343 26% r	603 26% z	131 25% z	390 24% z	309 22%	146 25% z	28 14%	1228 23%	38 30%	98 21%	188 23%	406 23%	632 26% G	972 22%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 303

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Strongly agree	855 12%	700 12%	134 13%	59 12%	68 12%	267 11%	235 11%	80 14%	26 12%
Agree	2830 39%	2342 39%	433 41%	199 40%	224 41%	895 37%	855 39%	243 42%	83 40%
Neither agree nor disagree	1817 25%g	1515 25%	250 23%	102 21%	141 26%	673 28%fg	514 24%	114 20%	44 21%
Disagree	1048 14%	897 15%	124 12%	55 11%	67 12%	363 15%	348 16%	102 18%	29 14%
Strongly disagree	640 9%	503 8%	117 11%	68 14%Z	49 9%	228 9%	201 9%	35 6%	26 12%g
Don't know	43 1%	34 1%	9 1%	9 2%	- -	22 1%	13 1%	1 *	2 1%
Agree (NET)	3685 51%e	3041 51%	566 53%	259 52%	292 53%	1161 47%	1090 50%	324 56%e	109 52%
Disagree (NET)	1688 23%	1400 23%	241 23%	123 25%	116 21%	591 24%	549 25%	137 24%	55 26%

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Table 304

QPer_dev_E I am able to access the right learning and development opportunities when I need to
To what extent do these statements reflect your view of your organisation as a whole /individual employer/ role?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Strongly agree	855 12%	276 10%	98 11%	166 11%	53 11%	10 10%	13 13%	16 10%	24 22%Zabcdefgi	131 16%Zabc e
Agree	2830 39% dg	1054 40% dg	345 39% dg	625 42% dg	130 28%	39 37% dg	35 36%	35 23%	48 43% dg	339 42% dg
Neither agree nor disagree	1817 25% h	643 24% h	276 31% Zach	364 25% h	113 24%	26 25% h	23 23%	36 23%	21 19%	201 25% h
Disagree	1048 14% h	407 15% chi	100 11%	179 12%	85 18% bchi	21 20% Zabchi	22 22% Zabchi	35 23% bchi	11 10%	90 11%
Strongly disagree	640 9% i	249 9% hi	58 7%	139 9% i	79 17% Zabcefhi	8 7%	6 6%	26 17% Zabefhi	7 6%	38 5%
Don't know	43 1%	16 1%	5 1%	5 *	8 2% i	* *	- -	4 3% Zaci	- -	1 *
Agree (NET)	3685 51% dg	1330 50% dg	443 50% dg	791 53% deg	184 39%	49 47% g	48 49% g	51 34%	72 65% Zabcdefg	470 59% Zabcd efg
Disagree (NET)	1688 23% bhi	656 25% bhi	157 18%	319 22% hi	164 35% Zabchi	29 28% bchi	28 28% bhi	61 40% Zabchi	18 16%	128 16%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 305
QPhy_vio In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
- Summary Table

Base : All respondents working in adult social care in England

	From the people you care for or support	From managers or team leaders	From other colleagues	From family members or friends of people you care for or support	From members of the public
UnweightedBase	7045	6728	6739	7096	7090
WeightedBase	6994	6474	6487	7054	7049
EffectiveBase	3456	3305	3314	3486	3482
Never	3552 51%	6016 93%	5812 90%	6127 87%	6362 90%
1-2	1280 18%	230 4%	416 6%	579 8%	472 7%
3-5	774 11%	142 2%	115 2%	194 3%	148 2%
6-10	417 6%	37 1%	60 1%	72 1%	41 1%
More than 10	970 14%	50 1%	84 1%	82 1%	25 *
Don't know	120 2%	77 1%	76 1%	87 1%	118 2%
Prefer not to say	119 2%	121 2%	108 2%	92 1%	67 1%

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Table 306

TQPhy_vio_A From the people you care for or support

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registere d manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7045	4129	825	608	497	847	492	261	159	5224	2336	2857	1571	632	939	234	1594	1773	1418
WeightedBase	6994	5281	792	97	251	349	102	99	161*	6026	1968	2198	2427	1149	1278	143	1745	1727	570
EffectiveBase	3456	2390	449	397	190	278	343	187	72	2805	1023	1212	883	390	497	143	839	1104	742
Never	3552	2622	386	45	148	198	67	78	57	2910	848	1041	727	327	400	55	1295	860	436
	51%hijk 1mnotFH K	50%h	49%h	46%	59%Zabc h	57%abch	66%Zabc eh	79%Zabc defh	36%	48%j	43%	47%j	30%	28%	31%	38%lm	74%Zlmn oq	50%lmno	76%Zimnoq
1-2	1280	943	168	21	43	73	25	18	34	1122	379	423	492	240	252	41	229	372	78
	18%pruM	18%	21%	22%a	17%	21%	24%Zad	18%	21%	19%	19%	19%	20%pr	21%pr	20%pr	29%Zlnp r	13%	22%Zpr	14%
3-5	774	620	75	11	28	23	8	1	15	707	221	222	377	187	190	21	99	201	28
	11%egpr slM	12%efg	9%g	12%eg	11%g	6%g	8%g	1%	10%g	12%	11%	10%	16%Zpqr	16%Zpqr	15%Zpr	14%pr	6%	12%pr	5%
6-10	417	335	45	5	6	14	1	-	14	391	137	128	232	108	124	10	47	99	5
	6%dfgpr sl	6%dfg	6%fg	5%fg	2%	4%fg	*	-	9%dfg	6%	7%	6%	10%Zpqr	9%Zpqr	10%Zpqr	7%pr	3%r	6%pr	1%
More than 10	970	762	118	15	25	41	2	1	40	897	383	384	599	287	312	16	74	195	23
	14%fgpq rsuGIM	14%fg	15%fg	15%fg	10%fg	12%fg	2%	1%	25%Zabd efg	15%	19%Zi	17%Zi	25%Zopq r	25%Zopq r	24%Zopq r	11%pr	4%	11%pr	4%
Don't know	120	101	8	*	2	2	1	*	-	107	20	24	69	37	32	1	24	10	8
	2%qF	2%c	1%	*	1%	1%	1%	*	-	2%	1%	1%	3%Zpq	3%Zpq	3%q	1%	1%	1%	1%q
Prefer not to say	119	102	8	1	*	4	*	-	4	105	20	32	55	27	27	2	21	31	5
	2%CG	2%f	1%	1%	*	1%	*	-	3%	2%	1%	1%	2%r	2%	2%	2%	1%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/AB/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 306
TQPhy_vio_A From the people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7045	2107	4593	204	141	313	465	1891	1529	2837	673	389	540	405	1921	610	1322	258
WeightedBase	6994	882	5489	550	73*	402	655	2076	1552	2287	109	331	597	280	2540	841	1426	462
EffectiveBase	3456	1254	2646	145	90	158	245	940	772	1449	450	231	319	210	1136	364	768	153
Never	3552	591	2498	428	35	248	330	1040	778	1138	49	193	253	192	1240	308	705	363
	51%hijk ImnotFH K	67%Ztv	46%	78%Zstv	48%	62%ZBCD E	50%	50%	50%	50%	45%	58%ZFH	42%	69%ZFGH	49%K	37%	49%K	79%ZJKL
1-2	1280	145	1073	44	17	65	104	385	269	455	25	57	128	52	425	177	305	33
	18%pruM	16%u	20%su	8%	24%u	16%	16%	19%	17%	20%	23%Z	17%	21%	19%	17%M	21%M	21%ZJM	7%
3-5	774	67	663	33	11	27	103	235	154	254	13	39	64	15	301	121	173	23
	11%egprs IM	8%	12%su	6%	15%su	7%	16%ZADE	11%	10%	11%	12%I	12%I	11%I	5%	12%M	14%M	12%M	5%
6-10	417	24	373	17	2	15	46	117	104	135	5	13	42	7	197	57	66	15
	6%dfgpr sl	3%	7% s	3%	2%	4%	7%	6%	7%	6%	5%	4%	7%I	2%	8%ZLM	7%	5%	3%
More than 10	970	55	881	28	7	47	72	301	246	304	16	28	110	15	378	177	177	27
	14%fgpqr suGIM	6%	16%Zsu	5%	10%	12%	11%	14%	16%	13%	15%GI	9%	18%ZGI	5%	15%M	21%ZJLM	12%M	6%
Don't know	120	17	95	7	1	7	15	40	14	44	*	3	7	3	52	27	18	3
	2%qF	2%	2%	1%	2%	2%	2%	2%	1%	2%	*	1%	1%	1%	2%	3%ZL	1%	1%
Prefer not to say	119	11	100	8	*	15	17	10	25	52	1	-	3	8	53	12	33	4
	2%CG	1%	2%	1%	*	4%C	3%C	1%	2%C	2%C	1%	-	1%	3%GH	2%	1%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 307
TQPhy_vio_A From the people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7045	2115	1637	1663	1276	2380	2039	275	685	1975	3951	4238	1750	504	274	985	1337	1950	2728
WeightedBase	6994	2269	1776	1797	1330	2856	2276	349	868	1984	3638	4334	1499	550	268	1929	1441	1571	2030
EffectiveBase	3456	1115	876	903	657	1287	1061	170	348	1078	1790	2077	881	250	130	580	714	1076	1637
Never	3552	1008	772	837	602	1337	1099	213	583	1013	1643	2301	729	264	109	898	713	820	1110
	51% jnwB	44% abce	43% abc	47% abc	45% abc	47% abc	48% b	61% Zij	67% Zij	51% j	45% j	53% ln	49% ln	48% ln	41% ln	47% o	49% o	52% o	55% Zopst
1-2	1280	443	340	328	240	532	449	54	152	340	711	743	310	107	54	342	250	294	387
	18% h	20% h	19% h	18% h	18% h	19% h	20% h	16% h	18% h	17% h	20% h	17% h	21% k	19% h	20% h	18% h	17% h	19% h	19% h
3-5	774	280	224	209	154	363	277	38	58	237	432	481	147	63	28	236	175	158	201
	11% h	12% h	13% h	12% h	12% h	13% h	12% h	11% h	7% h	12% h	12% h	11% h	10% h	11% h	11% h	12% h	12% h	10% h	10% h
6-10	417	135	100	109	80	187	150	9	17	142	237	264	74	45	12	113	86	93	123
	6% h	6% h	6% h	6% h	6% h	7% h	7% h	3% h	2% h	7% gh	7% gh	6% h	5% h	8% l	5% h	6% h	6% h	6% h	6% h
More than 10	970	402	339	314	253	437	300	35	58	253	616	546	240	71	65	339	216	205	209
	14% hr	18% Zf	19% Zef	17% Zf	19% h	15% h	13% h	10% h	7% h	13% h	17% Zghi	13% h	16% k	13% h	24% Zklm	18% Zqrs	15% r	13% r	10% h
Don't know	120	28	21	24	17	79	39	3	9	36	67	69	11	14	*	43	30	23	22
	2% lw	1% lw	1% lw	1% lw	1% lw	3% Zabc	2% lw	1% lw	1% lw	2% lw	2% lw	2% lw	1% lw	3% l	*	2% lw	2% lw	1% lw	1% lw
Prefer not to say	119	41	34	34	26	51	42	3	12	45	56	63	12	10	6	24	31	20	38
	2% lu	2% lu	2% lu	2% lu	2% lu	2% lu	2% lu	1% lu	1% lu	2% lu	2% lu	1% lu	1% lu	2% lu	2% lu	1% lu	2% lu	1% lu	2% lu

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Table 307
TQPhy_vio_A From the people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7045	5776	1133	2824	567	1361	1202	489	148	5599	117	255	587	1280	2386	4296
WeightedBase	6994	5593	1281	2307	497	1576	1360	569	192*	5123	115*	416	789	1683	2349	4288
EffectiveBase	3456	2825	575	1110	311	754	690	241	95	2771	55	131	322	665	1194	2072
Never	3552	2885	617	1189	262	720	637	336	119	2597	43	240	398	867	1049	2339
	51%abce jnwB	52%o	48%	52%w	53%w	46%	47%	59%Zuw x	62%Zw x	51%B	37%	58%B	50%	52%B	45%	55%F
1-2	1280	1008	251	445	100	315	228	85	34	951	22	75	134	297	446	753
	18%	18%	20%	19%	20%	20%	17%	15%	18%	19%	19%	18%	17%	18%	19%	18%
3-5	774	605	158	259	47	169	178	70	16	553	14	37	109	201	296	430
	11%h	11%	12%	11%	9%	11%	13%	12%	9%	11%	12%	9%	14%	12%	13%G	10%
6-10	417	334	69	132	34	93	98	24	9	293	18	8	66	111	173	231
	6%h	6%	5%	6%	7%	6%	7%	4%	5%	6%	15%ZACE	2%	8%C	7%C	7%G	5%
More than 10	970	762	186	282	54	278	220	54	14	728	19	56	83	207	385	535
	14%hr	14%r	15%r	12%	11%	18%Zuvy z	16%uvy z	9%	7%	14%	16%	13%	10%	12%	16%G	12%
Don't know	120	93	24	33	6	10	30	10	4	61	6	35	8	53	30	79
	2%lw	2%	2%	1%	1%	1%	2%w	2%	2%	1%	5%AD	8%ZADE	1%	3%ZAD	1%	2%
Prefer not to say	119	85	31	18	12	20	22	14	4	68	6	10	26	45	33	73
	2%lu	2%	2%	1%	2%u	1%	2%	2%u	2%	1%	6%ZA	2%	3%ZA	3%A	1%	2%

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Table 308
TQPhy_vio_A From the people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7045	6284	647	236	392	1912	2255	850	252
WeightedBase	6994	5808	1028	466	537	2375	2119	571	207
EffectiveBase	3456	3091	372	145	222	1026	1050	372	131
Never	3552	2970	495	232	248	1121	1004	304	119
	51%e	51%	48%	50%	46%	47%	47%	53%e	57%ef
1-2	1280	1064	195	73	117	410	423	131	25
	18%	18%	19%	16%	22%	17%	20%h	23%Zeh	12%
3-5	774	616	143	73	66	295	255	55	20
	11%	11%	14%	16%	12%	12%	12%	10%	10%
6-10	417	329	73	45	27	173	125	28	11
	6%	6%	7%	10%	5%	7%	6%	5%	5%
More than 10	970	829	123	42	77	376	313	53	33
	14%g	14%	12%	9%	14%	16%g	15%g	9%	16%g
Don't know	120	83	26	20	6	42	23	1	2
	2%g	1%	3%	4%Z	1%	2%g	1%	*	1%
Prefer not to say	119	100	13	7	6	31	23	4	*
	2%	2%	1%	2%	1%	1%	1%	1%	*



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Table 309
TQPhy_vio_A From the people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7045	1921	610	1322	258	492	261	94	673	812
6994	2540	841	1426	462	102	99	148*	109	784
3456	1136	364	768	153	343	187	62	450	442
3552	1240	308	705	363	67	78	53	49	380
51%bgh	49%bg	37%	49%bg	79%Zabceghi	66%Zabcghi	79%Zabceghi	35%	45%b	48%b
1280	425	177	305	33	25	18	30	25	167
18%d	17%d	21%d	21%Zad	7%	24%Zad	18%d	20%d	23%Zad	21%ad
774	301	121	173	23	8	1	14	13	75
11%df	12%def	14%defi	12%def	5%	8%f	1%	9%f	12%df	10%f
417	197	57	66	15	1	-	14	5	45
6%ef	8%Zcdef	7%ef	5%ef	3%	*	-	9%ef	5%ef	6%ef
970	378	177	177	27	2	1	38	16	117
14%def	15%def	21%Zacdefhi	12%def	6%ef	2%	1%	26%Zacdefi	15%def	15%def
120	52	27	18	3	1	*	-	*	8
2%h	2%h	3%Zchi	1%	1%	1%	*	-	*	1%
119	53	12	33	4	*	-	4	1	8
2%	2%e	1%	2%eh	1%	*	-	3%	1%	1%

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Table 310

QPhy_vio_B From managers or team leaders

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	6728	3828	827	604	496	842	492	258	155	4919	2293	2802	1566	628	938	236	1310	1740	1427
WeightedBase	6474	4773	799	96	251	339	101	97	153*	5512	1917	2126	2426	1137	1290	145	1266	1686	573
EffectiveBase	3305	2232	448	395	190	285	345	184	72	2653	1002	1179	883	390	496	145	719	1079	748
Never	6016	4400	765	93	238	317	98	95	135	5106	1820	2010	2186	982	1204	135	1203	1579	559
	93%lmvJ	92%	96%Zah	97%Zaeh	95%	93%	97%Zah	98%Zaeh	89%	93%	95%Zi	95%l	90%	86%	93%lm	94%lm	95%Zlm	94%lm	98%Zlmnopq
1-2	230	179	20	2	8	12	2	1	9	200	59	62	122	77	45	7	28	52	6
	4%grsFL	4%cg	2%	2%	3%	4%	2%	1%	6%	4%	3%	3%	5%Zpqr	7%Znpqr	3%r	5%r	2%	3%r	1%
3-5	142	115	12	1	4	9	*	1	7	125	26	37	79	48	32	1	21	27	4
	2%frs	2%f	2%	1%	2%	3%	*	1%	5%	2%	1%	2%	3%qr	4%Zpqr	2%r	1%	2%	2%	1%
6-10	37	33	1	*	1	1	*	-	1	35	5	7	17	16	1	1	8	8	2
	1%	1%	*	*	*	*	*	-	1%	1%	*	*	1%	1%rn	*	1%	1%	*	*
More than 10	50	47	2	*	-	1	*	*	-	46	7	11	22	14	8	1	5	19	2
	1%	1%	*	*	-	*	*	*	-	1%	*	1%	1%	1%	1%	*	*	1%	*
Don't know	77	65	2	*	1	5	*	1	4	72	17	17	50	37	14	*	10	9	4
	1%	1%b	*	*	*	2%b	*	1%	3%b	1%	1%	1%	2%Zpqr	3%Znpqr	1%	*	1%	1%	1%
Prefer not to say	121	107	2	*	-	6	*	-	6	114	17	20	61	35	26	1	10	40	3
	2%bfjkp	2%bcdfg	*	*	-	2%b	*	-	4%bd	2%jk	1%	1%	3%pr	3%pr	2%	1%	1%	2%pr	1%
	rFG																		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 310

QPhy_vio_B From managers or team leaders

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	6728	2100	4432	57	139	306	438	1796	1446	2733	667	384	540	403	1902	599	1309	2
WeightedBase	6474	880	5335	187*	72*	383	605	1904	1417	2144	108	326	598	279	2518	831	1412	2**
EffectiveBase	3305	1250	2552	41	88	151	227	894	724	1434	445	227	320	200	1131	355	753	2
Never	6016	844	4941	170	60	357	542	1777	1338	1979	105	309	577	260	2289	762	1338	2
	93%lmvJ	96%Zlv	93%v	91%	84%	93%	90%	93%	94%B	92%	97%ZI	95%	96%Z	93%	91%	92%	95%J	100%
1-2	230	18	209	-	3	9	27	67	34	93	2	12	15	8	121	28	29	-
	4%grsFL	2%	4%v	-	4%u	2%	4%	4%	2%	4%D	2%	4%	3%	3%	5%L	3%	2%	-
3-5	142	9	113	13	7	7	29	40	25	41	1	5	4	9	66	25	24	-
	2%frs	1%	2%v	7%st	10%Zst	2%	5%ZCDE	2%	2%	2%	1%	1%	1%	3%H	3%	3%	2%	-
6-10	37	5	27	5	1	-	3	16	5	13	*	1	-	1	16	8	9	-
	1%	1%	1%	2%	1%	-	*	1%	*	1%	*	*	-	*	1%	1%	1%	-
More than 10	50	4	45	-	1	9	4	4	15	18	*	-	2	1	26	9	11	-
	1%	*	1%	-	1%	2%ZC	1%	*	1%C	1%C	*	-	*	*	1%	1%	1%	-
Don't know	77	10	54	12	1	5	10	23	20	20	*	1	1	2	37	18	10	-
	1%	1%	1%	6%Zst	2%	1%	2%	1%	1%	1%	*	*	*	1%	1%	2%L	1%	-
Prefer not to say	121	9	109	1	1	5	17	29	18	52	*	-	3	5	56	20	30	-
	2%bfjkp	1%	2%v	1%	2%	1%	3%	2%	1%	2%	*	-	*	2%G	2%	2%	2%	-
	rFG																	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 311
QPhy_vio_B From managers or team leaders
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6728	2109	1628	1656	1267	2355	2032	255	594	1942	3915	4090	1647	478	241	950	1293	1877	2562
WeightedBase	6474	2264	1769	1792	1320	2838	2278	301	708	1894	3553	4070	1347	500	222	1778	1347	1471	1853
EffectiveBase	3305	1116	875	903	655	1278	1065	164	307	1074	1768	2042	812	234	106	564	681	1022	1518
Never	6016	2118	1626	1664	1225	2634	2143	294	670	1755	3280	3817	1248	442	204	1665	1238	1358	1732
	93% ^m	94% ^{BCD}	92%	93%	93%	93%	94%	98% ^{Zij}	95%	93%	92%	94% ^m	93% ^m	88%	92%	94%	92%	92%	93%
1-2	230	75	78	74	52	107	67	3	17	67	143	132	58	22	7	57	52	57	64
	4%	3%	4%	4%	4%	4%	3%	1%	2%	4%	4%	3%	4%	4%	3%	3%	4%	4%	3%
3-5	142	52	45	41	31	54	42	2	15	43	82	75	25	23	4	42	47	25	26
	2% ^A	2%	3%	2%	2%	2%	2%	1%	2%	2%	2%	2%	2%	5% ^{Zkl}	2%	2%	4% ^{Zqrs}	2%	1%
6-10	37	4	3	3	2	22	14	-	3	13	21	21	4	7	-	4	4	21	8
	1%	*	*	*	*	1% ^{ac}	1%	-	*	1%	1%	1%	*	1% ^l	-	*	*	1% ^{Zoprs}	*
More than 10	50	15	16	11	10	20	13	2	4	17	27	25	12	5	7	10	6	10	23
	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	3% ^{Zkl}	1%	*	1%	1%
Don't know	77	21	18	18	17	54	20	3	6	18	48	41	10	10	3	31	21	7	18
	1%	1%	1%	1%	1%	2% ^f	1%	1%	1%	1%	1%	1%	1%	2%	1%	2% ^{qt}	2% ^{qt}	*	1%
Prefer not to say	121	43	34	32	28	55	32	7	9	34	68	58	15	9	8	18	36	26	34
	2% ^w	2%	2%	2%	2%	2%	1%	2%	1%	2%	2%	1%	1%	2%	4% ^l	1%	3% ^o	2%	2%

Fieldwork Dates: 17th August to 27th October 2023
 Respondent Type: Adult social care workforce in England
 Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
 * small base

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Table 311
QPhy_vio_B From managers or team leaders
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	6728	5502	1094	2731	533	1284	1122	465	141	5327	113	249	574	1235	2286	4090
WeightedBase	6474	5139	1229	2147	455	1430	1246	530	187*	4672	114*	406	773	1624	2190	3944
EffectiveBase	3305	2708	548	1098	284	707	643	225	91	2673	53	126	317	639	1127	1994
Never	6016	4801	1120	1993	424	1352	1160	482	179	4425	93	357	671	1424	2025	3681
	93% mBCD E	93%	91%	93%	93%	95%	93%	91%	95%	95% ZBCD E	82%	88%	87%	88%	92%	93%
1-2	230	166	62	79	20	42	37	31	4	132	3	26	48	94	79	136
	4%	3%	5% s	4%	4%	3%	3%	6% w	2%	3%	3%	6% A	6% ZA	6% ZA	4%	3%
3-5	142	100	31	58	7	19	33	10	1	67	12	12	37	67	55	75
	2% A	2%	3%	3%	2%	1%	3%	2%	*	1%	11% ZACE	3%	5% ZA	4% ZA	2%	2%
6-10	37	32	4	8	3	7	8	2	2	19	-	4	9	18	13	23
	1%	1%	*	*	1%	*	1%	*	1%	*	-	1%	1%	1% A	1%	1%
More than 10	50	39	11	9	1	10	10	5	2	28	5	6	7	21	18	30
	1%	1%	1%	*	*	1%	1%	1%	1%	1%	5% ZAD	2%	1%	1%	1%	1%
Don't know	77	67	5	26	-	10	14	6	-	32	2	23	12	40	19	56
	1%	1% q	*	1%	-	1%	1%	1%	-	1%	2%	6% ZAD	2%	2% ZA	1%	1%
Prefer not to say	121	94	22	25	15	12	19	17	5	59	5	21	20	54	38	70
	2% w	2%	2%	1%	3% uw	1%	2%	3% uw	3%	1%	4%	5% ZA	3%	3% ZA	2%	2%

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Table 312
QPhy_vio_B From managers or team leaders
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6728	5994	620	230	372	1822	2173	824	239
WeightedBase	6474	5338	986	447	514	2222	1974	525	189
EffectiveBase	3305	2971	357	142	209	1000	1010	364	127
Never	6016	5018	868	386	461	1999	1862	513	181
	93%bce	94%b	88%	86%	90%	90%	94%e	98%Zef	96%e
1-2	230	164	59	28	28	93	69	10	5
	4%	3%	6%Za	6%	5%	4%	4%	2%	3%
3-5	142	94	38	25	12	79	30	1	2
	2%g	2%	4%Za	6%Z	2%	4%Zfg	2%	*	1%
6-10	37	24	13	4	9	25	4	1	-
	1%	*	1%a	1%	2%Z	1%f	*	*	-
More than 10	50	38	8	3	4	27	8	1	2
	1%	1%	1%	1%	1%	1%	*	*	1%
Don't know	77	50	20	18	2	23	8	*	4
	1%fg	1%	2%	4%Zd	*	1%	*	*	2%fg
Prefer not to say	121	82	25	20	5	28	21	1	6
	2%g	2%	3%	5%Zd	1%	1%	1%	*	3%fg



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Table 313

QPhy_vio_B From managers or team leaders

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
6728	1902	599	1309	2	492	258	92	667	815
6474	2518	831	1412	2**	101	97	140*	108	791
3305	1131	355	753	2	345	184	61	445	442
6016	2289	762	1338	2	98	95	123	105	757
93%a	91%	92%	95%ag	100%	97%Zabg	98%Zabg	88%	97%Zabcg	96%Zabg
230	121	28	29	-	2	1	9	2	20
4%cfh	5%cefh	3%	2%	-	2%	1%	7%cd	2%	2%
142	66	25	24	-	*	1	7	1	12
2%e	3%eh	3%e	2%	-	*	1%	5%	1%	1%
37	16	8	9	-	*	-	1	*	1
1%	1%	1%	1%	-	*	-	1%	*	*
50	26	9	11	-	*	*	-	*	2
1%	1%	1%	1%	-	*	*	-	*	*
77	37	18	10	-	*	1	4	*	2
1%	1%i	2%ci	1%	-	*	1%	3%ci	*	*
121	56	20	30	-	*	-	6	*	2
2%ehi	2%ehi	2%ci	2%ehi	-	*	-	4%ci	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 314

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	6739	3834	826	607	498	845	493	259	156	4929	2300	2808	1579	630	949	236	1305	1739	1432	
WeightedBase	6487	4786	797	97	251	341	101	98	154*	5527	1925	2130	2443	1141	1302	145	1256	1686	578	
EffectiveBase	3314	2240	447	397	191	287	346	185	72	2663	1006	1181	893	393	503	145	714	1079	746	
Never	5812	4247	727	89	236	315	97	97	133	4912	1725	1927	2068	912	1156	135	1172	1541	556	
	90%lmBK	89%	91%	92%a	94%a	92%	96%Zabc	99%Zabc	86%	89%	90%	90%	85%lm	80%	89%lm	93%lm	93%Zlmn	91%lm	96%Zlmnpq	
1-2	416	327	52	6	11	16	4	1	12	385	145	130	229	146	84	7	55	78	15	
	6%fgpqr	7%fg	7%g	6%g	4%	5%g	4%g	1%	8%g	7%	8%	6%	9%Zpqr	13%Znopq	6%r	5%	4%	5%r	3%	
3-5	115	92	7	1	2	5	*	-	4	103	22	38	63	33	30	-	9	32	4	
	2%p	2%	1%	1%	1%	1%	*	-	3%	2%	1%	2%	3%pr	3%pr	2%pr	-	1%	2%p	1%	
6-10	60	42	10	*	3	1	-	-	2	50	18	16	40	26	13	1	3	13	1	
	1%r	1%	1%	*	1%	*	-	-	1%	1%	1%	1%	2%pr	2%Zpqr	1%	1%	*	1%	*	
More than 10	84	77	1	*	*	3	*	*	3	76	15	19	42	23	19	1	17	21	1	
	1%br	2%bc	*	*	*	1%	*	*	2%b	1%	1%	1%	2%r	2%r	1%r	1%	1%r	1%r	*	
Don't know	76	66	2	*	*	5	*	1	4	72	13	13	46	36	10	*	18	9	1	
	1%r	1%b	*	*	*	1%b	*	1%	3%b	1%	1%	1%	2%qr	3%Znqr	1%	*	1%r	1%	*	
Prefer not to say	108	94	4	*	-	5	*	-	4	100	13	20	49	31	17	1	12	39	1	
	2%cjrf	2%bcf	1%	*	-	1%	*	-	3%bd	2%jkl	1%	1%	2%r	3%pr	1%	1%	1%	2%pr	*	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 314

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	6739	2102	4437	60	140	306	440	1796	1451	2737	670	385	538	403	1902	606	1308	2
WeightedBase	6487	880	5340	193*	73*	381	608	1904	1421	2151	109	327	596	279	2518	841	1414	2**
EffectiveBase	3314	1251	2557	43	89	151	229	894	727	1440	448	227	318	200	1133	360	754	2
Never	5812	832	4759	160	61	338	502	1713	1292	1948	100	306	542	254	2224	714	1299	2
1-2	416	24	357	27	8	23	62	113	81	132	6	15	40	12	184	74	67	-
3-5	115	10	95	6	3	9	14	34	23	34	1	2	6	6	48	19	25	-
6-10	60	4	55	-	1	-	14	21	7	17	1	3	7	6	21	12	9	-
More than 10	84	10	74	-	-	10	15	22	17	19	*	1	1	*	40	22	16	-
Don't know	76	10	57	7	1	7	10	28	16	15	*	*	1	2	35	20	11	-
Prefer not to say	108	8	100	-	-	5	14	23	18	49	*	*	4	4	58	8	26	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 315

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6739	2118	1633	1662	1271	2354	2027	256	594	1937	3930	4096	1649	479	240	953	1297	1874	2568
WeightedBase	6487	2273	1771	1796	1323	2834	2274	304	711	1887	3567	4074	1351	501	221	1781	1355	1459	1866
EffectiveBase	3314	1122	877	907	658	1277	1062	165	308	1071	1780	2046	815	235	105	566	684	1022	1517
Never	5812	2050	1583	1597	1181	2524	2065	288	659	1703	3145	3687	1220	426	195	1586	1226	1282	1695
E	90%myCD	90%	89%	89%	89%	89%	91%	95%Zj	93%j	90%	88%	91% m	90% m	85%	88%	89%	91%	88%	91% qt
1-2	416	135	109	123	90	195	142	15	23	112	265	246	75	47	10	115	91	110	100
	6% h	6%	6%	7%	7%	7%	6%	5%	3%	6%	7% h	6%	6%	9% kl	4%	6%	7%	8% r	5%
3-5	115	29	20	18	17	60	34	-	12	30	72	64	25	13	5	29	12	37	36
	2%	1%	1%	1%	1%	2% c	1%	-	2%	2%	2%	2%	2%	2%	2%	2%	1%	3% p	2%
6-10	60	18	16	17	7	24	13	-	3	18	39	44	9	5	1	11	13	18	17
	1%	1%	1%	1%	1%	1%	1%	-	*	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
More than 10	84	41	43	41	28	31	20	1	14	24	46	33	23	10	9	41	12	12	19
	1% wA	2%	2% Zef	2% Zef	2%	1%	1%	*	2%	1%	1%	1%	2% k	2%	4% Zk	2% qrs	1%	1%	1%
Don't know	76	21	21	20	18	57	24	-	6	27	42	42	8	10	3	31	18	15	12
	1% A	1%	1%	1%	1%	2% Za	1%	-	1%	1%	1%	1%	1%	2% l	1%	2% rt	1%	1%	1%
Prefer not to say	108	34	29	27	25	55	32	8	6	33	60	54	14	7	10	15	32	30	26
	2%	2%	2%	1%	2%	2%	1%	3%	1%	2%	2%	1%	1%	1%	4% Zkl	1%	2% o	2% o	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 315

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	GENDER		EDUCATION							ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	6739	5508	1097	2738	536	1284	1120	467	139	5336	113	253	572	1238	2295	4094
WeightedBase	6487	5149	1230	2152	458	1427	1246	535	185*	4682	114*	406	772	1627	2201	3950
EffectiveBase	3314	2714	550	1102	287	708	642	227	89	2678	53	128	316	643	1133	1998
Never	5812	4644	1077	1945	416	1302	1114	449	163	4306	96	321	640	1348	1945	3569
	90%myCD E	90%q	88%	90%y	91%y	91%y	89%y	84%	88%	92%ZBCD E	84%	79%	83%	83%	88%	90%
1-2	416	328	79	127	23	85	77	54	20	250	9	46	67	155	161	238
	6%h	6%	6%	6%	5%	6%	6%	10%Zuvw	11%	5%	8%	11%ZA	9%A	10%ZA	7%	6%
3-5	115	87	21	30	12	25	24	7	1	60	4	10	29	48	35	68
	2%	2%	2%	1%	3%	2%	2%	1%	*	1%	3%	3%	4%ZA	3%ZA	2%	2%
6-10	60	47	13	15	5	11	15	14	-	31	-	5	22	29	33	22
	1%	1%	1%	1%	1%	1%	1%	3%Zuw	-	1%	-	1%	3%ZA	2%A	1%G	1%
More than 10	84	44	40	36	2	4	17	10	1	36	5	24	14	47	27	53
	1%wA	1%	3%Zpqrs	2%w	*	*	1%w	2%w	1%	1%	5%ZA	6%ZAD	2%	3%ZA	1%	1%
Don't know	76	67	5	26	-	12	13	5	5	25	3	24	18	45	18	57
	1%A	1%	*	1%	-	1%	1%	1%	3%v	1%	2%	6%ZA	2%A	3%ZA	1%	1%
Prefer not to say	108	83	22	20	12	14	21	13	2	57	5	20	14	45	28	63
	2%	2%	2%	1%	3%uw	1%	2%	2%	1%	1%	4%A	5%ZA	2%	3%A	1%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 316

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6739	6008	618	232	368	1821	2175	825	241
WeightedBase	6487	5357	981	451	505	2211	1976	526	192
EffectiveBase	3314	2981	356	143	206	999	1010	365	127
Never	5812	4851	826	375	431	1920	1775	502	182
	90%bce	91%b	84%	83%	85%	87%	90%e	96%Zef	95%e
1-2	416	328	81	43	35	169	140	18	8
	6%g	6%	8%	9%	7%	8%g	7%g	3%	4%
3-5	115	81	33	15	17	50	27	2	1
	2%	2%	3%Za	3%	3%	2%g	1%	*	*
6-10	60	40	19	9	8	30	20	1	-
	1%	1%	2%a	2%	2%	1%	1%	*	-
More than 10	84	58	23	8	14	42	14	2	2
	1%	1%	2%	2%	3%	2%fg	1%	*	1%
Don't know	76	39	30	22	8	30	8	*	*
	1%f	1%	3%Za	5%Z	2%	1%fg	*	*	*
Prefer not to say	108	75	20	12	8	32	18	*	7
	2%g	1%	2%	3%	2%	1%g	1%	*	3%fg

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Table 317

QPhy_vio_C From other colleagues

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	JOB ROLE									
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)	
Total (Z)										
6739	1902	606	1308	2	493	259	93	670	814	
6487	2518	841	1414	2**	101	98	142*	109	789	
3314	1133	360	754	2	346	185	62	448	441	
5812	2224	714	1299	2	97	97	122	100	720	
90%b	88%	85%	92%ab	100%	96%Zabcghi	99%Zabceghi	86%	92%ab	91%b	
416	184	74	67	-	4	1	12	6	52	
6%ef	7%cef	9%cef	5%f	-	4%f	1%	8%f	6%f	7%f	
115	48	19	25	-	*	-	4	1	7	
2%	2%	2%	2%	-	*	-	3%	1%	1%	
60	21	12	9	-	-	-	1	1	10	
1%	1%	1%	1%	-	-	-	1%	*	1%	
84	40	22	16	-	*	*	3	*	1	
1%i	2%i	3%ehi	1%	-	*	*	2%i	*	*	
76	35	20	11	-	*	1	4	*	2	
1%	1%i	2%Zcehi	1%	-	*	1%	3%i	*	*	
108	58	8	26	-	*	-	4	*	4	
2%h	2%efhi	1%	2%h	-	*	-	3%i	*	1%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 318

QPhy_vio_D From family members or friends of people you care for or support

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7096	4169	826	611	498	846	491	260	160	5267	2344	2872	1595	643	952	235	1602	1782	1421	
WeightedBase	7054	5331	796	97	251	349	103	98	160*	6074	1979	2217	2468	1168	1300	144	1751	1731	573	
EffectiveBase	3486	2415	447	400	191	284	343	186	74	2832	1031	1220	899	399	503	144	844	1110	746	
Never	6127	4697	670	80	210	277	82	86	118	5303	1654	1819	2057	936	1121	131	1566	1547	503	
	87% ceth jklmvFG	88% bcef h	84% h	82%	83%	80%	80%	87% efh	74%	87% jk	84%	82%	83%	80%	86% m	91% lm	89% Zlm	89% Zlm	88% lm	
1-2	579	388	82	10	28	50	15	9	28	485	218	275	230	128	103	9	132	118	52	
	8% M	7%	10% a	10% a	11%	14% Za	15% Zabg	9%	17% Za	8%	11% Zi	12% Zi	9% q	11% q	8%	7%	8%	7%	9%	
3-5	194	136	23	6	10	10	3	3	4	167	58	72	112	63	49	1	29	30	13	
	3%	3%	3%	6% Zabe	4%	3%	3%	3%	3%	3%	3%	3%	5% Zopqr	5% Zopqr	4% pq	1%	2%	2%	2%	
6-10	72	47	8	1	1	8	*	-	8	53	19	18	26	14	12	*	16	15	4	
	1%	1%	1%	1%	1%	2% Za	*	-	5% Zabdf g	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	
More than 10	82	63	13	1	3	3	1	*	2	66	30	33	42	27	15	2	9	21	1	
	1% r	1%	2%	1%	1%	1%	1%	*	1%	1%	2%	1%	2% pr	2% pr	1%	1% r	*	1% r	*	
Don't know	87	73	5	*	1	6	1	1	5	77	16	18	46	28	18	2	21	11	7	
	1% F	1%	1%	*	1%	2%	*	1%	3%	1%	1%	1%	2% q	2% q	1%	1%	1%	1%	1%	
Prefer not to say	92	80	7	*	*	1	1	-	-	87	13	19	37	17	20	1	17	26	4	
	1%	2%	1%	*	*	*	1%	-	-	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 318
QPhy_vio_D From family members or friends of people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7096	2120	4629	204	143	320	465	1891	1539	2871	676	390	539	411	1945	617	1332	257
WeightedBase	7054	892	5534	554	74*	412	657	2073	1560	2331	110	332	596	286	2568	853	1437	461
EffectiveBase	3486	1263	2671	145	91	161	244	944	777	1468	452	231	319	207	1154	368	771	153
Never	6127	780	4767	523	58	362	570	1806	1353	2013	89	271	498	245	2255	719	1276	438
	87%cefh jklmvFG	87%v	86%v	94%Zstv	78%	88%	87%	87%	87%	86%	81%	81%	83%	85%	88%	84%	89%K	95%ZJKL
1-2	579	74	472	22	12	23	46	178	123	209	12	40	62	26	182	91	98	16
	8%M	8%u	9%u	4%	16%Zstu	6%	7%	9%	8%	9%	11%Z	12%Z	10%	9%	7%	11%JLM	7%	3%
3-5	194	20	165	8	1	7	27	54	37	70	7	12	23	6	82	23	27	5
	3%	2%	3%	1%	1%	2%	4%	3%	2%	3%	6%ZI	4%	4%	2%	3%	3%	2%	1%
6-10	72	13	56	-	4	7	4	18	27	17	1	6	3	9	26	6	11	3
	1%	1%	1%	-	5%Zstu	2%	1%	1%	2%E	1%	1%	2%	*	3%ZH	1%	1%	1%	1%
More than 10	82	5	74	2	*	13	10	17	20	22	1	4	11	*	24	14	25	-
	1%r	1%	1%	*	1%	3%ZCE	1%	1%	1%	1%	1%	1%	2%	*	1%	2%	2%	-
Don't know	87	9	68	9	1	8	15	28	22	14	*	1	4	2	32	21	16	4
	1%F	1%	1%	2%	1%	2%	2%E	1%	1%	1%	*	*	1%	1%	1%	2%	1%	1%
Prefer not to say	92	9	81	2	-	5	15	26	8	37	*	*	7	3	44	7	25	4
	1%	1%	1%	*	-	1%	2%D	1%	1%	2%D	*	*	1%	1%	2%	1%	2%	1%

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Table 319
QPhy_vio_D From family members or friends of people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7096	2135	1652	1679	1287	2404	2061	275	690	1997	3972	4266	1759	511	271	991	1350	1970	2739
WeightedBase	7054	2286	1789	1811	1338	2887	2304	351	880	2012	3653	4378	1504	551	264	1937	1459	1585	2047
EffectiveBase	3486	1127	885	913	663	1303	1076	171	351	1087	1806	2094	888	256	127	584	718	1089	1645
Never	6127	2012	1506	1546	1133	2456	1981	322	787	1760	3125	3907	1253	449	207	1702	1232	1359	1810
		87%blmn	88%be	84%	85%	85%	86%	92%j	89%	87%	86%	89%Zlmn	83%	81%	78%	88%	84%	86%	88%pq
1-2	579	183	179	172	131	269	213	22	65	150	328	300	164	60	31	147	135	147	150
	8%	8%	10%	10%	10%	9%	9%	6%	7%	7%	9%	7%	11%Zk	11%k	12%k	8%	9%	9%	7%
3-5	194	54	63	55	40	99	73	5	11	56	116	90	54	22	15	41	60	45	46
	3%	2%	4%	3%	3%	3%	3%	1%	1%	3%	3%h	2%	4%k	4%k	6%k	2%	4%Zors	3%	2%
6-10	72	12	15	16	13	22	13	1	10	22	40	39	14	11	6	16	10	19	27
	1%	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	1%	1%	2%	2%	1%	1%	1%	1%
More than 10	82	24	27	22	21	41	24	1	8	23	45	43	19	9	6	31	22	14	14
	1%	1%	1%	1%	2%	1%	1%	*	1%	1%	1%	1%	1%	2%	2%	2%	1%	1%	1%
Don't know	87	17	13	14	9	58	26	-	7	28	51	46	8	13	-	37	20	13	17
	1%	1%	1%	1%	1%	2%Zabc	1%	-	1%	1%	1%	1%	1%	2%l	-	2%r	1%	1%	1%
Prefer not to say	92	36	29	30	26	41	27	4	2	25	58	42	10	9	9	21	24	15	26
	1%	2%	2%	2%	2%	1%	1%	1%	*	1%	2%h	1%	1%	2%	4%Zkl	1%	2%	1%	1%

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Table 319
QPhy_vio_D From family members or friends of people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7096	5815	1144	2827	572	1369	1215	501	147	5631	119	261	590	1293	2400	4325
WeightedBase	7054	5637	1301	2306	507	1587	1376	580	189*	5164	115*	418	802	1699	2369	4321
EffectiveBase	3486	2847	582	1113	315	759	697	248	93	2792	56	133	323	670	1202	2089
Never	6127	4929	1098	1966	431	1413	1204	519	172	4505	97	350	693	1464	2057	3764
	87%blmn	87%p	84%	85%	85%	89%u	87%	90%	91%	87%	84%	84%	86%	86%	87%	87%
1-2	579	461	109	225	49	112	109	31	13	438	5	32	58	119	186	344
	8%	8%	8%	10%wy	10%	7%	8%	5%	7%	8%	4%	8%	7%	7%	8%	8%
3-5	194	145	47	62	12	41	30	22	4	131	3	12	32	61	79	108
	3%	3%	4%	3%	2%	3%	2%	4%	2%	3%	3%	3%	4%	4%	3%	3%
6-10	72	50	19	27	9	9	11	7	-	40	4	14	11	29	25	43
	1%	1%	1%	1%	2%	1%	1%	1%	-	1%	4%ZA	3%ZA	1%	2%A	1%	1%
More than 10	82	54	28	26	6	12	22	2	1	50	5	10	7	26	21	61
	1%	1%	2%qrs	1%	1%	1%	2%	*	*	1%	5%ZAD	2%	1%	2%	1%	1%
Don't know	87	73	9	26	*	7	21	4	11	41	6	27	6	41	19	65
	1%	1%	1%	1%	*	*	1%w	1%	6%Zuvwx	1%	5%ZAD	6%ZADE	1%	2%ZA	1%	2%
Prefer not to say	92	61	26	26	7	11	15	8	-	47	7	17	15	41	24	54
	1%	1%	2%	1%	1%	1%	1%	1%	-	1%	6%ZA	4%ZA	2%	2%ZA	1%	1%

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Table 320
QPhy_vio_D From family members or friends of people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7096	6329	649	235	395	1925	2271	853	253
WeightedBase	7054	5865	1026	464	536	2394	2139	572	209
EffectiveBase	3486	3115	373	144	225	1029	1061	372	132
Never	6127	5080	906	418	466	2032	1857	505	180
	87%	87%	88%	90%	87%	85%	87%	88%	86%
1-2	579	503	60	24	35	215	186	42	16
	8%	9%	6%	5%	6%	9%	9%	7%	8%
3-5	194	150	43	15	27	74	66	12	6
	3%	3%	4%	3%	5%Z	3%	3%	2%	3%
6-10	72	64	9	2	5	32	9	6	6
	1%	1%	1%	*	1%	1% f	*	1%	3% Zf
More than 10	82	68	9	5	3	41	21	7	1
	1%	1%	1%	1%	1%	2%	1%	1%	1%
Don't know	87	59	20	17	2	26	12	2	1
	1%	1%	2%	4% Zd	*	1%	1%	*	*
Prefer not to say	92	67	21	12	9	27	14	2	*
	1%	1%	2%	2%	2%	1%	1%	*	*



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Table 321
QPhy_vio_D From family members or friends of people you care for or support
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7096	1945	617	1332	257	491	260	95	676	814
7054	2568	853	1437	461	103	98	148*	110	789
3486	1154	368	771	153	343	186	63	452	441
6127	2255	719	1276	438	82	86	109	89	664
87% ^{egh}	88% ^{egh}	84% ^g	89% ^{beghi}	95% ^{Zabcefg}	80%	87% ^{eg}	74%	81%	84% ^g
579	182	91	98	16	15	9	26	12	82
8% ^d	7%	11% ^{acd}	7%	3%	15% ^{Zacd}	9% ^d	17% ^{Zacd}	11% ^{Zacd}	10% ^{acd}
194	82	23	27	5	3	3	3	7	23
3%	3%	3%	2%	1%	3% ^d	3%	2%	6% ^{Zabcdi}	3%
72	26	6	11	3	*	-	8	1	8
1%	1%	1%	1%	1%	*	-	5% ^{Zabcdef}	1%	1%
82	24	14	25	-	1	*	2	1	12
1%	1%	2%	2%	-	1% ^d	*	1%	1%	2%
87	32	21	16	4	1	1	5	*	5
1% ^h	1%	2% ^{hi}	1%	1%	*	1%	3%	*	1%
92	44	7	25	4	1	-	-	*	5
1%	2% ^h	1%	2% ^h	1%	1%	-	-	*	1%

Fieldwork Dates: 17th August to 27th October 2023
 Respondent Type: Adult social care workforce in England
 Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
 * small base

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Table 322
QPhy_vio_E From members of the public
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7090	4171	822	612	499	844	492	258	159	5266	2337	2866	1591	636	955	237	1599	1780	1424	
WeightedBase	7049	5335	789	97	251	347	103	98	159*	6074	1972	2213	2456	1153	1302	145	1755	1729	576	
EffectiveBase	3482	2414	447	401	191	282	343	184	73	2829	1027	1217	895	394	505	146	840	1110	743	
Never	6362	4858	689	87	218	302	88	89	136	5502	1747	1937	2201	981	1219	138	1600	1563	517	
	90%kmv	91%bdef	87%	90%	87%	87%	85%	91%f	86%	91%k	89%	88%	90%lm	85%	94%Zlmqr	95%Zlmr	91%lm	90%lm	90%lm	
1-2	472	337	62	8	20	30	11	5	15	395	155	188	161	99	62	5	106	124	41	
	7%	6%	8%	9%	8%	9%	11%Zag	5%	9%	7%	8%	8%Zi	7%	9%nm	5%	4%	6%	7%	7%	
3-5	148	86	35	1	13	11	3	3	5	116	53	61	66	52	13	1	35	25	14	
	2%	2%	4%Zac	1%	5%Zac	3%	3%	3%	3%	2%	3%	3%	3%nm	5%Znpq	1%	1%	2%	1%	2%nm	
6-10	41	33	1	*	1	4	*	-	3	38	8	13	16	11	5	*	10	11	2	
	1%	1%	*	*	*	1%	*	-	2%b	1%	*	1%	1%	1%	*	*	1%	1%	*	
More than 10	25	22	2	*	-	1	1	*	-	24	10	13	13	10	3	-	3	7	1	
	*	*	*	*	-	*	1%	*	-	*	1%	1%	1%	1%	*	-	*	*	*	
Don't know	118	91	13	*	1	8	1	1	6	104	25	28	66	47	19	-	25	19	5	
	2%cF	2%c	2%	*	1%	2%c	1%	1%	4%	2%	1%	1%	3%qr	4%Znopqr	1%	-	1%	1%	1%	
Prefer not to say	67	58	5	*	-	1	1	*	-	61	11	14	29	13	16	1	9	19	2	
	1%	1%	1%	*	-	*	1%	*	-	1%	1%	1%	1%	1%	1%	1%	1%	1%	*	



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Table 322
QPhy_vio_E From members of the public
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
 Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7090	2116	4626	206	142	317	465	1895	1536	2868	677	389	537	407	1943	613	1341	257
WeightedBase	7049	886	5531	558	73*	407	657	2085	1552	2327	110	332	594	281	2567	847	1447	463
EffectiveBase	3482	1282	2667	146	90	159	245	945	777	1465	453	231	317	211	1151	364	778	154
Never	6362	794	5009	503	55	376	577	1880	1417	2094	99	284	509	259	2342	771	1312	424
	90% fk	90% v	91% v	90% v	75%	93%	88%	90%	91%	90%	90%	86%	86%	92% GH	91%	91%	91%	92%
1-2	472	60	358	40	14	12	66	132	88	170	9	28	52	17	159	60	90	26
	7%	7%	6%	7%	19% Zstu	3%	10% ZACD	6%	6%	7% A	9%	8%	9%	6%	6%	7%	6%	6%
3-5	148	23	114	10	1	10	8	56	24	50	1	17	29	4	43	6	27	10
	2%	3%	2%	2%	2%	2%	1%	3%	2%	2%	1%	5% ZFI	5% ZFI	2%	2%	1%	2%	2%
6-10	41	7	27	5	3	8	3	14	9	8	*	3	2	-	15	4	12	2
	1%	1%	*	1%	4% Zstu	2% ZE	*	1%	1%	*	*	1%	*	-	1%	*	1%	1%
More than 10	25	3	23	-	-	-	3	2	15	6	*	-	2	-	9	6	6	-
	*	*	*	-	-	-	*	*	1% ZCE	*	*	-	*	-	*	1%	*	-
Don't know	118	15	93	7	1	13	19	28	33	25	*	2	7	9	44	27	15	4
	2% cF	2%	2%	1%	2%	3% E	3% E	1%	2% E	1%	*	1%	1%	3% FG	2%	3% ZL	1%	1%
Prefer not to say	67	8	59	-	-	5	11	14	5	31	*	*	6	2	34	7	16	1
	1%	1%	1%	-	-	1%	2% D	1%	*	1% D	*	*	1%	1%	1%	1%	1%	*

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Table 323
QPhy_vio_E From members of the public
In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7090	2128	1644	1677	1278	2401	2063	273	685	2002	3968	4268	1759	506	269	990	1344	1963	2746
WeightedBase	7049	2279	1778	1808	1326	2884	2306	350	871	2016	3653	4378	1502	549	259	1938	1449	1578	2058
EffectiveBase	3482	1119	876	909	654	1297	1074	169	348	1094	1799	2097	890	251	125	583	715	1086	1646
Never	6362	2044	1572	1615	1172	2627	2101	330	818	1826	3252	4018	1325	463	225	1727	1291	1434	1884
	90% mC	90%	88%	89%	88%	91% b	91%	94% j	94% Zj	91%	89%	92% lm	88%	84%	87%	89%	89%	91%	92% t
1-2	472	165	138	128	106	169	135	13	44	130	272	258	121	59	17	139	109	100	125
	7%	7%	8%	7%	8%	6%	6%	4%	5%	6%	7%	6%	8% k	11% Zk	7%	7%	8%	6%	6%
3-5	148	54	46	42	34	60	53	5	6	35	99	76	32	22	9	56	35	24	33
	2%	2%	3%	2%	3%	2%	2%	1%	1%	2%	3% h	2%	2%	4% Zk	3%	3%	2%	2%	2%
6-10	41	10	11	15	12	15	7	1	4	12	21	19	13	1	7	7	7	11	15
	1%	*	1%	1%	1%	1%	*	*	*	1%	1%	*	1%	*	3% Zkm	*	1%	1%	1%
More than 10	25	6	11	8	3	13	10	-	*	13	9	8	11	3	1	9	6	9	1
	*	*	1%	*	*	*	*	-	*	1%	*	*	1% k	1%	*	*	*	1% r	*
Don't know	118	31	30	26	25	74	33	3	16	29	69	57	15	19	7	42	32	26	15
	2% rvA	1%	2%	1%	2%	3% Za	1%	1%	2%	1%	2%	1%	1%	3% Zkl	3%	2% r	2% r	2% r	1%
Prefer not to say	67	28	24	20	21	28	19	3	2	19	41	30	5	6	8	16	22	9	17
	1%	1%	1%	1%	2%	1%	1%	1%	*	1%	1%	1%	*	1%	3% Zkl	1%	1%	1%	1%

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Table 323

QPhy_vio_E From members of the public

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7090	5806	1147	2826	573	1365	1215	498	146	5627	120	259	591	1291	2396	4328
WeightedBase	7049	5628	1304	2310	508	1574	1379	577	190*	5163	121*	417	796	1695	2357	4330
EffectiveBase	3482	2840	585	1111	315	755	701	246	93	2790	57	132	323	668	1199	2091
Never	6362	5102	1157	2078	458	1423	1248	519	177	4701	106	343	719	1492	2143	3900
	90% mC	91%	89%	90%	90%	90%	91%	90%	93%	91% CE	88%	82%	90% C	88%	91%	90%
1-2	472	361	100	150	43	107	85	49	9	336	7	40	52	120	151	290
	7%	6%	8%	7%	8%	7%	6%	8%	5%	7%	6%	10%	6%	7%	6%	7%
3-5	148	116	31	59	5	37	31	6	4	100	2	17	15	44	49	90
	2%	2%	2%	3%	1%	2%	2%	1%	2%	2%	2%	4%	2%	3%	2%	2%
6-10	41	29	12	11	1	4	10	3	-	16	4	9	9	25	5	34
	1%	1%	1%	*	*	*	1%	*	-	*	3% ZA	2% ZA	1% A	1% ZA	*	1% F
More than 10	25	20	5	11	1	3	4	*	-	10	1	10	*	15	9	16
	*	*	*	*	*	*	*	*	-	*	1%	2% ZAD	*	1% A	*	*
Don't know	118	97	15	31	*	20	24	7	10	50	4	31	18	62	34	80
	2% rva	2% r	1%	1%	*	1%	2% v	1%	5% Zuvwx y	1%	3%	8% ZADE	2% A	4% ZA	1%	2%
Prefer not to say	67	46	17	17	6	12	8	9	1	39	3	13	9	24	21	30
	1%	1%	1%	1%	1%	1%	1%	2%	*	1%	2%	3% ZA	1%	1%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 324

QPhy_vio_E From members of the public

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7090	6326	647	235	393	1917	2269	854	254
WeightedBase	7049	5863	1023	466	532	2381	2139	575	209
EffectiveBase	3482	3116	370	144	222	1027	1060	375	133
Never	6362	5304	918	425	470	2123	1938	518	192
	90%	90%	90%	91%	88%	89%	91%	90%	92%
1-2	472	393	65	38	26	170	153	39	10
	7%	7%	6%	8%	5%	7%	7%	7%	5%
3-5	148	119	25	2	21	52	39	16	4
	2%	2%	2%	*	4% c	2%	2%	3%	2%
6-10	41	25	12	-	12	20	3	2	3
	1%	*	1%	-	2% Z	1% f	*	*	2% f
More than 10	25	22	3	-	3	15	6	*	-
	*	*	*	-	*	1%	*	*	-
Don't know	118	77	31	18	13	48	12	*	*
	2% fg	1%	3% a	4% Z	2%	2% fg	1%	*	*
Prefer not to say	67	51	12	9	3	19	14	1	*
	1%	1%	1%	2%	1%	1%	1%	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h



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Table 325

QPhy_vio_E From members of the public

In the last 12 months how many times have you personally experienced or witnessed physical violence while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7090	1943	613	1341	257	492	258	94	677	810
WeightedBase	7049	2567	847	1447	463	103	98	146*	110	782
EffectiveBase	3482	1151	364	778	154	343	184	63	453	441
Never	6362	2342	771	1312	424	88	89	125	99	682
	90%ei	91%ei	91%e	91%e	92%e	85%	91%e	85%	90%	87%
1-2	472	159	60	90	26	11	5	14	9	61
	7%	6%	7%	6%	6%	11%Zacdf	5%	9%	9%	8%
3-5	148	43	6	27	10	3	3	5	1	35
	2%	2%	1%	2%	2%	3%b	3%b	3%	1%	4%Zabc h
6-10	41	15	4	12	2	*	-	3	*	1
	1%	1%	*	1%	1%	*	-	2%i	*	*
More than 10	25	9	6	6	-	1	*	-	*	2
	*	*	1%	*	-	1% d	*	-	*	*
Don't know	118	44	27	15	4	1	1	6	*	13
	2%h	2%h	3%Zch	1%	1%	1%	1%	4%c	*	2%
Prefer not to say	67	34	7	16	1	1	*	-	*	4
	1%	1%	1%	1%	*	1%	*	-	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 326

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	3490	2192	423	323	211	316	193	60	106	2870	1275	1410	1128	480	648	151	550	986	429
WeightedBase	3880	2993	454	57	113*	168	41	25*	110*	3483	1225	1294	1829	917	913	94*	609	951	174
EffectiveBase	1799	1298	238	220	81	108	133	41	51	1576	577	628	646	297	354	89	308	663	179
Yes, I reported it	2756	2143	327	46	74	96	21	14	68	2496	927	964	1333	649	684	67	390	687	110
	71%efgp ruM	72%efg	72%efg	81%Zabde fgh	66%fi	57%	52%	57%	62%	72%	76%Z	75%	73%pr	71%	75%pr	71%	64%	72%pr	63%
Yes, a colleague reported it	920	708	125	9	30	38	10	6	23	847	289	318	457	202	255	31	96	261	38
	24%cpF	24%c	28%c	15%	27%c	22%	24%c	23%	21%	24%	24%	25%	25%p	22%	28%p	32%mp	16%	27%p	22%
No	287	231	22	3	9	17	6	3	9	258	71	68	114	61	53	2	96	46	15
	7%oqL	8%	5%	5%	8%	10%b	15%Zabc	10%	8%	7%	6%	5%	6%	7%	6%	2%	16%Zlmno qr	5%	8%o
Don't know	122	88	16	1	2	10	4	4	2	97	16	33	53	39	13	2	22	26	10
	3%j	3%	4%	2%	2%	6%	9%Zabc dh	15%Zabcd h	2%	3%j	1%	3%	3%	4%n	1%	2%	4%	3%	6%n
Prefer not to say	170	140	4	1	2	12	2	1	9	151	32	37	73	42	31	2	35	42	10
	4%bH	5%b	1%	2%	1%	7%b	5%b	5%b	8%b	4%	3%	3%	4%	5%	3%	3%	6%	4%	6%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 326

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	3490	787	2569	62	72	131	232	941	754	1429	366	167	330	113	1033	381	702	67
WeightedBase	3880	341	3323	174*	41*	183*	380	1168	854	1287	65	160*	374	112*	1480	585	796	125*
EffectiveBase	1799	467	1485	47	45	72	133	479	390	800	254	100	201	56	610	229	431	46
Yes, I reported it	2756	235	2399	96	26	127	251	851	601	923	54	104	286	74	1059	443	575	61
		71%efgp	69%	72%u	55%	69%	66%	73%	70%	72%	83%ZGI	65%	76%G	66%	72%M	76%M	72%M	49%
Yes, a colleague reported it	920	82	781	43	15	49	88	296	204	281	10	37	99	27	333	122	227	25
		24%cpF	24%	25%	35%	27%	23%	25%	24%	22%	15%	23%	26%F	24%	22%	21%	29%ZJK	20%
No	287	22	233	29	2	16	43	63	66	99	3	15	15	6	128	31	36	34
		7%oqL	6%	7%	5%	9%	11%C	5%	8%	8%	4%	10%H	4%	5%	9%L	5%	5%	27%ZJKL
Don't know	122	17	101	4	1	8	15	33	31	34	1	2	7	11	49	19	18	3
		3%j	5%Zt	3%	2%	5%	4%	3%	4%	3%	2%	1%	2%	10%ZFGH	3%	3%	2%	2%
Prefer not to say	170	18	136	14	3	7	15	65	38	45	2	6	4	3	64	26	39	11
		4%bH	5%	4%	8%	4%	4%	6%	4%	3%	2%	4%	1%	3%	4%	4%	5%	9%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 327

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	3490	1221	956	913	723	1272	1047	117	259	947	2109	2026	878	274	159	534	690	974	1274
WeightedBase	3880	1367	1105	1066	810	1735	1329	156*	342	1103	2214	2314	858	323	170*	1147	825	859	1037
EffectiveBase	1799	654	519	499	380	705	558	66	156	537	1008	1047	478	130	74	333	399	539	805
Yes, I reported it	2756	1033	842	799	596	1242	959	107	211	763	1643	1632	603	243	118	836	616	587	710
	71%hyBC	76%Z	76%Z	75%	74%	72%	72%	69%	62%	69%	74%hi	71%	70%	75%	69%	73%	75%qr	68%	68%
Yes, a colleague reported it	920	376	317	275	227	371	313	41	82	281	512	532	220	50	47	336	172	175	235
	24%me	27%e	29%Ze	26%	28%	21%	24%	26%	24%	25%	23%	23%sm	26%sm	15%	27%ms	29%Zpqr	21%	20%	23%
No	287	76	55	69	48	143	105	13	40	74	141	174	67	16	17	67	66	81	72
	7%	6%	5%	6%	6%	8%b	8%	8%	12%ij	7%	6%	8%	8%	5%	10%	6%	8%	9%o	7%
Don't know	122	29	20	25	14	44	34	7	15	39	56	81	19	12	5	32	29	21	39
	3%	2%	2%	2%	2%	3%	3%	5%	4%	4%	3%	4%	2%	4%	3%	3%	4%	2%	4%
Prefer not to say	170	43	39	40	33	73	47	1	15	47	100	88	41	21	4	41	27	50	53
	4%	3%	4%	4%	4%	4%	4%	1%	4%	4%	5%	4%	5%	7%	2%	4%	3%	6%	5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 327

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	3490	2816	607	1327	274	731	640	244	67	2719	71	134	319	691	1278	2012
WeightedBase	3880	3056	744	1272	256	938	805	277	91*	2786	86*	230*	471	987	1422	2240
EffectiveBase	1799	1448	318	564	157	426	361	135	42	1405	36	68	189	378	671	1019
Yes, I reported it	2756	2177	528	898	180	706	585	172	63	2045	45	135	321	633	1057	1550
	71%hyBC	71%	71%	71%	70%	75%y	73%y	62%	69%	73%BCE	53%	59%	68%	64%	74%G	69%
Yes, a colleague reported it	920	708	191	286	62	228	190	68	29	722	17	36	95	185	383	491
	24%me	23%	26%	22%	24%	24%	24%	24%	32%	26%E	20%	15%	20%	19%	27%G	22%
No	287	219	56	107	17	62	56	25	2	165	12	26	47	112	98	172
	7%	7%	8%	8%	7%	7%	7%	9%	2%	6%	14%A	11%	10%A	11%ZA	7%	8%
Don't know	122	88	33	40	7	20	17	21	5	60	9	26	17	60	30	89
	3%	3%	4%	3%	3%	2%	2%	7%Zuw	5%	2%	11%ZA	11%ZAD	4%	6%ZA	2%	4%F
Prefer not to say	170	131	31	46	12	29	39	12	7	106	2	14	25	58	47	95
	4%	4%	4%	4%	5%	3%	5%	4%	8%	4%	2%	6%	5%	6%	3%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 328

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	3490	3077	355	129	216	1059	1143	384	109
WeightedBase	3880	3173	619	273*	333	1424	1223	293	103*
EffectiveBase	1799	1593	212	80	129	585	576	177	65
Yes, I reported it	2756	2291	414	176	226	1032	900	201	69
	71%	72%	67%	65%	68%	72%	74%	69%	67%
Yes, a colleague reported it	920	792	116	40	75	304	305	77	21
	24%	25%b	19%	15%	22%	21%	25%	26%	20%
No	287	208	69	31	39	114	82	21	12
	7%	7%	11%a	11%	12%	8%	7%	7%	12%
Don't know	122	79	33	24	9	50	25	12	2
	3%	2%	5%a	9%Z	3%	3%	2%	4%	2%
Prefer not to say	170	134	29	9	18	56	40	5	7
	4%	4%	5%	3%	5%	4%	3%	2%	7%g

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 329

QPhy_vio_report The last time you experienced or witnessed physical violence while working, did you or a colleague report it?
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	3490	1033	381	702	67	193	60	63	366	418
WeightedBase	3880	1480	585	796	125*	41	25*	101*	65	451
EffectiveBase	1799	610	229	431	46	133	41	44	254	236
Yes, I reported it	2756	1059	443	575	61	21	14	61	54	326
	71%def	72%def	76%defg	72%def	49%	52%	57%	60%	83%Zacdefgi	72%def
Yes, a colleague reported it	920	333	122	227	25	10	6	22	10	124
	24%h	22%h	21%	29%Zabh	20%	24%h	23%	22%	15%	27%h
No	287	128	31	36	34	6	3	9	3	21
	7%c	9%chi	5%	5%	27%Zabcghi	15%Zabchi	10%	9%	4%	5%
Don't know	122	49	19	18	3	4	4	2	1	16
	3%	3%	3%	2%	2%	9%Zabcdhi	15%Zabcdghi	2%	2%	4%
Prefer not to say	170	64	26	39	11	2	1	9	2	4
	4%i	4%i	4%i	5%i	9%i	5%i	5%i	9%i	2%	1%



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Table 330
QHar_bull_A From the people you care for or support
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7042	4122	826	607	493	851	493	262	160	5216	2331	2865	1577	636	941	230	1594	1752	1427
WeightedBase	6990	5269	798	97	249	350	103	99	160*	6013	1970	2201	2440	1150	1290	140	1742	1704	576
EffectiveBase	3460	2390	448	397	189	287	344	188	74	2808	1034	1229	890	393	501	141	842	1093	744
Never	3751	2863	385	51	142	163	44	55	70	3197	954	1057	1052	442	610	77	1207	888	328
	54% klmntvH K	54% bef	48%	53% f	57% bef	47%	42%	56% ef	44%	53% jk	48%	48%	43%	38%	47% m	55% lm	69% Zlmn oqr	52% lm	57% lmnq
1-2	1400	1010	189	19	53	88	33	29	31	1163	413	473	480	223	258	35	314	333	133
	20% uM	19%	24% a	20%	21%	25% Za	32% Zabc dh	29% Zac	19%	19%	21%	22%	20%	19%	20%	25% p	18%	20%	23% p
3-5	678	511	81	9	25	31	12	8	11	599	209	238	284	143	141	15	106	175	62
	10% puAM	10%	10%	10%	10%	9%	11%	8%	7%	10%	11%	11%	12% p	12% p	11% p	10% p	6%	10% p	11% p
6-10	349	257	52	4	7	19	4	2	14	315	108	120	160	85	75	7	48	101	23
	5% psuM	5%	6% g	4%	3%	6%	4%	2%	8% g	5%	5%	5%	7% pr	7% Zpr	6% p	5%	3%	6% p	4%
More than 10	813	627	91	13	23	49	10	5	35	740	288	313	464	258	206	6	67	208	32
	12% gopr sulM	12% g	11% g	13% g	9%	14% g	10% g	5%	22% Zabd fg	12%	15% Z	14% Z	19% Zopq r	22% Znop qr	16% Zopqr	4%	4%	12% opr	5%
Don't know	121	107	7	1	3	*	*	-	-	110	25	31	59	35	24	3	21	31	4
	2% e	2% ef	1%	1%	1%	*	*	-	-	2%	1%	1%	2% r	3% pr	2%	2%	1%	2%	1%
Prefer not to say	122	108	3	1	*	5	1	-	5	114	13	21	52	28	24	4	26	33	2
	2% bjrCG	2% b	*	1%	*	2%	1%	-	3% b	2% jk	1%	1%	2% r	2% r	2% r	3% r	1% r	2% r	*



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Table 330
QHar_bull_A From the people you care for or support
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7042	2110	4591	200	141	317	465	1882	1528	2840	671	388	539	406	1922	607	1320	257
WeightedBase	6990	883	5489	545	73*	402	661	2067	1544	2293	109	331	598	284	2534	842	1423	460
EffectiveBase	3460	1255	2655	142	90	160	244	945	773	1443	449	230	320	204	1139	365	765	153
Never	3751	511	2767	444	29	272	386	1075	810	1190	58	181	281	169	1346	389	739	384
	54%befj klmntvH K	58%Ztv	50%	81%Zstv	40%	67%ZCDE	58%	52%	52%	52%	53%	55%	47%	60%H	53%K	46%	52%	83%ZJKL
1-2	1400	194	1125	59	22	66	122	423	306	480	23	72	136	60	510	172	280	46
	20%uM	22%u	21%u	11%	30%Ztu	16%	19%	20%	20%	21%	21%	22%	23%	21%	20%M	20%M	20%M	10%
3-5	678	82	565	21	10	18	52	235	146	226	10	36	64	24	248	101	150	12
	10%puAM	9%u	10%u	4%	13%u	5%	8%	11%A	9%A	10%A	9%	11%	11%	9%	10%M	12%M	11%M	3%
6-10	349	31	307	5	6	15	51	85	82	116	4	9	43	12	134	48	68	7
	5%psuM	3%	6%su	1%	8%su	4%	8%C	4%	5%	5%	4%	3%	7%G	4%	5%M	6%M	5%	1%
More than 10	813	65	725	16	7	31	51	248	201	281	14	34	73	18	296	132	187	11
	12%goprs ulM	7%u	13%su	3%	9%u	8%	8%	12%	13%B	12%B	13%I	10%	12%I	6%	12%M	16%ZJM	13%M	2%
Don't know	121	17	95	8	1	4	13	45	25	33	1	3	4	6	57	21	24	3
	2%e	2%	2%	1%	2%	1%	2%	2%	2%	1%	*	1%	1%	2%	2%	3%	2%	1%
Prefer not to say	122	10	99	13	*	18	13	15	20	56	1	-	5	2	54	17	30	5
	2%bjrCG	1%	2%	2%	*	5%ZCD	2%	1%	1%	2%C	1%G	-	1%	1%	2%	2%	2%	1%



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Table 331

QHar_bull_A From the people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7042	2108	1630	1659	1279	2387	2050	273	679	1979	3951	4237	1742	510	265	985	1348	1958	2704
WeightedBase	6990	2260	1766	1787	1334	2872	2289	342	862	1992	3639	4335	1488	553	260	1926	1453	1572	2014
EffectiveBase	3460	1116	876	908	662	1299	1082	178	345	1075	1791	2086	876	253	126	583	712	1085	1626
Never	3751	1136	827	939	663	1433	1166	215	570	1062	1799	2383	755	291	119	1072	705	830	1128
	54%abej pw	50%	47%	53%b	50%	50%	51%	63%Zij	66%Zij	53%j	49%	55%ln	51%	53%	46%	56%p	49%	53%	56%p
1-2	1400 20%	421 19%	363 21%	343 19%	274 21%	628 22%a	473 21%	56 16%	162 19%	400 20%	758 21%	854 20%	313 21%	108 20%	57 22%	343 18%	329 23%o	304 19%	419 21%
3-5	678 10%z	227 10%	189 11%	170 10%	130 10%	282 10%	234 10%	30 9%	56 7%	203 10%h	377 10%h	406 9%	160 11%	56 10%	27 11%	168 9%	156 11%	170 11%	184 9%
6-10	349 5%h	120 5%	103 6%	83 5%	58 4%	148 5%	117 5%	13 4%	20 2%	106 5%h	200 6%h	216 5%	76 5%	26 5%	19 7%	103 5%	68 5%	85 5%	93 5%
More than 10	813 12%hr	356 16%Z	284 16%Z	253 14%Z	209 16%	382 13%	299 13%	28 8%	54 6%	221 11%h	504 14%Zghi	476 11%	183 12%	71 13%	38 15%	240 12%r	196 13%r	184 12%	190 9%
Don't know	121 2%	38 2%	34 2%	34 2%	16 1%	66 2%	39 2%	11 3%	17 2%	30 2%	58 2%	69 2%	14 1%	14 3%l	3 1%	57 3%Zprs	13 1%	23 1%	25 1%
Prefer not to say	122 2%w	40 2%	32 2%	33 2%	23 2%	48 2%	29 1%	2 1%	10 1%	43 2%	65 2%	61 1%	20 1%	6 1%	10 4%kl	13 1%	36 2%oq	18 1%	51 3%oq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 331

QHar_bull_A From the people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7042	5772	1130	2822	565	1360	1201	487	148	5591	120	258	584	1280	2378	4306
WeightedBase	6990	5593	1277	2296	496	1579	1360	562	194*	5120	113*	422	787	1682	2344	4299
EffectiveBase	3460	2820	580	1116	310	754	691	240	95	2778	57	131	319	661	1187	2085
Never	3751	3023	677	1203	266	764	733	325	131	2811	53	235	388	850	1122	2463
	54%abejpw	54%p	53%	52%	54%	48%	54%w	58%w	67%zx	55%E	47%	56%	49%	51%	48%	57%F
1-2	1400	1101	276	463	104	346	256	114	41	1012	33	84	173	357	513	799
	20%	20%	22%	20%	21%	22%	19%	20%	21%	20%	29%	20%	22%	21%	22%G	19%
3-5	678	545	120	237	45	155	151	45	2	489	9	34	82	164	248	389
	10%z	10%	9%	10%z	9%z	10%z	11%z	8%z	1%	10%	8%	8%	10%	10%	11%	9%
6-10	349	287	53	109	27	103	61	26	3	243	5	19	57	103	155	179
	5%h	5%	4%	5%	5%	6%	4%	5%	2%	5%	4%	4%	7%	6%	7%G	4%
More than 10	813	637	151	284	55	212	158	52	18	564	13	51	86	207	306	469
	12%hr	11%r	12%	12%	11%	13%	12%	9%	9%	11%	12%	12%	11%	12%	13%	11%
Don't know	121	84	36	36	8	15	34	11	4	70	4	24	9	42	30	74
	2%	1%	3%prs	2%	2%	1%	2%w	2%	2%	1%	3%	6%ZAD	1%	2%A	1%	2%
Prefer not to say	122	95	23	25	11	11	19	20	3	63	11	16	26	58	39	66
	2%w	2%	2%	1%	2%w	1%	1%	4%uw	1%	1%	9%ZADE	4%A	3%ZA	3%ZA	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 332
QHar_bull_A From the people you care for or support
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7042	6285	641	236	387	1907	2264	851	250
WeightedBase	6990	5816	1021	462	535	2374	2130	563	201
EffectiveBase	3460	3099	369	144	220	1021	1058	392	133
Never	3751	3177	490	242	236	1218	1044	312	116
	54%bdf	55%b	48%	52%	44%	51%	49%	55%f	58%
1-2	1400	1151	230	89	132	453	480	116	43
	20%	20%	22%	19%	25%	19%	23%	21%	22%
3-5	678	548	108	53	54	246	239	50	15
	10%	9%	11%	12%	10%	10%	11%	9%	8%
6-10	349	275	64	27	36	135	117	19	5
	5%	5%	6%	6%	7%	6%	5%	3%	3%
More than 10	813	666	129	51	77	322	250	66	21
	12%	11%	13%	11%	14%	14%	12%	12%	10%
Don't know	121	90	24	16	7	42	18	13	1
	2%f	2%	2%	3%	1%	2%	1%	2%f	*
Prefer not to say	122	85	22	15	6	31	18	1	8
	2%fg	1%	2%	3%	1%	1%	1%	*	4%efg



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Table 333

QHar_bull_A From the people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	JOB ROLE									
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)	
7042	1922	607	1320	257	493	262	96	671	815	
6990	2534	842	1423	460	103	99	148*	109	791	
3460	1139	365	765	153	344	188	64	449	442	
3751	1346	389	739	384	44	55	64	58	380	
54%bei	53%be	46%	52%e	83%Zabcefg	42%	56%be	43%	53%e	48%	
1400	510	172	280	46	33	29	27	23	188	
20%e	20%e	20%e	20%e	10%	32%Zabcefg	29%Zabce	18%	21%e	24%e	
678	248	101	150	12	12	8	11	10	81	
10%e	10%e	12%e	11%e	3%	11%e	8%e	7%	9%e	10%e	
349	134	48	68	7	4	2	13	4	52	
5%e	5%e	6%e	5%	1%	4%	2%	9%e	4%	7%e	
813	296	132	187	11	10	5	34	14	90	
12%e	12%e	16%Zade	13%e	2%	10%e	5%	23%Zacde	13%e	11%e	
121	57	21	24	3	*	-	-	1	6	
2%	2%ef	3%	2%	1%	*	-	-	*	1%	
122	54	17	30	5	1	-	4	1	2	
2%i	2%i	2%i	2%i	1%	1%	-	3%i	1%	*	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 334
QHar_bull_B From managers or team leaders
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	6694	3808	820	604	495	842	492	257	155	4891	2283	2787	1563	632	931	233	1307	1723	1421	
WeightedBase	6446	4746	796	96	250	344	101	97	158*	5485	1915	2120	2427	1147	1280	143	1255	1668	574	
EffectiveBase	3297	2227	446	395	189	280	345	184	72	2645	1001	1173	886	398	490	143	721	1068	740	
Never	4792	3594	566	78	197	231	72	74	93	4101	1373	1503	1657	736	921	109	1009	1317	427	
	74%ehkl mvl	76%beh	71%h	81%Zabefh	79%efh	67%	71%	76%eh	59%	75%k	72%	71%	68%	64%	72%mr	76%mr	80%Zlmnr	79%Zlmnr	74%lmnr	
1-2	854	577	131	10	31	62	19	15	29	696	299	325	369	184	185	19	127	185	90	
	13%pu	12%	16%ac	10%	12%	18%Zac	19%Zacd	16%	18%	13%	16%l	15%l	15%pq	16%pq	14%p	13%	10%	11%	16%pq	
3-5	403	296	58	4	11	19	5	4	11	348	116	145	198	104	95	7	54	97	27	
	6%cp	6%	7%c	4%	5%	5%	5%	4%	7%	6%	6%	7%	8%Zpqr	9%Zpqr	7%p	5%	4%	6%	5%	
6-10	164	116	15	2	9	13	2	2	9	140	46	52	88	51	36	2	24	30	15	
	3%	2%	2%	2%	4%	4%	2%	2%	6%	3%	2%	2%	4%pq	4%Zpq	3%	1%	2%	2%	3%	
More than 10	233	164	25	2	2	20	3	1	16	200	81	95	115	72	43	6	40	40	15	
	4%cd	3%	3%	2%	1%	6%dg	3%cd	1%	10%Zabcd fg	4%	4%	4%	5%qr	6%Znpqr	3%	4%	3%	2%	3%	
Don't know	97	88	3	*	1	1	*	*	-	91	16	24	50	32	17	1	17	23	3	
	1%crF	2%bcef	*	*	*	*	*	*	-	2%	1%	1%	2%r	3%r	1%	*	1%	1%	*	
Prefer not to say	128	111	3	1	1	6	1	1	5	123	20	20	60	29	31	3	14	43	4	
	2%bjkr	2%bf	*	1%	*	2%	1%	1%	3%b	2%jk	1%	1%	2%r	3%r	2%r	2%	1%	3%pr	1%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 334

QHar_bull_B From managers or team leaders

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	6694	2086	4415	58	135	308	429	1786	1442	2720	666	382	535	400	1897	588	1305	2
WeightedBase	6446	875	5312	190*	69*	383	597	1898	1405	2142	108	325	596	278	2510	816	1409	2**
EffectiveBase	3297	1243	2550	42	85	153	225	888	723	1431	444	226	318	199	1132	350	751	2
Never	4792	663	3921	164	44	314	459	1418	1025	1556	86	241	422	182	1904	582	1099	1
	74%ehkl mvl	76%v	74%v	86%v	64%	82%ZCDE	77%	75%	73%	73%	80%ZHI	74%	71%	65%	76%	71%	78%ZK	34%
1-2	854	127	713	1	13	41	72	248	168	323	12	52	96	47	314	102	160	-
	13%pu	14%u	13%u	1%	19%u	11%	12%	13%	12%	15%D	11%	16%	16%	17%	13%	13%	11%	-
3-5	403	41	351	7	4	15	42	119	103	124	5	13	41	29	152	68	74	1
	6%cp	5%	7%u	4%	6%	4%	7%	6%	7%	6%	4%	4%	7%	11%ZFG	6%	8%	5%	66%
6-10	164	17	132	11	4	9	12	43	39	61	2	10	12	9	65	28	23	-
	3%	2%	2%	6%	5%u	2%	2%	2%	3%	3%	2%	3%	2%	3%	3%	3%	2%	-
More than 10	233	27	195	7	4	5	11	69	70	78	3	9	25	11	75	35	52	-
	4%u	3%	4%	4%	6%	1%	2%	4%	5%AB	4%	3%	3%	4%	4%	3%	4%	4%	-
Don't know	97	9	82	1	4	2	21	32	24	18	*	2	1	4	39	30	18	-
	1%crF	1%	2%	1%	6%Zst	1%	3%ZE	2%	2%	1%	*	1%	*	1%	2%	4%ZJL	1%	-
Prefer not to say	128	15	103	9	1	7	14	26	26	55	1	1	4	3	62	23	24	-
	2%bjkr	2%	2%	5%	2%	2%	2%	1%	2%	3%C	1%	*	1%	1%	2%	3%	2%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 335

QHar_bull_B From managers or team leaders

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6694	2094	1616	1647	1257	2353	2025	254	594	1933	3890	4062	1643	478	238	944	1288	1874	2541
WeightedBase	6446	2232	1752	1774	1308	2847	2271	302	712	1885	3529	4045	1350	492	222	1771	1347	1472	1831
EffectiveBase	3297	1117	868	903	652	1277	1065	163	308	1070	1764	2028	812	240	107	564	673	1021	1520
Never	4792	1697	1295	1342	988	2076	1660	247	608	1417	2503	3081	937	351	150	1337	988	1053	1398
	74% ^{jlv}	76%	74%	76%	76%	73%	73%	82% ^{Zj}	85% ^{Zlj}	75% ^j	71%	76% ^{ln}	69%	71%	67%	75%	73%	72%	76% ^q
1-2	854	275	234	222	158	395	312	23	56	245	529	529	189	67	33	220	169	218	240
	13% ^{gh}	12%	13%	13%	12%	14%	14%	8%	8%	13% ^h	15% ^{gh}	13%	14%	14%	15%	12%	13%	15%	13%
3-5	403	131	114	102	83	186	153	8	30	110	255	210	120	32	26	117	94	94	99
	6%	6%	7%	6%	6%	7%	7%	3%	4%	6%	7% ^{gh}	5%	9% ^{Zk}	6%	12% ^{Zk}	7%	7%	6%	5%
6-10	164	43	41	40	29	80	66	8	12	49	95	86	47	20	2	31	41	43	47
	3%	2%	2%	2%	2%	3%	3%	3%	2%	3%	3%	2%	4% ^k	4%	1%	2%	3%	3%	3%
More than 10	233	87	68	69	51	111	80	15	6	64	148	139	56	23	11	66	55	64	48
	4% ^h	4%	4%	4%	4%	4%	4%	5% ^h	1%	3% ^h	4% ^h	3%	4%	5%	5%	4%	4%	4% ^r	3%
Don't know	97	45	30	29	25	53	29	1	5	24	64	58	7	18	*	48	18	10	19
	1% ^{lv}	2%	2%	2%	2%	2%	1%	*	1%	1%	2%	1% ^l	1%	4% ^{Zkl}	*	3% ^{Zqrs}	1%	1%	1%
Prefer not to say	128	51	38	40	32	47	29	8	6	37	75	66	16	8	11	8	39	21	55
	2% ^{ou}	2%	2%	2%	2%	2%	1%	3%	1%	2%	2%	2%	1%	2%	5% ^{Zkl}	*	3% ^{oq}	1%	3% ^{Zoqs}

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 335

QHar_bull_B From managers or team leaders

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro unds (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	6694	5482	1081	2723	534	1269	1118	465	139	5300	113	252	570	1229	2281	4070
WeightedBase	6446	5131	1204	2149	457	1411	1245	520	187*	4648	111*	412	769	1617	2187	3923
EffectiveBase	3297	2697	548	1094	286	698	645	231	89	2664	53	129	315	639	1125	1990
Never	4792	3819	902	1540	313	1071	932	410	148	3460	80	297	573	1192	1520	3039
	74% jl	74%	75%	72%	68%	76% uv	75% v	79% uv	79%	74%	72%	72%	74%	74%	69%	77% F
1-2	854	679	160	319	68	180	155	61	21	631	17	40	108	212	337	458
	13% gh	13%	13%	15%	15%	13%	12%	12%	11%	14%	15%	10%	14%	13%	15% G	12%
3-5	403	306	89	151	35	82	73	26	9	275	11	42	52	119	169	212
	6%	6%	7%	7%	8%	6%	6%	5%	5%	6%	10%	10%	7%	7%	8% G	5%
6-10	164	132	24	63	14	37	33	5	3	109	*	21	17	45	65	92
	3%	3%	2%	3%	3%	3%	3%	1%	2%	2%	*	5%	2%	3%	3%	2%
More than 10	233	195	29	75	27	40	51	18	5	173	3	13	20	49	96	121
	4% h	4% r	2%	4%	6% w	3%	4%	4%	3%	4%	3%	3%	3%	3%	4%	3%
Don't know	97	67	28	31	*	19	17	15	4	49	2	24	15	44	18	74
	1% lv	1%	2% qr	1%	*	1%	1%	3% v	2% v	1%	2%	6% ZAD	2%	3% ZA	1%	2% F
Prefer not to say	128	102	24	18	13	22	17	17	2	67	8	14	20	57	41	73
	2% ou	2% o	2% o	1%	3% u	2%	1%	3% u	1%	1%	7% ZA	3%	3%	4% ZA	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 336

QHar_bull_B From managers or team leaders

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6694	5971	611	229	364	1800	2166	821	241
WeightedBase	6446	5325	975	446	505	2186	1968	522	191
EffectiveBase	3297	2968	355	144	203	990	1011	363	127
Never	4792	3945	741	321	398	1621	1417	379	144
	74%	74%	76%	72%	79%	74%	72%	73%	76%
1-2	854	715	119	59	58	274	307	86	27
	13%	13%	12%	13%	12%	13%	16%e	16%	14%
3-5	403	333	54	29	24	173	128	13	11
	6%g	6%	6%	7%	5%	8%g	6%g	3%	6%
6-10	164	126	36	24	12	53	41	21	2
	3%	2%	4%	5%Z	2%	2%	2%	4%	1%
More than 10	233	206	26	12	12	66	75	23	6
	4%	4%	3%	3%	2%	3%	4%	4%	3%
Don't know	97	58	37	31	6	47	14	3	-
	1%	1%	4%Za	7%Zd	1%	2%f	1%	1%	-
Prefer not to say	128	88	19	9	10	40	20	1	8
	2%fg	2%	2%	2%	2%	2%g	1%	*	4%fg

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Table 337

QHar_bull_B From managers or team leaders

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	6694	1897	588	1305	2	492	257	93	666	808
WeightedBase	6446	2510	816	1409	2**	101	97	146*	108	789
EffectiveBase	3297	1132	350	751	2	345	184	62	444	440
Never	4792	1904	582	1099	1	72	74	85	86	560
	74%g	76%gi	71%g	78%Zbegi	34%	71%	76%g	58%	80%Zbegi	71%g
1-2	854	314	102	160	-	19	15	27	12	130
	13%	13%	13%	11%	-	19%Zabch	16%	18%	11%	16%ach
3-5	403	152	68	74	1	5	4	10	5	58
	6%	6%	8%h	5%	66%	5%	4%	7%	4%	7%
6-10	164	65	28	23	-	2	2	9	2	15
	3%	3%	3%	2%	-	2%	2%	6%c	2%	2%
More than 10	233	75	35	52	-	3	1	15	3	25
	4%	3%	4%	4%	-	3%	1%	10%Zabcefhi	3%	3%
Don't know	97	39	30	18	-	*	*	-	*	3
	1%h	2%h	4%Zacefhi	1%	-	*	*	-	*	*
Prefer not to say	128	62	23	24	-	1	1	5	1	3
	2%i	2%ei	3%i	2%	-	1%	1%	3%i	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 338

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	6697	3810	822	605	497	841	490	258	156	4894	2283	2789	1563	628	935	232	1302	1729	1422
WeightedBase	6431	4736	795	96	251	345	101	98	158*	5473	1911	2120	2415	1134	1280	141	1246	1675	575
EffectiveBase	3292	2224	445	396	190	281	344	185	72	2641	997	1172	883	393	492	143	713	1070	741
Never	4340	3232	492	66	181	239	75	80	91	3662	1157	1313	1437	664	774	93	958	1172	430
	67% mnHK	68% b	62% g	68% g	72% bh	69% b	74% Zabh	82% Zabc defh	58% g	67% jk	61% i	62% k	60% l	59% m	60% n	66% o	77% Zlmn oq	70% lmn	75% Zimnoq
1-2	1243	867	197	20	47	62	17	14	32	1065	459	478	544	231	313	27	184	306	91
	19% prA	18% g	25% Zaef g	21% g	19% g	18% g	17% g	15% g	21% g	19% g	24% Zi	23% Zi	23% Zpqr	20% p	24% Zpqr	19% g	15% g	18% g	16% g
3-5	440	331	49	6	13	23	5	2	18	385	159	174	200	112	88	11	58	109	37
	7% gp	7% g	6% g	6% g	5% g	7% g	4% g	2% g	11% g	7% g	8% g	8% g	8% p	10% Zpq	7% g	8% g	5% g	7% g	6% g
6-10	178	127	28	2	6	10	2	*	8	150	68	72	96	48	49	6	22	38	9
	3% gs	3% g	3% g	2% g	3% g	3% g	2% g	*	5% g	3% g	4% g	3% g	4% pqr	4% pr	4% pr	4% g	2% g	2% g	2% g
More than 10	231	179	29	3	3	12	3	1	9	211	67	83	137	80	57	4	24	50	8
	4% gprsE G	4% g	4% g	3% g	1% g	4% g	3% g	1% g	6% g	4% g	4% g	4% g	6% Zpqr	7% Zpqr	4% pr	3% g	2% g	3% r	1% g
Don't know	101	93	3	*	1	*	*	-	-	96	18	19	58	41	16	2	22	16	2
	2% cefrE F	2% bcef	* g	* g	* g	* g	* g	- g	- g	2% k	1% g	1% g	2% qr	4% Znqr	1% g	1% g	2% r	1% g	* g
Prefer not to say	138	116	5	1	-	6	1	*	5	129	22	25	65	33	32	3	18	43	4
	2% bcdjk rFG	2% bcd	1% g	1% g	- g	2% g	1% g	* g	3% d	2% jk	1% g	1% g	3% r	3% r	3% r	2% r	1% g	3% r	1% g

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 338

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	6697	2087	4411	59	140	304	430	1782	1447	2725	668	384	533	401	1899	590	1303	2
WeightedBase	6431	871	5292	196*	73*	379	595	1884	1412	2140	108	326	593	278	2502	816	1406	2**
EffectiveBase	3292	1251	2544	43	89	151	225	883	724	1434	446	227	316	199	1129	352	749	2
Never	4340	635	3501	159	44	299	389	1228	928	1482	73	227	352	184	1779	494	950	2
	67% bijkl mnHK	73% Ztv	66%	81% tv	61%	79% ZBCD E	65%	65%	66%	69% C	68% H	70% H	59%	66%	71% ZK	61%	68% K	100%
1-2	1243	148	1058	22	15	47	121	373	272	421	22	64	156	60	430	175	261	-
	19% prA	17%	20% s	11%	20%	12%	20% A	20% A	19% A	20% A	21%	20%	26% Z	22%	17%	21%	19%	-
3-5	440	56	368	7	9	24	45	129	109	133	7	23	39	16	147	80	104	-
	7% gp	6%	7%	4%	12% s	6%	8%	7%	8%	6%	7%	7%	7%	6%	6%	10% ZJ	7%	-
6-10	178	14	162	-	3	2	21	64	39	52	2	9	18	13	74	26	28	-
	3% gs	2%	3% s	-	3%	1%	4%	3%	3%	2%	2%	3%	3%	5%	3%	3%	2%	-
More than 10	231	18	202	7	2	7	19	90	64	51	3	3	28	5	73	41	64	-
	4% gprsE G	2%	4% s	4%	3%	2%	3%	5% E	5% E	2%	3%	1%	5% G	2%	3%	5%	5%	-
Don't know	101	9	90	1	1	10	20	41	15	15	*	1	1	4	45	29	18	-
	2% cefrE F	1%	2%	1%	1%	3% E	3% ZDE	2% E	1%	1%	*	*	*	1%	2%	4% ZJL	1%	-
Prefer not to say	138	18	116	3	*	3	16	30	28	60	1	*	7	4	64	24	27	-
	2% bcdjk rFG	2%	2%	2%	*	1%	3%	2%	2%	3%	1%	*	1%	1%	3%	3%	2%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 339

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6697	2095	1618	1646	1260	2345	2016	256	589	1930	3899	4063	1645	476	238	942	1292	1874	2543
WeightedBase	6431	2231	1755	1777	1310	2828	2252	304	705	1871	3534	4038	1345	487	220	1768	1350	1459	1830
EffectiveBase	3292	1115	869	900	652	1271	1057	165	304	1067	1766	2026	811	238	107	563	675	1025	1515
Never	4340	1460	1144	1159	824	1881	1513	216	548	1290	2271	2819	857	321	118	1123	923	967	1312
	67%jn	65%	65%	65%	63%	67%	67%	71%	78%Zlj	69%j	64%	70%ln	64%n	66%n	53%	63%	68%	66%	72%Zoqs
1-2	1243	438	342	342	270	579	457	48	105	330	756	712	316	78	63	356	264	275	342
	19%	20%	20%	19%	21%	20%	20%	16%	15%	18%	21%hi	18%	23%Zkm	16%	29%Zkm	20%	20%	19%	19%
3-5	440	158	129	133	102	191	150	24	28	132	256	268	80	54	18	143	87	117	90
	7%r	7%	7%	7%	8%	7%	7%	8%	4%	7%	7%h	7%	6%	11%Zkl	8%	8%r	6%	8%r	5%
6-10	178	67	49	61	51	73	51	3	13	57	105	106	48	14	7	46	34	52	47
	3%	3%	3%	3%	4%	3%	2%	1%	2%	3%	3%	3%	4%	3%	3%	3%	2%	4%	3%
More than 10	231	107	90	84	62	103	82	12	10	62	147	134	44	20	15	100	43	47	39
	4%hr	5%	5%Z	5%	5%	4%	4%	4%	1%	3%	4%h	3%	3%	4%	7%	6%Zpqrs	3%	3%	2%
Don't know	101	41	25	25	20	64	42	1	9	33	56	60	8	20	4	48	17	17	18
	2%IA	2%	1%	1%	2%	2%	2%	*	1%	2%	2%	1%l	1%	4%Zkl	2%	3%qrs	1%	1%	1%
Prefer not to say	138	57	40	40	36	55	36	6	9	42	79	70	20	11	9	10	37	29	57
	2%ou	3%	2%	2%	3%	2%	2%	2%	1%	2%	2%	2%	1%	2%	4%	1%	3%o	2%o	3%Zot

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 339

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	6697	5484	1083	2725	534	1268	1116	468	138	5304	112	253	571	1232	2287	4061
WeightedBase	6431	5116	1208	2145	450	1403	1237	530	184*	4641	110*	410	766	1614	2188	3905
EffectiveBase	3292	2691	550	1093	286	698	641	233	88	2664	53	129	314	638	1128	1979
Never	4340	3450	832	1433	280	950	808	373	135	3097	74	268	554	1111	1294	2828
	67% In	67%	69%	67%	62%	68%	65%	70% w	73%	67%	68%	65%	72% A	69%	59%	72% F
1-2	1243	983	230	415	100	286	254	79	31	937	27	62	125	285	518	649
	19%	19%	19%	19%	22% y	20%	20%	15%	17%	20%	25%	15%	16%	18%	24% G	17%
3-5	440	349	83	158	32	87	91	38	9	324	7	39	38	104	198	221
	7% r	7% r	7%	7%	7%	6%	7%	7%	5%	7%	6%	9%	5%	6%	9% G	6%
6-10	178	151	25	60	16	33	45	17	4	133	*	10	27	45	87	81
	3%	3%	2%	3%	3%	2%	4%	3%	2%	3%	*	3%	4%	3%	4% G	2%
More than 10	231	183	37	79	23	48	40	22	5	149	1	30	21	69	91	126
	4% r	4% r	3%	4%	5%	3%	3%	4%	3%	3%	1%	7% ZAD	3%	4%	4%	3%
Don't know	101	69	31	28	8	19	18	12	5	45	7	23	18	50	23	76
	2% IA	1%	3% qrs	1%	2%	1%	1%	2%	3%	1%	6% ZA	6% ZA	2% A	3% ZA	1%	2%
Prefer not to say	138	114	17	24	12	30	25	11	3	77	5	17	21	53	37	88
	2% ou	2% o	1%	1%	3% u	2%	2%	2%	2%	2%	5%	4% A	3%	3% A	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 340

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6697	5972	613	230	365	1808	2163	821	242
WeightedBase	6431	5309	974	445	504	2183	1961	520	192
EffectiveBase	3292	2960	356	144	204	994	1009	361	128
Never	4340	3541	689	311	363	1470	1254	355	138
	67% ^f	67%	71%	70%	72%	67%	64%	68%	72%
1-2	1243	1059	164	73	84	391	445	102	36
	19%	20%	17%	17%	17%	18%	23% ^{Ze}	20%	19%
3-5	440	373	52	24	26	177	142	42	9
	7%	7%	5%	5%	5%	8%	7%	8%	5%
6-10	178	151	26	14	10	78	48	11	1
	3%	3%	3%	3%	2%	4%	2%	2%	1%
More than 10	231	186	44	22	21	67	71	11	7
	4%	3%	4%	5%	4%	3%	4%	2%	4%
Don't know	101	61	34	28	6	45	22	2	-
	2%	1%	3% ^{Za}	6% ^{Zd}	1%	2% ^g	1%	*	-
Prefer not to say	138	101	23	12	10	44	19	3	7
	2% ^f	2%	2%	3%	2%	2%	1%	1%	4% ^{fg}

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Table 341

QHar_bull_C From other colleagues

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	6697	1899	590	1303	2	490	258	93	668	811
WeightedBase	6431	2502	816	1406	2**	101	98	146*	108	788
EffectiveBase	3292	1129	352	749	2	344	185	62	446	440
Never	4340	1779	494	950	2	75	80	83	73	487
	67%bi	71%Zbgi	61%	68%bi	100%	74%Zbcghi	82%Zabceghi	57%	68%b	62%
1-2	1243	430	175	261	-	17	14	30	22	197
	19%	17%	21%	19%	-	17%	15%	21%	21%	25%Zacef
3-5	440	147	80	104	-	5	2	16	7	49
	7%f	6%	10%Zaef	7%f	-	4%	2%	11%f	7%f	6%
6-10	178	74	26	28	-	2	*	7	2	28
	3%f	3%f	3%	2%	-	2%	*	5%	2%	3%f
More than 10	231	73	41	64	-	3	1	9	3	29
	4%f	3%	5%f	5%f	-	3%	1%	6%	3%f	4%f
Don't know	101	45	29	18	-	*	-	-	*	3
	2%eh	2%ehi	4%Zacefhi	1%	-	*	-	-	*	*
Prefer not to say	138	64	24	27	-	1	*	5	1	3
	2%hi	3%hi	3%hi	2%i	-	1%	*	3%i	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 342

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)	
Total (Z)																			
7090	4165	826	609	494	850	495	261	159	5261	2334	2875	1586	640	946	235	1606	1772	1428	
7051	5330	797	97	249	347	103	99	157*	6072	1975	2223	2457	1160	1298	145	1758	1724	577	
3488	2417	447	399	189	285	346	187	72	2834	1025	1219	895	399	499	144	848	1104	745	
5288	4188	519	62	166	178	45	57	84	4649	1304	1424	1807	787	1020	127	1365	1392	348	
75%bcde fghjkmr svFGH	79%Zbcd efgh	65%ef	63%ef	67%ef	51%ef	43%	58%ef	53%	77%jk	66%	64%	74%mr	68%r	79%lmr	88%Zlmn pqr	78%lmr	81%Zlmr	60%	
1111 16%oqul M	744 14%	174 22%Za	21 21%Za	53 21%Za	91 26%Za	36 34%Zabc deh	27 27%Za	32 20%	901 15%	407 21%Zi	505 23%Zi	387 16%oq	197 17%oq	190 15%o	11 8%	272 15%oq	209 12%	152 26%Zlmnopq	
377 5%	240 5%	63 8%Za	7 7%a	20 8%a	37 11%Za	12 12%Za	9 9%Za	17 11%Za	312 5%	140 7%Zi	160 7%Zi	149 6%q	94 8%Znpq	55 4%	5 4%	78 4%	67 4%	45 8%Znpq	
131 2%	70 1%	22 3%a	5 5%Za	6 2%	22 6%Zabd	5 5%Za	5 5%Za	12 8%Zabd	95 2%	55 3%i	60 3%i	47 2%	32 3%	15 1%	1 *	26 2%	23 1%	18 3%Znpq	
143 2%p	87 2%	19 2%	3 3%a	4 2%	18 5%Zabdg	6 6%Zabdg	1 1%	12 8%Zabdg	114 2%	69 4%Zi	73 3%Zi	68 3%p	50 4%Znopq	18 1%	1 *	17 1%	31 2%	14 2%p	
84 1%cF	72 1%c	6 1%	* *	4 1%	2 *	* *	- -	1 1%	75 1%	19 1%	13 1%	45 2%	33 3%Znpqr	12 1%	1 *	16 1%	16 1%	4 1%	
98 1%r	82 2%	4 1%	1 1%	* *	7 2%bd	1 *	* *	6 4%bd	92 2%	15 1%	18 1%	48 2%r	21 2%r	27 2%r	1 1%	15 1%	28 2%r	2 *	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 342

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7090	2117	4628	202	143	322	464	1892	1541	2861	674	387	539	412	1945	608	1335	259
WeightedBase	7051	889	5536	552	74*	414	657	2077	1562	2318	109	330	598	288	2575	839	1444	461
EffectiveBase	3488	1261	2679	143	91	162	247	943	781	1463	451	229	319	208	1155	364	774	154
Never	5288	597	4164	481	46	341	529	1528	1137	1731	69	213	389	205	2025	600	1167	388
	75%bode fghjkmr svFGH	67%	75%sv	87%Zstv	62%	82%ZCDE	81%CDE	74%	73%	75%	63%	65%	65%	71%F	79%ZK	72%	81%ZK	84%ZK
1-2	1111	189	859	47	16	52	81	355	249	374	23	71	124	53	365	156	180	42
	16%oquL M	21%Ztu	16%u	9%	22%u	13%	12%	17%	16%	16%	21%Z	22%Z	21%Z	19%	14%	19%JLM	12%	9%
3-5	377	59	294	18	5	11	30	134	80	121	9	25	51	14	112	49	53	24
	5%	7%	5%	3%	7%	3%	5%	6%	5%	5%	8%Z	8%	9%Z	5%	4%	6%	4%	5%
6-10	131	23	100	2	6	3	8	31	50	40	5	8	15	13	38	13	16	3
	2%	3%u	2%	*	8%Zstu	1%	1%	1%	3%ZCE	2%	4%Z	3%	2%	4%Z	1%	2%	1%	1%
More than 10	143	20	118	4	*	7	9	29	47	51	4	12	18	3	35	20	28	4
	2%p	2%	2%	1%	1%	2%	1%	1%	3%C	2%	3%l	4%	3%	1%	1%	2%	2%	1%
Don't know	84	9	68	6	1	7	15	33	14	15	*	4	2	3	29	24	16	3
	1%cF	1%	1%	1%	1%	2%	2%E	2%E	1%	1%	*	1%	*	1%	1%	3%ZJL	1%	1%
Prefer not to say	98	11	79	7	-	4	14	17	14	49	1	*	6	1	41	18	19	4
	1%r	1%	1%	1%	-	1%	2%	1%	1%	2%CD	1%	*	1%	*	2%	2%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 343

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7090	2132	1646	1678	1280	2399	2062	277	687	1997	3968	4259	1758	512	270	997	1349	1962	2733
WeightedBase	7051	2280	1789	1817	1335	2897	2308	353	877	2010	3654	4374	1503	546	263	1951	1453	1580	2042
EffectiveBase	3488	1134	883	915	660	1300	1079	172	349	1091	1806	2090	890	260	128	591	715	1086	1645
Never	5288	1773	1318	1327	970	2122	1639	281	728	1532	2634	3407	1025	389	175	1440	1029	1184	1612
	75% pu	78% bce	74%	73%	73%	73%	71%	80% j	83% Zij	76% j	72%	78% Zlmn	68%	71%	66%	74%	71%	75%	79% Zopqs
1-2	1111	320	313	319	225	500	438	48	105	291	644	639	297	83	46	325	267	239	280
	16% DE	14%	18% a	18% a	17%	17% a	19% Za	14%	12%	14%	18% hi	15%	20% Zk	15%	17%	17%	18% rt	15%	14%
3-5	377	108	95	101	82	154	136	13	23	102	223	177	126	39	16	114	98	84	80
	5% hkrz	5%	5%	6%	6%	5%	6%	4%	3%	5% h	6% h	4%	8% Zk	7% k	6%	6%	7% r	5%	4%
6-10	131	34	25	29	22	51	45	3	10	48	69	68	35	17	8	24	26	35	46
	2%	2%	1%	2%	2%	2%	2%	1%	1%	2%	2%	2%	2%	3%	3%	1%	2%	2%	2%
More than 10	143	44	38	41	36	70	51	8	10	37	84	83	19	18	18	47	33	38	24
	2% rw	2%	2%	2%	3%	2%	2%	2%	1%	2%	2%	2%	1%	3% l	7% Zkl	2% r	2%	2% r	1%
Don't know	84	24	14	11	10	48	20	-	7	23	53	45	11	17	-	36	17	17	15
	1%	1%	1%	1%	1%	2% c	1%	-	1%	1%	1%	1%	1%	3% Zkl	-	2% r	1%	1%	1%
Prefer not to say	98	33	28	27	28	40	29	2	5	33	55	47	8	10	10	10	32	17	33
	1% lu	1%	2%	1%	2%	1%	1%	1%	1%	2%	2%	1%	1%	2%	4% Zkl	*	2% o	1%	2% o

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 343

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7090	5807	1143	2836	570	1362	1210	498	146	5622	121	261	595	1294	2401	4326
WeightedBase	7051	5629	1300	2323	500	1572	1381	570	190*	5156	118*	425	799	1701	2359	4335
EffectiveBase	3488	2841	588	1115	314	754	699	252	94	2793	58	135	324	672	1203	2095
Never	5288	4207	1006	1594	363	1218	1084	453	165	3817	92	337	648	1327	1679	3350
	75% fjln pu	75% p	77% p	69%	72%	78% u	78% uv	79% u	87% Zuvw	74%	77%	79%	81% ZA	78% A	71%	77% F
1-2	1111	924	166	452	84	252	184	68	20	871	13	48	92	213	422	622
	16% DE	16% rt	13%	19% Zxyz	17%	16%	13%	12%	10%	17% DE	11%	11%	12%	13%	18% G	14%
3-5	377	303	61	157	32	66	58	36	1	277	8	23	30	93	158	200
	5% hkrz	5% r	5%	7% wxz	6% z	4%	4%	6% z	1%	5%	7%	5%	4%	5%	7% G	5%
6-10	131	90	36	58	11	22	24	4	3	97	1	9	14	31	50	73
	2%	2%	3% o	3%	2%	1%	2%	1%	2%	2%	1%	2%	2%	2%	2%	2%
More than 10	143	105	31	62	11	13	32	9	1	93	5	9	15	38	50	90
	2% rw	2%	2% r	3% w	2%	1%	2% w	2%	*	2%	4%	2%	2%	2%	2%	2%
Don't know	84	61	23	21	4	12	17	16	7	40	2	26	8	42	22	55
	1%	1%	2% r	1%	1%	1%	1%	3% Zuw	4% Zuvw	1%	2%	6% ZADE	1%	2% ZA	1%	1%
Prefer not to say	98	81	13	14	10	21	13	6	4	56	7	10	15	38	32	50
	1% lu	1%	1%	1%	2% u	1%	1%	1%	2%	1%	6% ZA	2%	2%	2% A	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 344

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7090	6325	647	238	390	1921	2266	853	252
WeightedBase	7051	5861	1026	463	538	2386	2130	573	203
EffectiveBase	3488	3117	375	147	221	1033	1061	373	134
Never	5288	4320	844	406	414	1841	1514	390	144
	75%fg	74%	82%Za	88%Zd	77%	77%fg	71%	68%	71%
1-2	1111	984	110	39	71	335	397	116	38
	16%bc	17%b	11%	8%	13%	14%	19%Ze	20%Ze	19%
3-5	377	317	48	16	31	128	133	43	8
	5%	5%	5%	3%	6%	5%	6%	7%	4%
6-10	131	123	7	*	7	40	38	9	9
	2%	2%	1%	*	1%	2%	2%	2%	5%Zef
More than 10	143	117	17	2	16	42	49	15	3
	2%	2%	2%	*	3%	2%	2%	3%	2%
Don't know	84	54	29	20	8	34	14	1	-
	1%	1%	3%Za	4%Z	2%	1%	1%	*	-
Prefer not to say	98	75	12	10	2	27	21	2	7
	1%	1%	1%	2%	*	1%	1%	*	3%efg

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Table 345

QHar_bull_D From family members or friends of people you care for or support

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7090	1945	608	1335	259	495	261	94	674	815
WeightedBase	7051	2575	839	1444	461	103	99	145*	109	791
EffectiveBase	3488	1155	364	774	154	346	187	62	451	442
Never	5288	2025	600	1167	388	45	57	77	69	515
	75%efghi	79%Zbefghi	72%efgh	81%Zbefghi	84%Zbefghi	43%	58%e	53%	63%e	65%e
1-2	1111	365	156	180	42	36	27	29	23	174
	16%cd	14%	19%acd	12%	9%	34%Zabcdghi	27%Zabcd	20%d	21%Zacd	22%Zacd
3-5	377	112	49	53	24	12	9	16	9	61
	5%	4%	6%	4%	5%	12%Zabcdi	9%Zac	11%ac	8%Zac	8%Zac
6-10	131	38	13	16	3	5	5	12	5	22
	2%	1%	2%	1%	1%	5%Zabcd	5%Zabcd	9%Zabcdi	4%Zabcd	3%c
More than 10	143	35	20	28	4	6	1	11	4	18
	2%	1%	2%	2%	1%	6%Zabcdfi	1%	8%Zabcdfi	3%ad	2%
Don't know	84	29	24	16	3	*	-	1	*	6
	1%h	1%	3%Zacefhi	1%	1%	*	-	1%	*	1%
Prefer not to say	98	41	18	19	4	1	*	6	1	3
	1%	2%	2%i	1%	1%	*	*	4%i	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 346
QHar_bull_E From members of the public
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7062	4154	825	604	493	842	490	260	157	5248	2331	2862	1584	635	949	236	1594	1767	1419	
WeightedBase	7024	5318	792	96	249	342	101	99	154*	6057	1973	2215	2454	1151	1302	145	1744	1717	573	
EffectiveBase	3475	2410	449	395	188	282	345	186	71	2826	1025	1216	894	396	501	145	842	1101	739	
Never	6092	4681	661	84	206	272	75	81	125	5289	1657	1815	2199	998	1202	133	1529	1455	457	
		87%efjk rsvGHg	88%bdef	84%f	87%ef	83%f	79%	74%	83%f	81%	87%jk	84%	82%	90%Zqr	87%r	92%Zmpqr	92%qr	88%r	85%r	80%
1-2	637	450	78	10	26	42	18	14	13	524	208	262	162	88	74	9	145	199	74	
		9%In	8%	10%	10%	12%a	17%Zabc dh	14%Za	8%	9%	11%	12%Zi	7%	8%	6%	6%	8%	12%Zlmnp	13%Zlmnop	
3-5	183	120	29	2	9	13	4	2	7	153	61	83	62	40	22	2	38	44	22	
		3%	2%	4%	2%	4%	4%ac	2%	4%	3%	3%	4%Zi	3%	3%	2%	1%	2%	3%	4%np	
6-10	61	34	14	1	5	9	2	1	6	47	25	28	7	6	1	1	24	8	13	
		1%	1%	2%a	1%	2%a	3%Za	2%Za	1%	4%Za	1%	1%	1%	1%	*	1%	1%lnq	*	2%Zlmnq	
More than 10	51	33	9	*	2	6	2	*	4	44	23	27	23	20	3	1	7	10	7	
		1%	1%	1%	1%	2%Za	2%Zac	*	3%aa	1%	1%	1%	1%	2%Znp	*	*	*	1%	1%np	
Don't know	128	101	13	1	4	6	2	*	4	108	25	26	69	50	20	1	26	23	8	
		2%E	2%	2%	1%	2%	2%	*	2%	2%	1%	1%	3%q	4%Znopqr	1%	1%	1%	1%	1%	
Prefer not to say	81	65	2	1	-	8	1	*	7	73	11	13	28	12	16	1	19	28	2	
		1%	1%	*	1%	2%bd	1%	*	4%Zabd	1%	1%	1%	1%	1%	1%	*	1%	2%r	*	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 346
QHar_bull_E From members of the public
In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7062	2105	4612	202	143	319	464	1880	1528	2862	669	387	541	407	1937	611	1332	256
WeightedBase	7024	883	5516	552	74*	411	658	2065	1544	2324	108	330	598	281	2564	844	1439	459
EffectiveBase	3475	1252	2671	143	91	160	248	937	773	1462	448	229	320	211	1151	365	772	153
Never	6092	731	4841	469	50	368	591	1783	1313	2019	94	266	494	245	2290	756	1229	397
	87%efjk rsvGH	83%v	88%sv	85%v	68%	89%	90%	86%	85%	87%	87%	81%	83%	87%	89%ZL	89%	85%	87%
1-2	637	97	468	56	15	30	47	185	151	221	11	40	63	23	199	64	144	42
	9%In	11%Zt	8%	10%	20%Zstu	7%	7%	9%	10%	9%	10%	12%	11%	8%	8%	8%	10%	9%
3-5	183	27	136	18	3	5	10	74	42	52	3	15	26	6	43	16	46	16
	3%	3%	2%	3%	4%	1%	2%	4%	3%	2%	2%	4%	4%	2%	2%	2%	3%J	3%
6-10	61	18	30	9	4	2	4	14	20	20	1	6	8	4	16	1	12	3
	1%	2%Zt	1%	2%	6%Zstu	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	*	1%	1%
More than 10	51	9	41	-	1	6	6	8	19	12	*	2	6	2	16	8	9	1
	1%	1%	1%	-	2%u	1%	1%	*	1%C	1%	*	1%	1%	1%	1%	1%	1%	*
Don't know	128	17	100	10	1	11	20	41	34	22	1	4	5	8	40	30	23	8
	2%E	2%	2%	2%	1%	3%	3%E	2%E	2%E	1%	1%	1%	1%	3%H	2%	4%ZJL	2%	2%
Prefer not to say	81	10	67	3	-	2	8	22	12	36	1	*	4	3	41	7	16	1
	1%	1%	1%	1%	-	1%	1%	1%	1%	2%	*	*	1%	1%	2%	1%	1%	*



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Table 347

QHar_bull_E From members of the public

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7062	2123	1640	1670	1276	2388	2053	275	680	1987	3957	4249	1746	502	270	985	1339	1961	2727
WeightedBase	7024	2271	1780	1805	1327	2879	2292	352	869	1998	3646	4366	1487	534	264	1932	1444	1579	2043
EffectiveBase	3475	1129	878	910	657	1292	1075	171	345	1087	1802	2087	882	257	128	584	712	1086	1632
Never	6092	1951	1503	1525	1111	2569	2025	319	784	1733	3123	3890	1230	447	205	1652	1230	1381	1803
1-2	637	215	192	186	149	215	186	24	62	183	354	322	186	52	41	164	151	150	171
3-5	183	72	58	54	39	59	54	4	13	55	106	92	49	24	11	75	38	31	39
6-10	61	19	15	24	20	13	10	2	8	11	38	39	11	6	2	23	14	7	17
More than 10	51	14	13	16	8	24	17	2	2	17	26	23	11	6	6	17	11	10	11
Don't know	128	35	23	22	17	68	34	1	13	38	76	63	26	24	5	48	35	23	20
Prefer not to say	81	32	29	28	29	38	31	3	6	29	40	37	10	15	4	16	23	12	27

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 347

QHar_bull_E From members of the public

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro unds (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7062	5784	1139	2819	569	1355	1206	499	145	5603	120	258	591	1284	2385	4317
WeightedBase	7024	5615	1288	2306	502	1562	1370	575	188*	5144	120*	414	793	1684	2351	4318
EffectiveBase	3475	2827	587	1110	313	748	696	254	93	2779	57	133	323	668	1195	2089
Never	6092	4911	1088	1963	425	1356	1199	517	177	4470	103	346	713	1458	1975	3807
	87%In	87%	84%	85%	85%	87%	87%	90%	94%Zuv	87%	86%	84%	90%	87%	84%	88%F
1-2	637	478	141	231	57	148	118	42	10	454	7	49	67	164	258	350
	9%k	9%	11%	10%	11%	9%	9%	7%	5%	9%	6%	12%	8%	10%	11%G	8%
3-5	183	145	36	62	12	45	41	10	1	154	3	1	7	22	87	88
	3%E	3%	3%	3%	2%	3%	3%	2%	*	3%DE	3%	*	1%	1%	4%G	2%
6-10	61	50	10	32	5	10	5	5	*	41	2	6	6	20	18	37
	1%	1%	1%	1% x	1%	1%	*	1%	*	1%	2%	1%	1%	1%	1%	1%
More than 10	51	31	13	18	3	3	8	2	-	24	5	12	1	20	13	37
	1%	1%	1%	1%	1%	*	1%	*	-	*	4%ZAD	3%ZAD	*	1%A	1%	1%
Don't know	128	100	28	34	6	28	26	15	9	65	3	29	19	62	38	75
	2%r	2%r	2%r	1%	1%	2%	2%	3%	5%Zuv	1%	2%	7%ZAD	2%	4%ZA	2%	2%
Prefer not to say	81	57	20	18	6	16	15	2	3	44	5	18	10	35	24	47
	1%	1%	2%	1%	1%	1%	1%	*	1%	1%	4%ZA	4%ZAD	1%	2%A	1%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 348

QHar_bull_E From members of the public

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7062	6297	646	238	389	1904	2259	848	253
WeightedBase	7024	5839	1018	465	528	2360	2131	568	205
EffectiveBase	3475	3101	374	147	220	1023	1055	373	135
Never	6092	5055	901	436	445	2065	1820	484	179
	87%	87%	88%	94%Zd	84%	87%	85%	85%	87%
1-2	637	523	99	26	68	209	219	53	21
	9%	9%	10%	6%	13%c	9%	10%	9%	10%
3-5	183	165	9	1	7	54	55	25	2
	3%b	3%b	1%	*	1%	2%	3%	4%Ze	1%
6-10	61	57	4	-	4	14	22	5	3
	1%	1%	*	-	1%	1%	1%	1%	1%
More than 10	51	39	6	1	4	18	16	1	1
	1%	1%	1%	*	1%	1%	1%	*	*
Don't know	128	91	36	25	11	60	21	8	*
	2%	2%	4%Za	5%Z	2%	3%f	1%	1%	*
Prefer not to say	81	61	12	3	9	26	13	1	5
	1%	1%	1%	1%	2%	1%	1%	*	2%fg

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Table 349

QHar_bull_E From members of the public

In the last 12 months, how many times have you personally experienced or witnessed harassment, bullying or abuse while working in adult social care

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7062	1937	611	1332	256	490	260	92	669	813
7024	2564	844	1439	459	101	99	142*	108	785
3475	1151	365	772	153	345	186	61	448	444
6092	2290	756	1229	397	75	81	115	94	655
87%e	89%Zcefgi	89%efi	85%e	87%e	74%	83%e	81%	87%e	83%e
637	199	64	144	42	18	14	11	11	78
9%	8%	8%	10%	9%	17%Zabcdghi	14%Zab	8%	10%	10%
183	43	16	46	16	4	2	6	3	29
3%	2%	2%	3%a	3%	4%ab	2%	4%	2%	4%a
61	16	1	12	3	2	1	5	1	14
1%	1%	*	1%	1%	2%Zabc	1%b	4%Zabc	1%	2%ab
51	16	8	9	1	2	*	4	*	9
1%	1%	1%	1%	*	2%Zacdh	*	3%Zacd	*	1%
128	40	30	23	8	2	*	4	1	13
2%	2%	4%Zacf	2%	2%	2%	*	3%	1%	2%
81	41	7	16	1	1	*	7	1	1
1%	2%i	1%	1%	*	1%	*	5%Zbedi	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 350

QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	4469	2522	570	380	321	613	373	169	116	3289	1575	1990	1094	463	631	144	813	1164	949
WeightedBase	4463	3265	584	63	166	255	78	63	122*	3828	1423	1607	1744	866	878	90*	858	1120	371
EffectiveBase	2219	1498	303	242	130	201	264	115	56	1805	683	822	623	283	345	84	449	760	547
Yes, I reported it	2740	2052	374	44	100	113	36	28	54	2403	919	997	1080	530	550	57	484	742	192
	61%efgh rsulM	63%efgh	64%efgh	70%Zaef gh	60%efgh	44%	46%	45%	44%	63%	65%	62%	62%r	61%r	63%r	63%	56%	66%Zpr	52%
Yes, a colleague reported it	777	576	106	11	26	46	8	7	32	689	279	308	339	195	144	20	118	209	46
	17%fr	18%f	18%f	17%f	16%	18%f	10%	12%	26%fg	18%	20%	19%	19%pr	22%Zpr	16%	22%pr	14%	19%pr	12%
No	869	616	88	10	35	76	29	20	29	706	238	311	320	140	179	13	216	163	107
	19%qH	19%	15%	15%	21%	30%Zabc dh	37%Zabc	31%Zabc	24%	18%	17%	19%	18%	16%	20%q	14%	25%Zimo q	15%	29%Zimnoq
Don't know	154	112	17	*	3	16	3	5	7	128	37	48	55	33	22	2	38	36	15
	3%cDF	3%c	3%	1%	2%	6%c	4%c	9%Zabcd	6%	3%	3%	3%	3%	4%	3%	2%	4%	3%	4%
Prefer not to say	246	174	36	3	5	13	3	4	7	207	69	81	104	49	55	7	37	62	26
	6%	5%	6%	5%	3%	5%	4%	6%	6%	5%	5%	5%	6%	6%	6%	8%	4%	6%	7%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 350

QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4469	1361	2935	76	97	167	273	1213	993	1819	425	250	386	236	1169	403	847	95
WeightedBase	4463	555	3647	208*	53*	198*	405	1367	1008	1477	72	221	449	175	1579	590	922	169*
EffectiveBase	2219	827	1702	58	61	89	155	600	497	950	278	151	224	113	693	237	534	63
Yes, I reported it	2740	308	2308	96	29	106	223	860	623	926	49	123	302	88	982	387	608	72
	61%efgh rsulM	55%	63%su	46%	55%	54%	55%	63%	62%	63%	68%ZGI	56%	67%GI	50%	62%M	66%M	66%M	43%
Yes, a colleague reported it	777	83	653	29	12	39	74	260	172	232	12	38	80	22	282	97	178	17
	17%fr	15%	18%	14%	22%	20%	18%	19%	17%	16%	16%	17%	18%	12%	18%	16%	19%	10%
No	869	140	643	75	11	48	91	254	208	267	12	50	60	49	294	100	154	67
	19%qH	25%Zt	18%	36%Zt	21%	24%	23%	19%	21%	18%	16%	22%H	13%	28%ZFH	19%	17%	17%	40%ZJKL
Don't know	154	21	123	7	3	9	22	47	16	54	1	5	13	5	56	18	27	11
	3%cDF	4%	3%	3%	5%	5%	5%D	3%	2%	4%D	1%	2%	3%	3%	4%	3%	3%	6%
Prefer not to say	246	36	201	7	3	12	19	64	62	90	4	9	28	17	87	40	42	5
	6%	6%	6%	3%	5%	6%	5%	5%	6%	6%	6%	4%	6%	10%	6%	7%	5%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 351

QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4469	1412	1118	1099	868	1496	1293	161	351	1247	2637	2580	1193	338	183	643	908	1273	1612
WeightedBase	4463	1521	1238	1209	924	1895	1515	201*	432	1256	2502	2670	1037	348	190*	1231	973	1032	1209
EffectiveBase	2219	757	596	594	446	815	683	98	202	706	1185	1288	598	164	85	385	484	688	963
Yes, I reported it	2740	1015	815	804	590	1151	931	124	224	759	1594	1615	623	247	125	779	577	634	742
	61%h	67%Zef	66%Z	67%Ze	64%	61%	61%	61%	52%	60%h	64%h	61%	60%	71%Zkl	66%	63%	59%	61%	61%
Yes, a colleague reported it	777	314	271	253	227	339	290	40	65	233	433	436	205	55	35	256	181	161	177
	17%	21%Z	22%Z	21%Z	25%	18%	19%	20%	15%	19%	17%	16%	20%	16%	18%	21%qr	19%	16%	15%
No	869	241	194	198	145	368	300	27	101	260	457	532	215	52	38	236	186	216	227
	19%ab	16%	16%	16%	16%	19%	20%	13%	23%g	21%	18%	20%	21%	15%	20%	19%	19%	21%	19%
Don't know	154	46	35	32	25	61	39	13	34	33	73	96	32	10	6	36	37	36	45
	3%	3%	3%	3%	3%	3%	3%	7%ij	8%Zij	3%	3%	4%	3%	3%	3%	3%	4%	4%	4%
Prefer not to say	246	69	63	53	50	106	72	8	29	63	143	161	41	15	5	52	68	47	78
	6%v	5%	5%	4%	5%	6%	5%	4%	7%	5%	6%	6%	4%	4%	3%	4%	7%	5%	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 351

QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	4469	3645	719	1892	371	864	737	299	74	3530	78	160	373	830	1704	2528
WeightedBase	4463	3573	795	1554	317	1049	869	335	98*	3247	78*	260*	499	1096	1676	2542
EffectiveBase	2219	1798	374	769	211	485	412	166	52	1770	35	81	211	435	880	1215
Yes, I reported it	2740	2232	448	894	211	681	558	186	61	2018	45	145	295	646	1056	1565
	61%h	62%t	56%	58%	67%uy	65%uy	64%uy	55%	62%	62%	58%	56%	59%	59%	63%	62%
Yes, a colleague reported it	777	601	163	276	54	204	130	53	25	594	5	42	86	171	301	444
	17%	17%	21%qr	18%	17%	19%	15%	16%	26%x	18%	6%	16%	17%	16%	18%	17%
No	869	694	157	360	67	170	158	72	15	622	20	70	90	227	336	472
	19%ab	19%	20%	23%Zwx	21%	16%	18%	21%	15%	19%	26%	27%	18%	21%	20%	19%
Don't know	154	116	37	54	7	34	22	25	3	96	6	17	14	58	54	96
	3%	3%	5%	3%	2%	3%	3%	7%Zuvwx	3%	3%	8%	6%	3%	5%A	3%	4%
Prefer not to say	246	179	55	78	7	45	58	19	4	167	1	11	43	62	80	128
	6%v	5%	7%	5%	2%	4%	7%v	6%	4%	5%	2%	4%	9%A	6%	5%	5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 352

QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4469	3976	419	143	263	1232	1535	565	158
WeightedBase	4463	3705	662	281*	365	1539	1474	373	126*
EffectiveBase	2219	1987	241	88	148	690	726	245	89
Yes, I reported it	2740	2297	397	155	233	955	937	204	72
	61%g	62%	60%	55%	64%	62%g	64%g	55%	57%
Yes, a colleague reported it	777	668	100	49	52	244	277	65	22
	17%	18%	15%	17%	14%	16%	19%	17%	18%
No	869	701	145	78	62	317	271	100	29
	19%	19%	22%	28%	17%	21%	18%	27%Zef	23%
Don't know	154	114	30	5	24	56	47	13	1
	3%	3%	5%	2%	7%	4%	3%	4%	1%
Prefer not to say	246	200	36	17	17	81	54	12	14
	6%	5%	6%	6%	5%	5%	4%	3%	11%Zefg

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base



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Table 353
QHar_bull_report The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?
Base : All respondents who personally experienced or witnessed harassment, bullying or abuse while working in adult social care

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	4469	1169	403	847	95	373	169	71	425	561
WeightedBase	4463	1579	590	922	169*	78	63	114*	72	578
EffectiveBase	2219	693	237	534	63	264	115	49	278	299
Yes, I reported it	2740	982	387	608	72	36	28	49	49	373
	61%defg	62%defg	66%defg	66%defg	43%	46%	45%	43%	68%Zdefg	64%defg
Yes, a colleague reported it	777	282	97	178	17	8	7	31	12	104
	17%e	18%e	16%e	19%e	10%	10%	12%	28%def	16%e	18%e
No	869	294	100	154	67	29	20	27	12	85
	19%i	19%	17%	17%	40%Zabchi	37%Zabchi	31%Zabchi	24%	16%	15%
Don't know	154	56	18	27	11	3	5	7	1	16
	3%h	4%	3%	3%	6%	4%h	9%Zabchi	6%	1%	3%
Prefer not to say	246	87	40	42	5	3	4	6	4	36
	6%	6%	7%	5%	3%	4%	6%	5%	6%	6%



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Table 354

QIntention_to_leave To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	I often think about leaving this organisation / employer	I will probably look for a job at a new organisation / employer in the next 12 months :	'As soon as I can find another job, I will leave this organisation / employer'
UnweightedBase	7087	7087	7087
WeightedBase	7088	7088	7088
EffectiveBase	3468	3468	3468
Strongly agree	1777 25%	1392 20%	1281 18%
Agree	1790 25%	1328 19%	1118 16%
Neither agree nor disagree	1488 21%	1916 27%	1965 28%
Disagree	1220 17%	1453 21%	1511 21%
Strongly disagree	812 11%	999 14%	1212 17%
Agree (NET)	3567 50%	2720 38%	2399 34%
Disagree (NET)	2032 29%	2452 35%	2723 38%

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Table 355

QIntention_to_leave_A I often think about leaving this organisation /employer
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7087	4159	832	609	499	852	497	260	158	5258	2343	2864	1622	658	964	239	1554	1775	1441
WeightedBase	7088	5362	803	97	252	351	102	98	162*	6110	1986	2216	2537	1208	1329	146	1708	1728	581
EffectiveBase	3468	2404	452	399	191	278	348	186	73	2821	1031	1214	917	409	511	147	816	1103	752
Strongly agree	1777	1383	173	15	28	96	30	19	49	1603	475	576	810	409	401	32	318	424	119
	25%cdpr suAFGM	26%cdg	21%cd	16%	11%	27%cdg	30%bcdg	19%cd	30%cd	26%	24%	26%	32%Zopq r	34%Zopq r	30%Zpqr	22%	19%	25%pr	21%
Agree	1790	1356	210	20	62	98	30	28	42	1543	536	604	666	300	367	36	388	446	145
	25%cuF	25%c	26%	21%	25%	28%cd	29%cd	28%cd	26%	25%	27%	27%	26%	25%	28%cd	24%	23%	26%	25%
Neither agree nor disagree	1488	1149	168	23	59	65	19	17	32	1284	399	439	493	270	223	31	348	401	131
	21%nd	21%	21%	23%	23%	18%	18%	17%	20%	21%	20%	20%	19%	22%nd	17%	21%	20%	23%ln	22%nd
Disagree	1220	885	149	20	63	64	13	28	26	1001	328	349	351	156	195	32	350	288	125
	17%flmE J	16%	19%cd	21%af	25%Zaf	18%	13%	29%Zabc efh	16%	16%	17%	16%	14%	13%	15%	22%lmn q	20%Zlmn q	17%	22%Zlmnq
Strongly disagree	812	589	104	19	40	28	10	7	12	679	248	247	217	74	143	15	304	169	61
	11%lmtD J	11%	13%cd	20%Zabc efh	16%aeg	8%	10%	7%	8%	11%	12%	11%	9%	6%	11%lm	10%	18%Zlmn oqr	10%lm	10%lm
Agree (NET)	3567	2739	382	35	90	194	60	47	92	3146	1010	1180	1476	708	768	68	706	870	264
	50%cdpr suAFGM	51%cd	48%cd	36%	36%	55%bcd	59%Zabc dg	47%cd	56%cd	51%	51%	53%	58%Zopq r	59%Zopq r	58%Zopq r	47%	41%	50%pr	46%
Disagree (NET)	2032	1474	253	39	103	92	23	35	38	1680	576	597	568	230	338	47	654	457	186
	29%flmt DEJ	27%	32%cd	40%Zabc efh	41%Zabc efh	26%	23%	36%Zaef	24%	27%	29%	27%	22%	19%	25%lm	32%lm	38%Zlmn qr	26%lm	32%lmnq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 355

QIntention_to_leave_A I often think about leaving this organisation /employer

To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non-manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7087	2157	4578	208	144	324	467	1904	1523	2859	672	387	543	408	1964	619	1336	223
WeightedBase	7088	909	5538	565	75*	418	666	2106	1549	2326	109	328	602	286	2607	869	1448	427
EffectiveBase	3468	1284	2641	148	92	163	245	948	766	1455	449	228	322	204	1168	362	773	137
Strongly agree	1777	183	1519	58	16	63	153	517	452	591	17	46	153	70	751	234	366	30
	25%cdpr suAFGM	20%u	27%Zsu	10%	22%u	15%	23%A	25%A	29%ZAC	25%A	16%	14%	25%FG	24%FG	29%ZM	27%M	25%M	7%
Agree	1790	229	1454	94	14	83	143	489	453	624	22	80	164	58	692	230	349	85
	25%cuF	25%u	26%u	17%	18%	20%	21%	23%	29%ZABC	27%C	20%	24%	27%F	20%	27%	26%	24%	20%
Neither agree nor disagree	1488	213	1154	100	21	90	157	436	272	530	26	72	107	60	553	181	333	77
	21%nd	23%	21%	18%	29%u	21%	24%D	21%	18%	23%D	23%H	22%	18%	21%	21%	21%	23%	18%
Disagree	1220	188	875	141	16	110	125	382	256	332	23	74	98	66	372	142	249	120
	17%flmE J	21%Zt	16%	25%Zt	22%	26%ZCDE	19%	18%E	17%	14%	21%Z	23%Z	16%	23%ZH	14%	16%	17%	28%ZJKL
Strongly disagree	812	97	536	173	7	73	88	282	117	249	21	56	79	32	239	83	151	115
	11%lmtD J	11%	10%	31%Zstv	9%	17%ZDE	13%D	13%DE	8%	11%D	19%ZHI	17%Z	13%	11%	9%	10%	10%	27%ZJKL
Agree (NET)	3567	413	2973	152	30	146	296	1005	904	1215	39	125	317	128	1443	463	715	115
	50%cdpr suAFGM	45%u	54%Zsuv	27%	40%u	35%	44%	48%A	58%ZABC	52%ABC	36%	38%	53%FG	45%F	55%ZLM	53%M	49%M	27%
Disagree (NET)	2032	284	1411	313	23	183	213	664	373	581	44	130	177	98	611	225	400	235
	29%flmt DEJ	31%t	25%	55%Zstv	31%	44%ZBCD E	32%DE	32%DE	24%	25%	40%ZH	40%ZH	29%	34%	23%	26%	28%J	55%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 356

QIntention_to_leave_A I often think about leaving this organisation /employer
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7087	2158	1665	1693	1298	2416	2062	280	697	2043	4040	4260	1732	512	266	1009	1364	1955	2705
WeightedBase	7088	2329	1820	1843	1365	2945	2329	355	888	2065	3756	4393	1476	562	263	1974	1487	1572	2024
EffectiveBase	3468	1142	893	921	669	1306	1079	174	355	1118	1834	2090	869	250	125	595	722	1079	1608
Strongly agree	1777	674	544	528	399	822	646	90	142	540	1002	1080	395	133	81	587	390	383	406
	25%hr	29%Z	30%Z	29%Z	29%	28%Z	28%	25%h	16%	26%h	27%h	25%	27%	24%	31%	30%Zqrs	26%r	24%r	20%
Agree	1790	629	448	489	373	766	634	84	195	564	945	1097	392	132	67	444	377	407	554
	25%BCDE	27%	25%	27%	27%	26%	27%	24%	22%	27%h	25%	25%	27%	23%	26%	23%	25%	26%	27%ot
Neither agree nor disagree	1488	440	388	376	262	599	442	72	218	395	798	939	281	124	42	359	311	342	467
	21%	19%	21%	20%	19%	20%	19%	20%	25%i	19%	21%	21%	19%	22%	16%	18%	21%	22%	23%o
Disagree	1220	351	249	261	181	444	344	58	203	344	605	783	245	99	41	371	248	251	351
	17%bc	15%	14%	14%	13%	15%	15%	16%	23%Zij	17%	16%	18%	17%	18%	16%	19%	17%	16%	17%
Strongly disagree	812	234	191	188	150	314	263	52	131	221	406	495	164	73	31	213	161	189	246
	11%	10%	11%	10%	11%	11%	11%	15%	15%ij	11%	11%	11%	11%	13%	12%	11%	11%	12%	12%
Agree (NET)	3567	1303	992	1017	772	1588	1280	174	336	1104	1947	2176	787	265	148	1031	767	790	961
	50%hC	56%Z	54%Z	55%Z	57%	54%Z	55%Z	49%h	38%	53%h	52%h	50%	53%	47%	56%	52%r	52%	50%	47%
Disagree (NET)	2032	585	440	449	331	757	607	109	334	565	1011	1278	409	172	73	583	409	440	597
	29%abce	25%	24%	24%	24%	26%	26%	31%	38%Zij	27%	27%	29%	28%	31%	28%	30%	27%	28%	29%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 356

QIntention_to_leave_A I often think about leaving this organisation /employer
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7087	5801	1144	2823	563	1359	1203	496	150	5595	123	273	602	1313	2404	4303
WeightedBase	7088	5656	1314	2321	502	1573	1367	582	198*	5148	125*	454	808	1743	2376	4336
EffectiveBase	3468	2827	582	1103	305	751	692	247	97	2764	60	139	330	681	1205	2065
Strongly agree	1777	1354	382	561	128	450	359	131	49	1267	45	111	222	471	740	940
	25%hr	24%r	29%Z	24%qs	26%	29%Zu	26%	23%	25%	25%	36%A	24%	27%	27%	31%G	22%
Agree	1790	1452	295	579	134	415	344	133	55	1388	15	79	162	343	657	1028
	25%BCDE	26%	22%	25%	27%	26%	25%	23%	28%	27%BCDE	12%	17%	20%	20%	28%G	24%
Neither agree nor disagree	1488	1175	296	466	103	288	291	132	43	1017	26	111	193	413	445	940
	21%	21%	23%	20%	20%	18%	21%	23%	22%	20%	21%	24%	24%	24%A	19%	22%F
Disagree	1220	1012	196	427	71	255	226	122	26	857	21	97	156	338	292	884
	17%bc	18%	15%	18%	14%	16%	17%	21%v	13%	17%	17%	21%	19%	19%	12%	20%F
Strongly disagree	812	663	144	288	66	166	146	64	25	620	18	56	76	178	242	545
	11%	12%	11%	12%	13%	11%	11%	11%	13%	12%	14%	12%	9%	10%	10%	13%F
Agree (NET)	3567	2807	678	1140	262	865	704	264	103	2655	60	190	383	814	1397	1967
	50%hC	50%	52%	49%	52%	55%Zuy	51%	45%	52%	52%CE	48%	42%	47%	47%	59%G	45%
Disagree (NET)	2032	1675	340	715	137	421	372	186	51	1476	39	154	232	516	534	1429
	29%abce	30%	26%	31%	27%	27%	27%	32%	26%	29%	31%	34%	29%	30%	22%	33%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 357

QIntention_to_leave_A I often think about leaving this organisation /employer
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7087	6310	653	245	389	1930	2252	844	249
WeightedBase	7088	5872	1047	488	534	2403	2126	564	203
EffectiveBase	3468	3102	374	150	220	1037	1046	367	129
Strongly agree	1777 25%	1467 25%	273 26%	153 31%	119 22%	715 30%Zfgh	514 24%	124 22%	43 21%
Agree	1790 25%	1532 26%b	221 21%	97 20%	119 22%	621 26%	587 28%	136 24%	51 25%
Neither agree nor disagree	1488 21%f	1190 20%	242 23%	106 22%	126 24%	493 21%	386 18%	109 19%	45 22%
Disagree	1220 17%e	980 17%	221 21%a	94 19%	122 23%Z	343 14%	385 18%e	116 20%e	31 15%
Strongly disagree	812 11%	703 12%b	89 9%	37 8%	48 9%	230 10%	254 12%	79 14%e	33 16%e
Agree (NET)	3567 50%	2999 51%	494 47%	251 51%	238 45%	1336 56%Zgh	1101 52%	260 46%	94 46%
Disagree (NET)	2032 29%e	1683 29%	310 30%	131 27%	169 32%	574 24%	639 30%e	194 34%Ze	64 31%

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Table 358

QIntention_to_leave_A I often think about leaving this organisation /employer
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7087	1964	619	1336	223	497	260	95	672	820
WeightedBase	7088	2607	869	1448	427	102	98	150*	109	795
EffectiveBase	3468	1168	362	773	137	348	186	63	449	445
Strongly agree	1777 25%dh	751 29%Zdfhi	234 27%dh	366 25%dh	30 7%	30 30%dfhi	19 19% d	47 31% dh	17 16% d	170 21% dh
Agree	1790 25%h	692 27%h	230 26%h	349 24%	85 20%	30 29% dh	28 28%h	40 27%	22 20%	208 26%h
Neither agree nor disagree	1488 21%	553 21%	181 21%	333 23%	77 18%	19 18%	17 17%	29 20%	26 23%	166 21%
Disagree	1220 17%ae	372 14%	142 16%	249 17%	120 28% Zabcei	13 13%	28 29% Zabceghi	23 15%	23 21% Zae	148 19% ae
Strongly disagree	812 11%a	239 9%	83 10%	151 10%	115 27% Zabcefgi	10 10%	7 7%	11 7%	21 19% Zabcefgi	104 13% af
Agree (NET)	3567 50%dh	1443 55% Zcdfhi	463 53% dh	715 49% dh	115 27%	60 59% Zcdfhi	47 47% dh	87 58% dh	39 36% d	378 47% dh
Disagree (NET)	2032 29%ae	611 23%	225 26%	400 28% a	235 55% Zabcefghi	23 23%	35 36% Zabceg	34 22%	44 40% Zabcegi	252 32% ae

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 359

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7087	4159	832	609	499	852	497	260	158	5258	2343	2864	1622	658	964	239	1554	1775	1441	
WeightedBase	7088	5362	803	97	252	351	102	98	162*	6110	1986	2216	2537	1208	1329	146	1708	1728	581	
EffectiveBase	3468	2404	452	399	191	278	348	186	73	2821	1031	1214	917	409	511	147	816	1103	752	
Strongly agree	1392	1063	151	15	28	73	22	13	41	1244	404	491	617	309	308	15	274	333	96	
	20%cdgo prsuFGM	20%cdg	19%d	15%	11%	21%dg	22%cdg	13%	25%dg	20%	20%	22%	24%Zopq r	26%Zopq r	23%opr	11%	16%	19%o	16%	
Agree	1328	1023	137	14	37	72	22	19	33	1156	350	410	550	295	255	30	255	315	97	
	19%cpuF	19%c	17%	15%	14%	21%	22%cd	19%	20%	19%	18%	19%	22%Zpr	24%Zpqr	19%p	20%	15%	18%	17%	
Neither agree nor disagree	1916	1485	210	20	56	90	23	22	48	1687	528	594	672	299	373	42	433	512	145	
	27%cFG	28%cf	26%	21%	22%	26%	22%	22%	29%	28%	27%	27%	26%	25%	28%	29%	25%	30%pr	25%	
Disagree	1453	1083	170	23	76	75	22	33	24	1194	389	410	419	205	213	36	394	354	166	
	21%ln	20%	21%	24%	30%Zabefh	21%	21%	34%Zabc efh	15%	20%	20%	19%	17%	17%	16%	24%lmn	23%lmn	20%ln	29%Zlmnpq	
Strongly disagree	999	707	135	25	54	40	13	12	18	828	314	310	280	100	180	23	351	214	77	
	14%lmvJ	13%	17%a	26%Zabefgh	22%Zaefgh	12%	13%	12%	11%	14%	16%	14%	11%	8%	14%am	16%am	21%Zlmnqr	12%am	13%am	
Agree (NET)	2720	2086	288	29	65	146	44	32	73	2401	755	901	1167	604	563	45	530	648	192	
	38%cdprsuFGM	39%cd	36%d	30%	26%	42%cdg	43%bcdg	32%	45%cd	39%	38%	41%	46%Zopq r	50%Znop qr	42%opr	31%	31%	38%p	33%	
Disagree (NET)	2452	1790	305	48	131	115	35	45	42	2022	703	720	699	306	393	59	745	568	243	
	35%lmntJK	33%	38%h	49%Zabefh	52%Zabefh	33%	34%	46%Zaefh	26%	33%	35%	33%	28%	25%	30%	40%lmn	44%Zlmnq	33%lm	42%Zlmnq	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 359

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months

To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7087	2157	4578	208	144	324	467	1904	1523	2859	672	387	543	408	1964	619	1336	223
WeightedBase	7088	909	5538	565	75*	418	666	2106	1549	2326	109	328	602	286	2607	869	1448	427
EffectiveBase	3468	1284	2641	148	92	163	245	948	766	1455	449	228	322	204	1168	362	773	137
Strongly agree	1392	132	1192	52	17	93	132	433	320	414	17	41	130	56	554	202	276	29
	20%cdgo prsuFGM	15%	22%su	9%	22%su	22%	20%	21%	21%	18%	15%	13%	22%FG	19%	21%M	23%M	19%M	7%
Agree	1328	165	1087	62	14	69	149	402	291	414	16	55	111	40	551	150	269	54
	19%cpuF	18%u	20%u	11%	19%	17%	22%	19%	19%	18%	14%	17%	18%	14%	21%M	17%	19%	13%
Neither agree nor disagree	1916	239	1521	136	20	100	174	546	421	675	23	67	159	82	708	267	416	91
	27%ccFG	26%	27%	24%	27%	24%	26%	26%	27%	29%	21%	21%	26%	29%FG	27%	31%M	29%	21%
Disagree	1453	237	1041	155	19	98	107	399	335	497	27	91	99	67	502	157	296	126
	21%ln	26%Zt	19%	27%Zt	25%	24%	16%	19%	22%	21%	24%ZH	28%ZH	17%	23%	19%	18%	20%	29%ZJKL
Strongly disagree	999	137	698	160	5	58	104	325	183	326	27	74	103	41	292	93	191	128
	14%lmvJ	15%tv	13%	28%Zstv	6%	14%	16%	15%D	12%	14%	25%ZHI	22%ZI	17%	15%	11%	11%	13%	30%ZJKL
Agree (NET)	2720	297	2278	114	31	162	281	835	611	827	32	96	241	96	1105	352	545	82
	38%cdpr suFGM	33%u	41%Zsu	20%	41%u	39%	42%E	40%E	39%	36%	30%	29%	40%FG	33%	42%ZLM	41%M	38%M	19%
Disagree (NET)	2452	374	1739	316	23	157	211	724	518	823	54	164	202	108	794	250	487	254
	35%lmnt JK	41%Zt	31%	56%Zstv	31%	37%	32%	34%	33%	35%	49%ZHI	50%ZHI	34%	38%	30%	29%	34%	59%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 360

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7087	2158	1665	1693	1298	2416	2062	280	697	2043	4040	4260	1732	512	266	1009	1364	1955	2705
WeightedBase	7088	2329	1820	1843	1365	2945	2329	355	888	2065	3756	4393	1476	562	263	1974	1487	1572	2024
EffectiveBase	3468	1142	893	921	669	1306	1079	174	355	1118	1834	2090	869	250	125	595	722	1079	1608
Strongly agree	1392	521	408	400	305	634	504	68	113	401	808	854	334	95	55	463	348	309	264
	20%hr	22%Z	22%	22%	22%	22%	22%	19%	13%	19%h	22%h	19%	23%	17%	21%	23%Zrs	23%Zrs	20%r	13%
Agree	1328	431	363	360	265	598	449	69	148	390	718	825	262	91	54	375	287	340	319
	19%rB	19%	20%	20%	19%	20%	19%	19%	17%	19%	19%	19%	18%	16%	21%	19%	19%r	22%Zrs	16%
Neither agree nor disagree	1916	688	536	545	398	763	606	92	229	551	1040	1181	365	182	56	516	418	376	595
	27%qu	30%e	29%	30%	29%	26%	26%	26%	26%	27%	28%	27%	25%	32%ln	21%	26%	28%q	24%	29%qs
Disagree	1453	404	290	309	221	541	430	64	228	439	714	926	297	119	61	358	266	319	508
	21%abct	17%	16%	17%	16%	18%	18%	18%	26%Zj	21%	19%	21%	20%	21%	23%	18%	18%	20%	25%Zopqst
Strongly disagree	999	285	224	229	176	409	339	63	169	284	477	608	218	74	38	262	168	227	338
	14%ptDE	12%	12%	12%	13%	14%	15%	18%	19%Zij	14%	13%	14%	15%	13%	14%	13%	11%	14%pt	17%Zopt
Agree (NET)	2720	952	771	760	571	1232	953	137	262	791	1526	1679	596	186	109	839	635	650	583
	38%hr	41%	42%Z	41%	42%	42%Z	41%	38%h	29%	38%h	41%h	38%	40%m	33%	41%	42%rs	43%Zrs	41%rs	29%
Disagree (NET)	2452	688	514	537	397	949	770	127	398	723	1191	1534	515	194	99	620	434	546	847
	35%abcj	30%	28%	29%	29%	32%b	33%b	36%	45%Zgij	35%	32%	35%	35%	34%	38%	31%	29%	35%pt	42%Zopqst
	ptDE																		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 360

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7087	5801	1144	2823	563	1359	1203	496	150	5595	123	273	602	1313	2404	4303
WeightedBase	7088	5656	1314	2321	502	1573	1367	582	198*	5148	125*	454	808	1743	2376	4336
EffectiveBase	3468	2827	582	1103	305	751	692	247	97	2764	60	139	330	681	1205	2065
Strongly agree	1392	1047	308	506	100	343	247	103	28	951	44	87	192	406	549	768
	20%hr	19%r	23%Zrs	22%	20%	22%	18%	18%	14%	18%	36%ZACE	19%	24%A	23%ZA	23%G	18%
Agree	1328	1058	242	483	93	279	227	97	44	930	11	89	167	346	445	796
	19%rB	19%r	18%	21%x	19%	18%	17%	17%	22%	18%	9%	20%	21%B	20%B	19%	18%
Neither agree nor disagree	1916	1488	397	554	126	407	405	182	57	1367	32	126	247	488	642	1151
	27%qu	26%	30%q	24%	25%	26%	30%u	31%u	29%	27%	26%	28%	30%	28%	27%	27%
Disagree	1453	1218	223	440	113	310	305	124	38	1106	20	97	132	317	430	975
	21%abct	22%pt	17%	19%	22%	20%	22%	21%	19%	21%D	16%	21%	16%	18%	18%	22%F
Strongly disagree	999	846	144	337	71	235	183	76	30	794	17	56	70	185	312	646
	14%ptDE	15%pt	11%	15%	14%	15%	13%	13%	15%	15%DE	14%	12%	9%	11%	13%	15%
Agree (NET)	2720	2105	550	989	193	622	475	200	73	1881	55	176	359	752	993	1564
	38%hr	37%r	42%rs	43%Zxy	38%	40%	35%	34%	37%	37%	44%	39%	44%ZA	43%ZA	42%G	36%
Disagree (NET)	2452	2064	367	777	184	544	488	200	68	1900	37	153	203	502	742	1621
	35%abcj	36%opt	28%	33%	37%	35%	36%	34%	34%	37%DE	30%	34%	25%	29%	31%	37%F
	ptDE															

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 361

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7087	6310	653	245	389	1930	2252	844	249
WeightedBase	7088	5872	1047	488	534	2403	2126	564	203
EffectiveBase	3468	3102	374	150	220	1037	1046	367	129
Strongly agree	1392	1112	243	127	115	562	392	114	29
	20%	19%	23%	26%	22%	23%Zfh	18%	20%	14%
Agree	1328	1056	226	95	125	497	407	82	39
	19%g	18%	22%	20%	23%	21%g	19%	15%	19%
Neither agree nor disagree	1916	1580	283	160	115	645	572	130	45
	27%	27%	27%	33%d	22%	27%	27%	23%	22%
Disagree	1453	1233	202	66	130	446	430	138	44
	21%c	21%	19%	13%	24%c	19%	20%	25%e	22%
Strongly disagree	999	891	94	40	50	253	326	99	45
	14%bcde	15%b	9%	8%	9%	11%	15%e	18%e	22%Zef
Agree (NET)	2720	2168	468	223	239	1059	798	196	69
	38%	37%	45%Za	46%	45%	44%Zfgh	38%	35%	34%
Disagree (NET)	2452	2124	296	106	179	699	755	237	89
	35%bce	36%b	28%	22%	34%c	29%	36%e	42%Zef	44%Ze

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Table 362

QIntention_to_leave_B I will probably look for a job at a new organisation /employer in the next 12 months
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7087	1964	619	1336	223	497	260	95	672	820
7088	2607	869	1448	427	102	98	150*	109	795
3468	1168	362	773	137	348	186	63	449	445
1392	554	202	276	29	22	13	38	17	148
20%dfh	21%dfh	23%dfh	19%df	7%	22%dfh	13%df	26%df	15%df	19%df
1328	551	150	269	54	22	19	31	16	136
19%h	21%dh	17%	19%	13%	22%dh	19%	21%	14%	17%
1916	708	267	416	91	23	22	45	23	207
27%h	27%h	31%defh	29%eh	21%	22%	22%	30%	21%	26%
1453	502	157	296	126	22	33	20	27	170
21%	19%	18%	20%	29%Zabcg	21%	34%Zabceghi	13%	24%Zabg	21%
999	292	93	191	128	13	12	16	27	134
14%a	11%	11%	13%	30%Zabcefgi	13%	12%	10%	25%Zabcefgi	17%ab
2720	1105	352	545	82	44	32	69	32	284
38%dh	42%Zcdfhi	41%dh	38%dh	19%	43%dfhi	32%df	46%dh	30%df	36%df
2452	794	250	487	254	35	45	36	54	304
35%ab	30%	29%	34%	59%Zabcefgi	34%	46%Zabceg	24%	49%Zabcegi	38%abg

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Table 363

**QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'
To what extent do you agree or disagree with these statements?**

Base : All respondents who are not self employed

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7087	4159	832	609	499	852	497	260	158	5258	2343	2864	1622	658	964	239	1554	1775	1441
WeightedBase	7088	5362	803	97	252	351	102	98	162*	6110	1986	2216	2537	1208	1329	146	1708	1728	581
EffectiveBase	3468	2404	452	399	191	278	348	186	73	2821	1031	1214	917	409	511	147	816	1103	752
Strongly agree	1281	990	140	13	22	61	17	10	35	1159	355	429	604	325	279	14	236	297	77
	18%cdgo prsuFGM	18%cdg	17%dg	13%	9%	17%dg	17%dg	10%	22%dg	19%	18%	19%	24%Zopq r	27%Znop qr	21%opr	9%	14%	17%opr	13%
Agree	1118	889	103	10	26	55	18	14	24	982	276	314	448	237	210	29	223	281	81
	16%cdF M	17%bcd	13%	10%	10%	16%cd	18%bcd	15%	15%	16%	14%	14%	18%pr	20%Zpr	16%	20%p	13%	16%p	14%
Neither agree nor disagree	1965	1525	206	21	58	102	26	22	56	1739	555	637	726	336	390	37	416	511	155
	28%cdF	28%cd	26%	22%	23%	29%cd	26%	23%	34%cd	28%	28%	29%	29%pr	28%	29%pr	25%	24%	30%pr	27%
Disagree	1511	1114	175	24	72	87	24	38	29	1238	415	467	419	189	230	41	403	385	168
	21%lmn	21%	22%	24%	29%Za	25%	24%	39%Zabc defh	18%	20%	21%	21%	17%	16%	17%	28%Zlmn	24%lmn	22%lmn	29%Zlmnpq
Strongly disagree	1212	844	179	30	73	46	16	14	18	992	385	368	340	121	219	26	430	253	100
	17%lmtJ K	16%	22%Zaef gh	31%Zabef gh	29%Zaef gh	13%	16%	14%	11%	16%	19%i	17%	13%	10%	17%lm	18%lm	25%Zlmn qr	15%lm	17%lm
Agree (NET)	2399	1879	242	22	48	116	35	25	59	2141	631	743	1052	562	490	43	460	579	158
	34%cdgpr rsuFGM	35%bcdg	30%cd	23%	19%	33%cd	34%cdg	25%	36%cd	35%	32%	34%	41%Zopq r	47%Znop qr	37%pr	29%	27%	33%pr	27%
Disagree (NET)	2723	1958	354	54	146	132	40	52	48	2230	800	835	759	310	449	67	833	639	268
	38%lmnt JK	37%	44%Zah	55%Zabef fh	58%Zabef fh	38%	40%	53%Zaef h	29%	36%	40%i	38%	30%	26%	34%lm	46%lmnq	49%Zlmn q	37%lm	46%Zlmnq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 363

QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'

To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7087	2157	4578	208	144	324	467	1904	1523	2859	672	387	543	408	1964	619	1336	223
WeightedBase	7088	909	5538	565	75*	418	666	2106	1549	2326	109	328	602	286	2607	869	1448	427
EffectiveBase	3468	1284	2641	148	92	163	245	948	766	1455	449	228	322	204	1168	362	773	137
Strongly agree	1281	105	1120	43	13	80	142	376	291	391	14	32	122	54	545	182	240	21
	18%cdgopr suFGM	12%	20%Zsu	8%	17%u	19%	21%	18%	19%	17%	13%	10%	20%FG	19%G	21%ZLM	21%M	17%M	5%
Agree	1118	143	924	37	13	61	116	335	246	357	11	41	85	31	474	135	249	30
	16%cd uFM	16%u	17%u	7%	17%u	15%	17%	16%	16%	15%	10%	12%	14%	11%	18%M	16%M	17%M	7%
Neither agree nor disagree	1965	258	1549	134	24	102	152	573	439	700	23	76	160	67	737	267	428	89
	28%cf	28%	28%	24%	32%	24%	23%	27%	28%	30%B	21%	23%	27%	24%	28%	31%M	30%M	21%
Disagree	1511	248	1114	132	17	102	125	427	347	494	28	84	108	76	513	186	301	111
	21%l mn	27%Zt	20%	23%	23%	24%	19%	20%	22%	21%	26%ZH	26%H	18%	27%H	20%	21%	21%	26%
Strongly disagree	1212	156	830	218	8	73	132	394	226	385	33	95	127	58	338	99	229	176
	17%l mtJK	17%	15%	39%Zstv	11%	17%	20%	19%D	15%	17%	30%ZHI	29%ZHI	21%	20%	13%	11%	16%K	41%ZJKL
Agree (NET)	2399	248	2045	81	26	141	259	711	537	748	25	73	206	85	1019	317	489	51
	34%cd gprsuFGM	27%u	37%Zsu	14%	35%u	34%	39%E	34%	35%	32%	23%	22%	34%FG	30%	39%ZLM	36%M	34%M	12%
Disagree (NET)	2723	404	1944	350	25	175	256	821	573	879	61	179	235	133	851	285	530	287
	38%l mntJK	44%Ztv	35%	62%Zstv	34%	42%	38%	39%	37%	38%	56%ZHI	55%ZH	39%	47%Z	33%	33%	37%	67%ZJKL

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 364

QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7087	2158	1665	1693	1298	2416	2062	280	697	2043	4040	4260	1732	512	266	1009	1364	1955	2705
WeightedBase	7088	2329	1820	1843	1365	2945	2329	355	888	2065	3756	4393	1476	562	263	1974	1487	1572	2024
EffectiveBase	3468	1142	893	921	669	1306	1079	174	355	1118	1834	2090	869	250	125	595	722	1079	1608
Strongly agree	1281	474	386	375	274	600	461	68	98	352	762	782	292	89	58	429	327	270	249
	18%hrA	20%	21%Z	20%	20%	20%	20%	19%h	11%	17%h	20%hi	18%	20%	16%	22%	22%Zqrs	22%Zqrs	17%r	12%
Agree	1118	367	291	296	215	508	360	41	132	342	598	678	229	88	44	304	231	285	290
	16%	16%	16%	16%	16%	17%	15%	12%	15%	17%	16%	15%	16%	16%	17%	15%	16%	18%r	14%
Neither agree nor disagree	1965	684	547	547	410	807	655	92	224	588	1058	1216	382	171	63	513	437	412	592
	28%	29%	30%	30%	30%	27%	28%	26%	25%	28%	28%	28%	26%	30%	24%	26%	29%	26%	29%
Disagree	1511	458	329	348	249	568	462	82	227	431	765	975	297	130	55	404	277	338	489
	21%bD	20%	18%	19%	18%	19%	20%	23%	26%j	21%	20%	22%	20%	23%	21%	20%	19%	21%	24%Zpt
Strongly disagree	1212	346	266	277	218	461	390	72	207	352	574	743	276	84	42	323	214	267	404
	17%DE	15%	15%	15%	16%	16%	17%	20%	23%Zij	17%	15%	17%	19%	15%	16%	16%	14%	17%	20%Zpt
Agree (NET)	2399	841	677	671	489	1109	821	109	230	694	1360	1460	521	177	102	734	558	555	539
	34%hrA	36%	37%	36%	36%	38%Z	35%	31%	26%	34%h	36%h	33%	35%	31%	39%	37%rs	38%rs	35%r	27%
Disagree (NET)	2723	803	596	625	467	1029	853	154	434	783	1338	1718	574	214	98	727	492	605	893
	38%abce	34%	33%	34%	34%	35%	37%	43%j	49%Zij	38%	36%	39%	39%	38%	37%	37%	33%	38%p	44%Zopqst
	jpDE																		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 364

QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7087	5801	1144	2823	563	1359	1203	496	150	5595	123	273	602	1313	2404	4303
WeightedBase	7088	5656	1314	2321	502	1573	1367	582	198*	5148	125*	454	808	1743	2376	4336
EffectiveBase	3468	2827	582	1103	305	751	692	247	97	2764	60	139	330	681	1205	2065
Strongly agree	1281	945	300	453	88	309	240	95	29	829	39	100	200	413	506	702
	18%hrA	17%tr	23%Zqrs	20%	17%	20%	18%	16%	15%	16%	31%ZA	22%	25%ZA	24%ZA	21%G	16%
Agree	1118	881	213	368	83	256	199	94	38	750	14	90	159	336	343	697
	16%	16%	16%	16%	16%	16%	15%	16%	19%	15%	11%	20%	20%A	19%ZA	14%	16%
Neither agree nor disagree	1965	1580	350	592	133	411	412	165	57	1436	29	111	225	463	682	1164
	28%	28%	27%	26%	26%	26%	30%u	28%	29%	28%	24%	24%	28%	27%	29%	27%
Disagree	1511	1250	250	490	117	330	295	118	38	1144	21	101	135	327	459	990
	21%bD	22%p	19%	21%	23%	21%	22%	20%	19%	22%DE	17%	22%	17%	19%	19%	23%F
Strongly disagree	1212	1000	202	418	82	268	221	110	36	989	22	53	90	205	386	783
	17%DE	18%p	15%	18%	16%	17%	16%	19%	18%	19%ZCDE	18%	12%	11%	12%	16%	18%
Agree (NET)	2399	1826	512	820	170	565	439	189	67	1579	52	190	359	748	849	1399
	34%hrA	32%tr	39%Zrs	35%	34%	36%	32%	32%	34%	31%	42%	42%A	44%ZA	43%ZA	36%G	32%
Disagree (NET)	2723	2250	451	908	199	598	516	228	74	2133	43	154	225	531	846	1773
	38%abcejpDE	40%pt	34%	39%	40%	38%	38%	39%	37%	41%ZDE	35%	34%	28%	30%	36%	41%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 365

QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7087	6310	653	245	389	1930	2252	844	249
WeightedBase	7088	5872	1047	488	534	2403	2126	564	203
EffectiveBase	3468	3102	374	150	220	1037	1046	367	129
Strongly agree	1281	987	263	154	109	554	355	93	23
	18%	17%	25% Za	31% Zd	20%	23% Zfgh	17%	16%	11%
Agree	1118	877	200	93	102	431	345	54	28
	16% g	15%	19% a	19%	19%	18% g	16% g	10%	14%
Neither agree nor disagree	1965	1631	275	128	139	664	560	150	57
	28%	28%	26%	26%	26%	28%	26%	27%	28%
Disagree	1511	1286	203	68	130	454	462	138	47
	21% c	22%	19%	14%	24% c	19%	22%	25% e	23%
Strongly disagree	1212	1092	106	45	55	300	404	129	48
	17% bcde	19% b	10%	9%	10%	12%	19% e	23% Ze	24% e
Agree (NET)	2399	1864	463	246	211	985	700	146	51
	34% gh	32%	44% Za	50% Zd	39%	41% Zfgh	33% g	26%	25%
Disagree (NET)	2723	2377	308	113	184	754	865	267	95
	38% bce	40% b	29%	23%	34% c	31%	41% e	47% Zef	47% e

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Table 366

QIntention_to_leave_C 'As soon as I can find another job, I will leave this organisation /employer'
To what extent do you agree or disagree with these statements?

Base : All respondents who are not self employed

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7087	1964	619	1336	223	497	260	95	672	820
WeightedBase	7088	2607	869	1448	427	102	98	150*	109	795
EffectiveBase	3468	1168	362	773	137	348	186	63	449	445
Strongly agree	1281	545	182	240	21	17	10	34	14	137
	18%dfh	21%Zcdfh	21%dfh	17%df	5%	17%df	10%d	22%df	13%d	17%df
Agree	1118	474	135	249	30	18	14	23	11	102
	16%dh	18%dhi	16%dh	17%dhi	7%	18%dh	15%d	15%	10%	13%
Neither agree nor disagree	1965	737	267	428	89	26	22	54	23	204
	28%h	28%h	31%dfh	30%dh	21%	26%	23%	36%dh	21%	26%
Disagree	1511	513	186	301	111	24	38	25	28	175
	21%	20%	21%	21%	26%	24%	39%Zabcdegghi	17%	26%Za	22%
Strongly disagree	1212	338	99	229	176	16	14	16	33	176
	17%ab	13%	11%	16%b	41%Zabcefgghi	16%	14%	10%	30%Zabcefgi	22%Zabc efg
Agree (NET)	2399	1019	317	489	51	35	25	56	25	239
	34%dfh	39%Zcdfhi	36%dfh	34%dfh	12%	34%dfh	25%d	37%dh	23%d	30%dh
Disagree (NET)	2723	851	285	530	287	40	52	41	61	351
	38%ab	33%	33%	37%	67%Zabcefgghi	40%ag	53%Zabceg	27%	56%Zabcegi	44%Zabc g

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 367
QDestination_leave If you are considering leaving your current job, what would be your most likely destination?
Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	5202	3168	580	373	302	654	392	185	118	3949	1636	2120	1280	543	737	172	996	1366	1051	
WeightedBase	5378	4136	583	61	160	272	80	67	133*	4711	1479	1709	2082	1027	1055	105	1125	1358	417	
EffectiveBase	2634	1893	306	252	111	202	277	139	57	2201	746	921	748	347	404	101	578	876	523	
I would want to move to another job within this organisation	232 4%	155 4%	34 6%	3 4%	11 7%	17 6%	9 11%Zabch	6 9%Zah	3 2%	182 4%	80 5%	102 6%Zi	65 3%	31 3%	34 3%	8 8%lmnp	31 3%	59 4%	51 12%Zlmnpq	
I would want to move to a job with a different social care organisation /employer	698 13%M	484 12%	115 20%Zah	10 16%a	28 17%	37 14%	19 24%Zacegh	8 13%	10 8%	592 13%	232 16%ai	243 14%	265 13%	112 11%	153 15%	18 17%	148 13%	183 13%	50 12%	
I would want to move to a job in the NHS or healthcare	980 18%bcd jkno rsDEFGHIM	857 21%Zbcd ef	62 11%c	2 3%	13 8%	37 14%cf	6 7%c	9 14%cf	22 17%c	923 20%jk	201 14%	251 15%	451 22%Znoq r	304 30%Zino pqr	147 14%r	10 9%	233 21%noqr	209 15%r	36 9%	
I would want to move to a job outside of health and social care	1545 29%rsA	1161 28%	193 33%fg	26 43%Zabd efg	40 25%	73 27%	20 25%	15 23%	40 30%	1369 29%	497 34%Zi	549 32%	625 30%r	276 27%	349 33%pr	26 25%	294 26%	421 31%pr	94 23%	
I would retire or take a career break	489 9%ABC	360 9%	40 7%	4 7%	19 12%	41 15%Zabc	10 12%b	9 14%b	23 17%Zabc	395 8%	110 7%	130 8%	180 9%	78 8%	102 10%	17 16%Zlmpq	75 7%	134 10%p	52 12%Zlmp	
I am not considering leaving my current job	696 13%	540 13%	72 12%	8 14%	33 20%Zabef	30 11%	8 10%	8 12%	16 12%	593 13%	183 12%	212 12%	220 11%	99 10%	121 11%	12 11%	179 16%lmn	183 13%	66 16%lmn	
Don't know	557 10%B	436 11%	57 10%	5 9%	14 9%	28 10%	8 10%	9 14%	11 8%	494 10%	150 10%	183 11%	212 10%	90 9%	122 12%	13 12%	126 11%	116 9%	51 12%q	
Prefer not to say	180 3%j	143 3%	10 2%	2 4%	3 2%	9 3%	1 1%	1 1%	8 6%	164 3%j	27 2%	40 2%	63 3%	37 4%	26 2%	2 2%	40 4%	53 4%	16 4%	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 367

QDestination_leave If you are considering leaving your current job, what would be your most likely destination?

Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	5202	1574	3412	108	108	197	323	1349	1157	2174	414	245	393	283	1532	482	1024	118
WeightedBase	5378	657	4371	293*	57*	282	502	1541	1228	1822	68	212	450	204	2094	687	1133	215*
EffectiveBase	2634	922	2031	81	68	105	182	706	585	1148	285	137	229	138	928	297	605	77
I would want to move to another job within this organisation	232 4%	83 13% Ztu	141 3%	- -	7 13% Ztu	11 4%	25 5%	87 6% E	54 4%	55 3%	3 4%	13 6%	23 5%	14 7%	69 3%	33 5%	52 5%	1 1%
I would want to move to a job with a different social care organisation /employer	698 13% M	74 11%	588 13%	27 9%	8 14%	39 14%	58 12%	217 14%	168 14%	214 12%	11 16%	40 19% Z	100 22% ZI	23 11%	261 12% M	80 12% M	136 12% M	7 3%
I would want to move to a job in the NHS or healthcare	980 18% bcdfjknorsDEFGHIM	66 10%	857 20% s	47 16%	11 19% s	106 38% ZCDE	181 36% ZCDE	349 23% ZDE	160 13%	185 10%	2 4%	18 8%	48 11% F	17 8%	490 23% ZLM	162 24% ZLM	187 17% M	16 7%
I would want to move to a job outside of health and social care	1545 29% tsA	154 23%	1304 30% s	74 25%	14 24%	53 19%	110 22%	429 28%	391 32% AB	559 31% AB	28 41% ZGI	49 23%	158 35% ZG	61 30%	549 26%	222 32% J	312 28%	77 36%
I would retire or take a career break	489 9% ABC	79 12% Zt	368 8%	36 12%	6 11%	9 3%	11 2%	52 3%	107 9% BC	310 17% ZABCD	5 8%	31 14% ZH	25 6%	23 11% H	186 9%	41 6%	112 10% K	22 10%
I am not considering leaving my current job	696 13%	96 15%	535 12%	57 19%	8 14%	44 16%	68 14%	182 12%	154 13%	249 14%	10 15%	41 19% ZH	45 10%	28 14%	264 13%	64 9%	162 14% K	49 23% ZJK
Don't know	557 10% B	77 12%	439 10%	39 13%	3 5%	16 6%	28 5%	183 12% B	145 12% B	186 10% B	6 9%	17 8%	38 9%	28 14%	209 10%	68 10%	125 11%	33 15%
Prefer not to say	180 3% j	29 4%	139 3%	13 4%	- -	2 1%	21 4%	42 3%	49 4%	65 4%	2 4%	2 1%	13 3%	9 4%	68 3%	17 3%	47 4%	10 5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/AB/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 368
QDestination_leave If you are considering leaving your current job, what would be your most likely destination?
Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	5202	1646	1264	1276	978	1755	1479	204	481	1520	2983	3076	1283	395	196	760	1012	1444	1940
WeightedBase	5378	1859	1467	1471	1095	2285	1805	262	605	1569	2931	3315	1124	424	200*	1503	1167	1182	1498
EffectiveBase	2634	906	705	721	532	1000	809	128	264	842	1403	1573	648	200	95	467	546	817	1178
I would want to move to another job within this organisation	232 4%r	76 4%	63 4%	64 4%	54 5%	75 3%	59 3%	5 2%	19 3%	60 4%	148 5%	151 5%	42 4%	21 5%	9 4%	89 6%r	52 4%	46 4%	44 3%
I would want to move to a job with a different social care organisation /employer	698 13%r	277 15%	220 15%	226 15%	176 16%	297 13%	258 14%	35 13%	82 14%	177 11%	403 14%	435 13%	164 15%	50 12%	21 11%	191 13%	174 15%r	172 15%r	157 10%
I would want to move to a job in the NHS or healthcare	980 18%h in rvxA	359 19%	302 21%	297 20%	207 19%	496 22%Z	327 18%	47 18%	80 13%	212 14%	638 22%Zhi	661 20%In	153 14%n	86 20%In	12 6%	358 24%Zqrs	276 24%Zqrs	204 17%r	137 9%
I would want to move to a job outside of health and social care	1545 29%hryD E	553 30%	424 29%	408 28%	336 31%	687 30%	566 31%	71 27%	130 22%	521 33%Zhj	819 28%h	953 29%	369 33%Zm	106 25%	60 30%	467 31%r	343 29%r	379 32%r	351 23%
I would retire or take a career break	489 9%cjopq CDEI	146 8%	104 7%	95 6%	54 5%	173 8%	144 8%	18 7%	95 16%Zgij	170 11%j	205 7%	272 8%	115 10%	41 10%	33 16%Zk	19 1%	25 2%	43 4%o	399 27%Zopqst
I am not considering leaving my current job	696 13%u	212 11%	176 12%	187 13%	128 12%	262 11%	225 12%	45 17%	111 18%Zij	175 11%	364 12%	423 13%	135 12%	66 16%	39 20%l	163 11%	135 12%	154 13%	243 16%Zopqs
Don't know	557 10%rD	185 10%	128 9%	139 9%	110 10%	230 10%	180 10%	36 14%	56 9%	215 14%Zj	251 9%	323 10%	116 10%	43 10%	20 10%	163 11%	129 11%	140 12%rt	124 8%
Prefer not to say	180 3%	51 3%	50 3%	54 4%	30 3%	65 3%	46 3%	6 2%	33 6%i	39 2%	102 3%	97 3%	30 3%	12 3%	5 3%	53 4%	34 3%	43 4%	43 3%



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Table 368

QDestination_leave If you are considering leaving your current job, what would be your most likely destination?

Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	5202	4193	886	2037	404	1006	913	351	114	4073	91	199	456	979	1873	3012
WeightedBase	5378	4211	1063	1744	374	1195	1050	440	157*	3863	97*	328	648	1354	1917	3144
EffectiveBase	2634	2136	453	839	229	568	532	181	75	2081	44	104	260	528	976	1490
I would want to move to another job within this organisation	232	166	64	100	14	46	35	14	1	177	3	12	23	51	94	127
	4%r	4%	6%rs	6%xz	4%	4%	3%	3%	*	5%	3%	4%	3%	4%	5%	4%
I would want to move to a job with a different social care organisation /employer	698	549	135	269	49	159	132	36	15	499	14	42	77	182	242	424
	13%r	13%r	13%	15%y	13%	13%	13%	8%	10%	13%	14%	13%	12%	13%	13%	13%
I would want to move to a job in the NHS or healthcare	980	745	221	395	46	188	145	128	26	449	26	115	310	501	249	679
	18%hln	18%r	21%r	23%Zvw	12%	16%	14%	29%Zvw	17%	12%	27%A	35%ZA	48%ZABC	37%ZA	13%	22%F
I would want to move to a job outside of health and social care	1545	1202	307	468	128	412	321	96	40	1228	22	70	89	265	606	854
	29%hryD	29%r	29%r	27%	34%uy	34%Zuy	31%y	22%	25%	32%ZCDE	22%	21%	14%	20%D	32%G	27%
I would retire or take a career break	489	409	77	149	39	91	103	41	23	414	5	5	31	61	203	249
	9%cjop	10%opq	7%opq	9%	10%	8%	10%	9%	15%w	11%CDE	5%	1%	5%	5%	11%G	8%
I am not considering leaving my current job	696	538	151	165	48	160	155	79	29	545	15	35	58	138	238	435
	13%u	13%	14%	9%	13%	13%u	15%u	18%u	18%u	14%DE	16%	11%	9%	10%	12%	14%
Don't know	557	462	79	143	39	118	133	39	17	440	10	27	42	104	232	275
	10%rD	11%rt	7%	8%	10%	10%	13%u	9%	11%	11%DE	10%	8%	6%	8%	12%G	9%
Prefer not to say	180	140	29	54	12	22	24	7	6	111	2	23	18	53	53	101
	3%	3%	3%	3%	3%	2%	2%	2%	4%	3%	2%	7%A	3%	4%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 369

QDestination_leave If you are considering leaving your current job, what would be your most likely destination?

Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	5202	4601	496	201	281	1546	1618	567	170
WeightedBase	5378	4415	819	406	398	1935	1583	396	145*
EffectiveBase	2634	2346	290	124	164	863	762	242	92
I would want to move to another job within this organisation	232 4%	203 5%	24 3%	5 1%	19 5%	70 4%	85 5%	24 6%	5 3%
I would want to move to a job with a different social care organisation /employer	698 13%	572 13%	112 14%	38 9%	72 18% c	244 13%	196 12%	75 19% Zef	21 14%
I would want to move to a job in the NHS or healthcare	980 18% ag	561 13%	374 46% Za	267 66% Zd	100 25% Z	428 22% Zg	289 18% g	37 9%	22 15%
I would want to move to a job outside of health and social care	1545 29% bc	1364 31% b	153 19%	42 10%	108 27% c	560 29%	536 34% Zeh	115 29%	30 21%
I would retire or take a career break	489 9% bcd	464 11% b	19 2%	4 1%	15 4%	194 10% f	100 6%	44 11% f	29 20% Zefg
I am not considering leaving my current job	696 13% b	613 14% b	71 9%	30 7%	40 10%	206 11%	197 12%	60 15% e	19 13%
Don't know	557 10% bc	508 12% b	38 5%	8 2%	26 7%	193 10%	152 10%	34 9%	8 6%
Prefer not to say	180 3% f	129 3%	29 3%	11 3%	18 5%	40 2%	27 2%	6 1%	12 8% Zefg

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 370

QDestination_leave If you are considering leaving your current job, what would be your most likely destination?

Base : All respondents who think about leaving or will be looking for a new job in the next 12 months

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
5202	1532	482	1024	118	392	185	77	414	571
5378	2094	687	1133	215*	80	67	125*	68	576
2634	928	297	605	77	277	139	51	285	301
232	69	33	52	1	9	6	2	3	33
4%	3%	5%	5%	1%	11%Zabcdghi	9%Zacd	2%	4%d	6%d
698	261	80	136	7	19	8	9	11	113
13%d	12%d	12%d	12%d	3%	24%Zabcdfgh	13%d	7%	16%d	20%Zabc
980	490	162	187	16	6	9	22	2	62
18%dehi	23%Zcdefhi	24%Zcdefhi	17%dehi	7%	7%	14%eh	17%h	4%	11%h
1545	549	222	312	77	20	15	38	28	192
29%	26%	32%af	28%	36%	25%	23%	30%	41%Zabcefi	33%aef
489	186	41	112	22	10	9	22	5	40
9%	9%	6%	10%b	10%	12%bi	14%bi	18%Zabi	8%	7%
696	264	64	162	49	8	8	14	10	72
13%	13%	9%	14%b	23%Zabei	10%	12%	11%	15%b	12%
557	209	68	125	33	8	9	10	6	56
10%	10%	10%	11%	15%	10%	14%	8%	9%	10%
180	68	17	47	10	1	1	8	2	10
3%	3%	3%	4%e	5%	1%	1%	6%	4%	2%

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Table 371
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	3722	2243	419	272	209	494	302	134	83	2813	1191	1552	954	409	545	122	670	991	750
WeightedBase	3944	3017	444	45	110*	205	64	48*	98*	3461	1119	1275	1587	801	786	79*	781	1006	283
EffectiveBase	1882	1340	229	183	95	161	211	99	44	1570	552	683	558	260	301	71	392	631	447
Lack of learning and development offer	889 23% d	670 22% d	85 19%	9 20% d	12 10%	63 31% Zabc df	13 20% d	14 29% bd	37 38% Zabc df	805 23%	282 25%	330 26%	398 25% q	238 30% Znpq r	160 20%	20 25%	171 22%	194 19%	60 21%
Lack of career opportunities or progression	1440 37% cdqE FG	1095 36% cd	138 31%	11 25%	23 21%	95 46% Zabc d	26 41% bcd	23 47% Zabc d	47 48% bcd	1265 37%	429 38%	529 41% Zi	652 41% opq	381 48% Znop q	271 35%	22 28%	269 34%	305 30%	113 40% oq
Income or salary is too low	2638 67% cd efgh EF G	2085 69% cd efgh	296 67% cd efgh	24 54% h	52 47%	95 46%	37 58% eh	25 52%	35 35%	2377 69%	770 69%	881 69%	1072 68% r	516 64% r	557 71% r	47 59%	523 67% r	722 72% Zmor	151 53%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	1218 31% f g sEGL	964 32% cefg	137 31% fg	11 24% fg	27 24% fg	49 24% fg	7 11%	6 12%	38 39% fg	1134 33%	368 33%	431 34%	487 31% or	258 32% or	229 29% r	15 19% r	338 43% Zlmn oqr	299 30% r	28 10%
Impact on health and wellbeing e.g., stress, burnout	2639 67% pABI L	1983 66%	327 74% Zag	36 81% Zadg	74 67%	148 72%	47 74% Zag	29 61%	76 77% g	2329 67%	845 76% Zi	960 75% Zi	1140 72% Zopq r	570 71% opq	571 73% opqr	46 58%	480 61%	646 64%	185 65%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	747 19%	591 20%	66 15%	8 18%	17 15%	49 24% b	12 19%	7 14%	31 32% Zabd g	681 20%	219 20%	273 21%	368 23% Zopq r	209 26% Zopq r	159 20%	9 11%	126 16%	162 16%	48 17%
Bullying and harassment	689 17% f g r	560 19% fg	61 14%	7 15%	20 18%	30 15%	6 10%	5 10%	21 21%	622 18%	187 17%	204 16%	333 21% pqr	185 23% Zpqr	148 19% r	12 16%	111 14%	158 16% r	31 11%
Poor relationships with colleagues and/or manager	1061 27% cfgr F	842 28% cd efg	110 25% g	8 18%	20 18%	41 20%	12 19%	6 13%	25 25%	957 28%	286 26%	309 24%	489 31% pr	257 32% pr	232 29% r	27 35% pr	184 24%	259 26% r	57 20%
Travel time/difficulties with travel to your workplace	620 16% lmns EF	479 16% c	73 16%	5 10%	12 11%	33 16%	10 15%	5 10%	19 20%	555 16%	167 15%	210 16%	156 10%	79 10%	77 10%	12 15%	234 30% Zlmn oqr	142 14% l	38 13%
Lack of recognition for the adult social care sector	1902 48% dABG	1408 47% d	250 56% Zad	26 58% Zade	36 33%	98 48% d	34 54% d	24 50% d	41 42%	1695 49%	624 56% Zi	724 57% Zi	778 49%	351 44%	427 54% Zmp	39 50%	335 43%	511 51% p	141 50% p
Other, please specify	438 11%	320 11%	47 11%	7 16% Zad	8 7%	27 13%	10 15% ad	7 14%	11 11%	373 11%	112 10%	150 12%	166 10%	77 10%	89 11%	8 10%	84 11%	104 10%	48 17% Zimnpq
None of these	102 3% k	83 3%	8 2%	1 1%	5 5%	3 1%	1 2%	1 2%	1 1%	87 3% k	20 2%	14 1%	20 1%	8 1%	11 1%	2 2%	37 5% Zlmnr	33 3% lm	6 2%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/AB/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 371
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	3722	1088	2482	65	87	140	242	931	832	1575	297	174	286	195	1086	360	724	67
WeightedBase	3944	456	3258	184*	46*	219*	385	1134	880	1323	50	151	354	139*	1553	537	799	123*
EffectiveBase	1882	635	1475	48	58	79	144	484	423	819	202	111	168	91	652	225	437	44
Lack of learning and development offer	889 23% ^d	91 20%	729 22%	55 30%	14 31%	30 14%	87 23%	307 27% ^{ZAE}	200 23%	265 20%	10 20%	26 17%	78 22%	38 28%	355 23%	117 22%	157 20%	39 32%
Lack of career opportunities or progression	1440 37% ^{cdqE} FG	167 37%	1165 36%	87 47%	21 47%	77 35%	160 42% ^E	490 43% ^{ZE}	329 37% ^E	385 29%	12 25%	41 27%	123 35% ^F	65 47% ^{ZFG}	546 35%	223 41% ^L	264 33%	60 49% ^L
Income or salary is too low	2638 67% ^{cd} efghrsvEFG	253 55%	2251 69% ^{sv}	111 60%	23 50%	127 58%	256 67%	802 71% ^{AE}	630 72% ^{AE}	823 62%	26 52%	76 50%	254 72% ^{FGI}	82 59%	1048 67%	403 75% ^{ZJ}	549 69%	82 67%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	1218 31% ^{fgor} sEGL	46 10%	1101 34% ^s	59 32% ^s	12 25% ^s	72 33%	118 31%	396 35% ^E	290 33% ^E	340 26%	12 25%	33 21%	116 33% ^G	34 24%	538 35% ^L	181 34% ^L	196 25%	46 38%
Impact on health and wellbeing e.g., stress, burnout	2639 67% ^{pABI} L	288 63%	2218 68% ^s	105 57%	28 60%	99 45%	220 57%	773 68% ^{AB}	640 73% ^{ZAB}	903 68% ^{AB}	41 82% ^{ZGI}	100 66%	274 77% ^{ZGI}	76 55%	1048 67% ^L	378 70% ^L	479 60%	76 62%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	747 19%	75 16%	624 19%	38 20%	11 23%	25 11%	74 19%	226 20%	178 20%	241 18%	9 19%	24 16%	52 15%	20 15%	314 20%	92 17%	154 19%	29 24%
Bullying and harassment	689 17% ^{fgrs}	61 13%	591 18% ^s	28 15%	9 19%	33 15%	63 16%	209 18%	152 17%	230 17%	9 17%	22 15%	47 13%	20 14%	301 19%	103 19%	144 18%	12 9%
Poor relationships with colleagues and/or manager	1061 27% ^{ctgr} F	113 25%	901 28%	37 20%	11 24%	38 17%	103 27%	310 27%	258 29% ^A	351 27%	9 19%	36 24%	91 26%	33 24%	466 30%	146 27%	209 26%	20 16%
Travel time/difficulties with travel to your workplace	620 16% ^{lmns} EF	55 12%	536 16% ^s	22 12%	7 16%	31 14%	67 17%	217 19% ^E	144 16% ^E	161 12%	5 10%	17 11%	70 20% ^{FI}	13 9%	295 19% ^{KL}	68 13%	103 13%	13 11%
Lack of recognition for the adult social care sector	1902 48% ^{dABG}	207 45%	1599 49%	76 42%	19 42%	50 23%	128 33%	543 48% ^{AB}	484 55% ^{ZABC}	693 52% ^{ZAB}	28 57% ^{ZG}	57 38%	223 63% ^{ZG}	74 53% ^G	694 45%	268 50%	387 48%	55 45%
Other, please specify	438 11%	74 16% ^{Zt}	335 10%	22 12%	7 15%	25 11%	61 16%	122 11%	91 10%	138 10%	8 16% ^{ZG}	14 9%	40 11%	26 18% ^Z	151 10%	45 8%	108 14% ^{JK}	15 12%
None of these	102 3% ^k	12 3%	76 2%	13 7% ^t	1 2%	24 11% ^{ZBCDE}	6 1%	20 2%	15 2%	37 3%	1 1%	7 5% ^H	3 1%	3 2%	46 3%	11 2%	24 3%	1 1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 371
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	3944	3017	444	45	110*	205	64	48*	98*	3461	1119	1275	1587	801	786	79*	781	1006	283
EffectiveBase	1882	1340	229	183	95	161	211	99	44	1570	552	683	558	260	301	71	392	631	447
Don't know	7	5	-	-	-	1	*	*	-	5	2	4	2	-	2	-	1	1	2
	*	*	-	-	-	*	*b	1%b	-	*	*	*	*	-	*	-	*	*	1%Zimpp
Prefer not to say	30	28	2	*	1	-	-	-	-	28	2	4	14	10	4	1	5	7	2
	1%	1%	*	1%	1%	-	-	-	-	1%	*	*	1%	1%	1%	1%	1%	1%	1%



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Table 371
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

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	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	3944	456	3258	184*	46*	219*	385	1134	880	1323	50	151	354	139*	1553	537	799	123*
EffectiveBase	1882	635	1475	48	58	79	144	484	423	819	202	111	168	91	652	225	437	44
Don't know	7 *	4 1%Zt	2 *	- -	1 3%Zt	- -	* *	2 *	3 *	2 *	- -	1 1%	- -	- -	3 *	1 *	1 *	- -
Prefer not to say	30 1%	5 1%	24 1%	- -	1 1%	6 3%CD	6 2%	3 *	2 *	12 1%	* 1%	* *	1 *	* *	19 1%	2 *	7 1%	- -



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Table 372

QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?

Base : All respondents who are considering leaving their current role

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	3722	1213	921	911	716	1266	1070	141	321	1067	2182	2230	929	283	131	572	725	1016	1379
WeightedBase	3944	1411	1113	1091	827	1728	1354	176*	405	1140	2213	2472	842	304	135*	1123	869	845	1089
EffectiveBase	1882	671	516	517	389	728	587	89	179	591	1023	1135	474	134	63	346	395	555	848
Lack of learning and development offer	889 23%rz	330 23%	273 24%	256 23%	209 25%	402 23%	320 24%	45 26%	73 18%	262 23%	509 23%	522 21%	212 25%	78 26%	40 30%	304 27%rs	235 27%rs	220 26%rs	129 12%
Lack of career opportunities or progression	1440 37%rxA	525 37%	435 39%	409 37%	322 39%	636 37%	512 38%	73 41%	136 33%	395 35%	834 38%	889 36%	318 38%	111 37%	51 37%	526 47%Zqrs t	395 45%Zqrs t	314 37%r	202 19%
Income or salary is too low	2638 67%hr	1030 73%Ze	820 74%Ze	794 73%Ze	597 72%	1154 67%	933 69%	131 75%h	221 54%	781 69%h	1499 68%h	1627 66%	572 68%	215 71%	96 71%	845 75%Zpqr s	587 68%r	555 66%r	643 59%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	1218 31%r	480 34%	448 40%Za	408 37%Z	302 37%	637 37%Z	554 41%Za	122 69%Zhij	115 28%	307 27%	669 30%	759 31%	249 30%	101 33%	49 36%	402 36%qrs	285 33%r	247 29%	281 26%
Impact on health and wellbeing e.g., stress, burnout	2639 67%hDE	946 67%	775 70%	754 69%	581 70%	1221 71%	977 72%Za	110 62%	233 57%	781 68%h	1508 68%h	1606 65%	593 70%k	211 69%	100 74%	794 71%rt	580 67%	557 66%	697 64%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	747 19%	266 19%	255 23%Z	220 20%	163 20%	382 22%	272 20%	36 21%	75 19%	213 19%	421 19%	426 17%	180 21%	77 25%k	34 25%	246 22% s	146 17%	161 19%	187 17%
Bullying and harassment	689 17%	277 20%	230 21%	217 20%	162 20%	301 17%	230 17%	25 14%	51 13%	207 18%	406 18%	416 17%	130 15%	67 22%	32 23%	199 18%	153 18%	154 18%	180 16%
Poor relationships with colleagues and/or manager	1061 27%	384 27%	323 29%	304 28%	238 29%	502 29%	371 27%	57 32%h	84 21%	329 29%h	589 27%	634 26%	214 25%	113 37%Zkl	32 23%	327 29%	224 26%	239 28%	265 24%
Travel time/difficulties with travel to your workplace	620 16%A	235 17%	195 18%	203 19%	144 17%	287 17%	246 18%	53 30%Zhij	58 14%	159 14%	349 16%	381 15%	149 18%	46 15%	20 15%	174 16%	154 18%	123 15%	167 15%
Lack of recognition for the adult social care sector	1902 48%hyCD E	719 51%	586 53%	566 52%	433 52%	843 49%	705 52%	102 58%hj	164 40%	590 52%h	1042 47%	1112 45%	462 55%Zk	178 59%Zk	80 59%k	551 49%	401 46%	402 48%	540 50%
Other, please specify	438 11%	148 10%	120 11%	120 11%	106 13%	179 10%	149 11%	16 9%	48 12%	137 12%	235 11%	273 11%	91 11%	33 11%	20 15%	133 12%	80 9%	77 9%	147 14%pq
None of these	102 3%	29 2%	20 2%	23 2%	15 2%	39 2%	32 2%	7 4%	26 6%Zij	19 2%	50 2%	69 3%	19 2%	11 4%	2 1%	25 2%	23 3%	13 2%	39 4%q
Don't know	7 *	1 *	1 *	2 *	1 *	1 *	1 *	- -	- -	5 *	2 *	4 *	2 *	* *	- -	3 *	1 *	1 *	2 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 372

QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?

Base : All respondents who are considering leaving their current role

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	3722	2966	678	1547	301	716	638	241	75	2897	58	144	358	730	1342	2171
WeightedBase	3944	3071	804	1381	276	895	737	314	105*	2767	70**	244*	530	1060	1394	2333
EffectiveBase	1882	1496	354	646	176	401	368	133	54	1468	30	76	213	406	704	1067
Lack of learning and development offer	889 23%rz	655 21%r	212 26%rs	335 24%z	72 26%z	210 24%z	150 20%z	76 24%z	6 6%	592 21%	21 30%	64 26%	125 24%	263 25%	320 23%	515 22%
Lack of career opportunities or progression	1440 37%rxA	1102 36%r	302 38%r	612 44%Zvwxyz	94 34%	332 37%x	211 29%	99 31%	26 25%	908 33%	32 46%	138 57%ZAD	214 40%A	490 46%ZA	507 36%	851 36%
Income or salary is too low	2638 67%hr	1982 65%r	619 77%Zpqrs	895 65%	167 60%	660 74%Zuvy	502 68%	201 64%	78 74%	1830 66%	45 64%	188 77%AD	328 62%	730 69%	932 67%	1561 67%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	1218 31%r	910 30%r	285 35%qrs	421 30%	88 32%	304 34%	215 29%	103 33%	32 30%	844 30%	27 39%	104 43%ZAD	154 29%	353 33%	441 32%	713 31%
Impact on health and wellbeing e.g., stress, burnout	2639 67%hDE	2087 68%	504 63%	897 65%	187 68%	647 72%Zuy	507 69%	193 61%	70 66%	1917 69%DE	41 59%	150 62%	297 56%	631 60%	1073 77%G	1419 61%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	747 19%	531 17%	201 25%Zpqrs	275 20%	58 21%	175 20%	142 19%	44 14%	20 19%	541 20%	22 31%	53 22%	76 14%	189 18%	303 22%G	405 17%
Bullying and harassment	689 17%	527 17%	141 17%	232 17%	52 19%	147 16%	129 18%	67 21%	18 17%	438 16%	13 18%	64 26%A	114 21%A	233 22%ZA	275 20%	378 16%
Poor relationships with colleagues and/or manager	1061 27%	829 27%	208 26%	348 25%	81 29%	247 28%	222 30%	72 23%	26 25%	707 26%	31 44%	91 37%ZA	141 27%	340 32%ZA	409 29%	600 26%
Travel time/difficulties with travel to your workplace	620 16%A	472 15%	130 16%	229 17%w	43 16%	107 12%	104 14%	72 23%Zwx	22 21%	368 13%	16 23%	54 22%A	103 19%A	220 21%ZA	198 14%	385 16%
Lack of recognition for the adult social care sector	1902 48%hyCDE	1467 48%	392 49%	640 46%y	144 52%y	485 54%Zuy	382 52%y	113 36%	54 52%	1482 54%ZCDE	37 53%	89 37%	137 26%	370 35%D	790 57%G	1006 43%
Other, please specify	438 11%	350 11%	85 11%	175 13%	39 14%	83 9%	73 10%	34 11%	16 15%	320 12%	6 9%	33 14%	45 9%	107 10%	139 10%	284 12%
None of these	102 3%	83 3%	18 2%	35 3%	4 1%	28 3%	14 2%	10 3%	-	69 2%	1 1%	1 *	26 5%	32 3%	28 2%	67 3%
Don't know	7 *	6 *	1 *	2 *	-	2 *	1 *	-	1 1%	7 *	-	-	-	-	3 *	3 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 372
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

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	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	3944	1411	1113	1091	827	1728	1354	176*	405	1140	2213	2472	842	304	135*	1123	869	845	1089
EffectiveBase	1882	671	516	517	389	728	587	89	179	591	1023	1135	474	134	63	346	395	555	848
Prefer not to say	30	10	5	5	3	16	9	1	3	5	20	20	2	1	-	9	5	6	9
	1%	1%	*	*	*	1%	1%	1%	1%	*	1%	1%	*	*	-	1%	1%	1%	1%



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Table 372
QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?
Base : All respondents who are considering leaving their current role

WeightedBase
EffectiveBase
Prefer not to say

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Female (s)	Male (t)	Degree level or above (u)	Other Higher eduaction below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
3944	3071	804	1381	276	895	737	314	105*	2767	70**	244*	530	1060	1394	2333
1882	1496	354	646	176	401	368	133	54	1468	30	76	213	406	704	1067
30	23	5	6	*	2	9	9	1	18	*	3	9	12	3	19
1%	1%	1%	*	*	*	1%	3%Zuw	1%	1%	*	1%	2%	1%	*	1%



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Table 373

QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?

Base : All respondents who are considering leaving their current role

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	3722	3251	407	179	218	1167	1206	424	120
WeightedBase	3944	3164	682	357	314	1496	1207	296	107*
EffectiveBase	1882	1647	243	113	127	651	568	180	68
Lack of learning and development offer	889 23%	683 22%	180 26%	106 30%	69 22%	304 20%	312 26%e	71 24%	20 19%
Lack of career opportunities or progression	1440 37%	1069 34%	324 48%Za	174 49%Z	143 46%Z	537 36%	473 39%	122 41%	36 34%
Income or salary is too low	2638 67%g	2116 67%	464 68%	226 63%	231 73%	1051 70%g	830 69%g	158 53%	63 59%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	1218 31%	954 30%	243 36%	140 39%	98 31%	487 33%	377 31%	81 28%	29 27%
Impact on health and wellbeing e.g., stress, burnout	2639 67%c	2159 68%b	417 61%	206 58%	202 64%	983 66%	856 71%e	205 70%	69 65%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	747 19%g	616 19%	126 18%	63 18%	60 19%	299 20%g	244 20%g	36 12%	28 27%g
Bullying and harassment	689 17%	538 17%	141 21%	89 25%Z	50 16%	261 17%	192 16%	49 17%	11 11%
Poor relationships with colleagues and/or manager	1061 27%	825 26%	218 32%	119 33%	95 30%	437 29%	308 26%	65 22%	22 21%
Travel time/difficulties with travel to your workplace	620 16%	436 14%	153 22%Za	86 24%Z	64 20%	254 17%	209 17%	45 15%	14 13%
Lack of recognition for the adult social care sector	1902 48%bc	1663 53%Zb	205 30%	64 18%	137 43%c	677 45%	652 54%Ze	137 46%	64 60%e
Other, please specify	438 11%	358 11%	77 11%	38 11%	37 12%	153 10%	126 10%	41 14%	9 9%
None of these	102 3%	89 3%	13 2%	5 1%	7 2%	44 3%	21 2%	6 2%	2 2%
Don't know	7 *	7 *	- -	- -	- -	4 *	2 *	1 *	- -
Prefer not to say	30 1%	18 1%	10 1%	6 2%	4 1%	11 1%	4 *	1 *	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 374

QFactor_to_leave For which of the following reasons, if any, are you considering leaving your current job?

Base : All respondents who are considering leaving their current role

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
	3722	1086	360	724	67	302	134	58	297	414
	3944	1553	537	799	123*	64	48*	94*	50	439
	1882	652	225	437	44	211	99	40	202	225
	889	355	117	157	39	13	14	36	10	83
	23%	23%	22%	20%	32%	20%	29%ci	39%Zabcehi	20%	19%
	1440	546	223	264	60	26	23	46	12	134
	37%h	35%h	41%chi	33%h	49%chi	41%hi	47%Zachi	50%chi	25%	31%
	2638	1048	403	549	82	37	25	33	26	293
	67%efgh	67%efgh	75%Zaefgh	69%efgh	67%g	58%g	52%	36%	52%	67%fgh
	1218	538	181	196	46	7	6	37	12	134
	31%cef	35%cefh	34%cefh	25%ef	38%ef	11%	12%	39%cef	25%ef	31%ef
	2639	1048	378	479	76	47	29	72	41	325
	67%c	67%c	70%c	60%	62%	74%Zcf	61%	76%c	82%Zabcdf	74%Zcf
	747	314	92	154	29	12	7	30	9	66
	19%	20%	17%	19%	24%	19%	14%	32%Zbfi	19%	15%
	689	301	103	144	12	6	5	19	9	59
	17%ef	19%ef	19%ef	18%e	9%	10%	10%	20%	17%e	14%
	1061	466	146	209	20	12	6	23	9	110
	27%efh	30%efh	27%ef	26%ef	16%	19%	13%	25%	19%	25%f
	620	295	68	103	13	10	5	19	5	73
	16%h	19%bcfh	13%	13%	11%	15%	10%	20%	10%	17%
	1902	694	268	387	55	34	24	39	28	245
	48%	45%	50%	48%	45%	54%a	50%	42%	57%Zac	56%Za
	438	151	45	108	15	10	7	10	8	46
	11%	10%	8%	14%ab	12%	15%ab	14%	11%	16%Zab	10%
	102	46	11	24	1	1	1	1	1	8
	3%	3%	2%	3%	1%	2%	2%	1%	1%	2%
	7	3	1	1	-	*	*	-	-	-
	*	*	*	*	-	*i	1%i	-	-	-
	30	19	2	7	-	-	-	-	*	2
	1%	1%	*	1%	-	-	-	-	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 375

QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	3580	2149	406	265	199	480	294	129	81	2705	1156	1508	920	394	526	116	639	957	724
WeightedBase	3806	2901	435	44	104*	202	62	47*	97*	3340	1095	1253	1551	783	768	76*	738	965	273
EffectiveBase	1815	1290	222	178	90	157	207	96	43	1516	535	665	539	252	291	68	373	631	430
Lack of learning and development offer	35 1%	26 1%	1 *	* *	1 1%	8 4%Zab	1 2%b	1 2%	6 6%Zab	31 1%	8 1%	10 1%	20 1%	14 2%	5 1%	2 2%q	3 *	4 *	3 1%
Lack of career opportunities or progression	232 6%bqH	187 6%b	9 2%	2 5%b	3 3%	18 9%b	4 7%b	7 14%Zabcd	7 7%	192 6%	51 5%	59 5%	123 8%q	80 10%Znpq	42 6%	3 4%	35 5%	33 3%	20 7%q
Income or salary is too low	827 22%cefg hrsF	660 23%cddef gh	93 21%cef	5 11%	14 14%	23 11%	9 14%	6 13%	9 9%	764 23%	258 24%	289 23%	324 21%r	159 20%r	165 22%r	14 18%	143 19%r	273 28%Zlmn pr	37 13%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	111 3%crsF	89 3%c	13 3%	* *	5 4%	5 2%	1 1%	- -	4 5%	97 3%	23 2%	32 3%	36 2%r	18 2%	17 2%	5 7%lnr	41 6%Zlmnq r	25 3%r	1 *
Impact on health and wellbeing e.g., stress, burnout	670 18%	440 15%	117 27%Za	10 22%a	28 27%Za	52 26%Za	17 27%Za	10 21%	26 26%a	556 17%	261 24%Zi	282 22%Zi	293 19%	154 20%	140 18%	8 10%	120 16%	152 16%	62 23%Zopq
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	21 1%	15 1%	- -	- -	- -	5 3%Zab	- -	- -	5 6%Zab	19 1%	8 1%	7 1%	18 1%	11 1%p	7 1%	- -	- -	2 *	* *
Bullying and harassment	85 2%	71 2%	9 2%	1 2%	2 2%	1 1%	1 1%	1 2%	- -	77 2%	11 1%	15 1%	34 2%	18 2%	16 2%	1 1%	15 2%	20 2%	8 3%
Poor relationships with colleagues and/or manager	122 3%	98 3%	12 3%	2 5%	2 2%	4 2%	2 3%	1 1%	3 3%	105 3%	27 2%	36 3%	52 3%	27 4%	25 3%	7 9%Zlmnp q	20 3%	27 3%	10 4%
Travel time/difficulties with travel to your workplace	32 1%	24 1%	3 1%	* *	2 2%	2 1%	1 2%	1 2%	- -	26 1%	5 *	10 1%	9 1%	8 1%	1 *	- -	12 2%n	5 1%	4 1%n
Lack of recognition for the adult social care sector	111 3%	74 3%	17 4%	3 7%Zag	4 4%	7 3%	2 3%	1 2%	4 5%	94 3%	45 4%	50 4%	40 3%	18 2%	22 3%	4 5%	23 3%	30 3%	6 2%
Other Factor	122 3%	95 3%	10 2%	4 8%Zabde g	1 1%	6 3%	4 7%Zabdg	1 1%	2 2%	109 3%	26 2%	37 3%	39 3%	18 2%	21 3%	2 2%	21 3%	34 3%	19 7%Zlmnpq
They are all equally important	841 22%	648 22%	97 22%	11 25%	19 18%	41 20%	12 19%	8 18%	22 22%	762 23%	234 21%	273 22%	343 22%	158 20%	185 24%	21 28%	181 24%	205 21%	52 19%
Don't know	4 *	3 *	- -	- -	- -	1 *	1 1%Zab	- -	- -	4 *	1 *	1 *	- -	- -	- -	- -	2 *	* *	1 *l

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 375

QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	3580	1040	2396	63	81	129	233	905	810	1501	289	162	279	190	1034	346	697	66
WeightedBase	3806	436	3155	171*	43*	189*	373	1109	860	1272	49	143	350	136*	1484	524	767	122*
EffectiveBase	1815	604	1419	48	54	76	139	468	410	778	196	103	165	88	617	217	436	43
Lack of learning and development offer	35 1%	3 1%	31 1%	- -	1 2%	2 1%	3 1%	10 1%	9 1%	12 1%	* *	1 1%	- -	- -	11 1%	5 1%	8 1%	1 1%
Lack of career opportunities or progression	232 6%bqH	29 7%	190 6%	13 8%	1 3%	11 6%	36 10%E	72 6%	53 6%	60 5%	2 5%h	7 5%	6 2%	8 6%	100 7%	33 6%	47 6%	7 6%
Income or salary is too low	827 22%cefG hrsF	66 15%	708 22% s	43 25%	10 24%	30 16%	64 17%	291 26%ZBE	186 22%	255 20%	5 10%	21 15%	92 26%FG	23 17%	326 22%	137 26%	173 23%	24 20%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	111 3%crsF	6 1%	94 3% s	8 5%	3 7% s	10 5%	9 2%	29 3%	31 4%	32 3%	* *	5 3%	9 3%	1 1%	58 4%L	11 2%	13 2%	6 5%
Impact on health and wellbeing e.g., stress, burnout	670 18%	82 19%	551 17%	30 17%	8 18%	29 15%	62 17%	190 17%	155 18%	232 18%	11 22%	41 29%Z	87 25%Z	31 22%	220 15%	91 17%	105 14%	24 20%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	21 1%	1 *	19 1%	- -	* 1%	- -	6 1%	3 *	1 *	11 1%	- -	- -	- -	* *	8 1%	5 1%	1 *	- -
Bullying and harassment	85 2%	8 2%	73 2%	4 2%	- -	1 *	7 2%	31 3%	11 1%	34 3%	1 2%	2 1%	7 2%	3 2%	44 3%	9 2%	18 2%	- -
Poor relationships with colleagues and/or manager	122 3%	15 4%	102 3%	4 2%	1 2%	2 1%	7 2%	38 3%	41 5%	34 3%	3 6%ZGH	3 2%	9 3%	6 4%	41 3%	21 4%	32 4%	4 3%
Travel time/difficulties with travel to your workplace	32 1%	4 1%	27 1%	- -	- -	3 2%	5 1%	13 1%E	7 1%	3 *	* *	2 1%	2 1%	1 1%	19 1%	2 *	3 *	- -
Lack of recognition for the adult social care sector	111 3%	16 4%	94 3%	- -	1 1%	2 1%	9 2%	32 3%	18 2%	51 4%	3 7%Z	6 4%	15 4%	5 3%	33 2%	21 4%	19 3%	1 1%
Other Factor	122 3%	22 5%Zt	92 3%	6 3%	2 5%	5 3%	22 6%E	40 4%	24 3%	31 2%	4 8%ZGH	2 1%	7 2%	7 5%	42 3%	18 3%	32 4%	4 3%
They are all equally important	841 22%	94 21%	709 22%	28 16%	10 24%	34 18%	66 18%	231 21%	216 25%	291 23%	12 25%	24 17%	84 24%	30 22%	356 24%	94 18%	176 23%	20 16%
Don't know	4 *	1 *	1 *	1 1%t	1 1%Zt	- -	- -	2 *	* *	2 *	- -	1 *	- -	- -	1 *	- -	- -	1 1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 375
QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents wo said there is more than one factor influencing their decision to leave their current role

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: regist ered manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directly (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	3806	2901	435	44	104*	202	62	47*	97*	3340	1095	1253	1551	783	768	76*	738	965	273
EffectiveBase	1815	1290	222	178	90	157	207	96	43	1516	535	665	539	252	291	68	373	631	430
Prefer not to say	3 *	3 *	- -	- -	- -	- -	- -	- -	- -	3 *	- -	- -	1 *	1 *	- -	- -	- -	2 *	- -



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Table 375
QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents wo said there is more than one factor influencing their decision to leave their current role

WeightedBase
EffectiveBase
Prefer not to say

Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
	Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
3806	436	3155	171*	43*	189*	373	1109	860	1272	49	143	350	136*	1484	524	767	122*
1815	604	1419	48	54	76	139	468	410	778	196	103	165	88	617	217	436	43
3	-	3	-	-	-	-	2	1	-	-	-	-	-	1	-	2	-
*	-	*	-	-	-	-	*	*	-	-	-	-	-	*	-	*	-



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Table 376

QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	3580	1174	895	883	697	1217	1027	135	303	1032	2100	2142	896	270	129	553	705	988	1307
WeightedBase	3806	1370	1088	1061	808	1672	1313	168*	377	1111	2141	2378	819	291	133*	1086	840	825	1038
EffectiveBase	1815	647	501	499	377	698	563	84	176	570	983	1097	455	127	62	332	391	538	803
Lack of learning and development offer	35 1%	9 1%	6 1%	9 1%	8 1%	16 1%	14 1%	1 1%	8 2%	7 1%	19 1%	32 1%	3 *	1 *	*	10 1%	14 2%	6 1%	5 *
Lack of career opportunities or progression	232 6%	79 6%	56 5%	47 4%	42 5%	113 7%	70 5%	3 2%	23 6%	58 5%	148 7%	153 6%	45 5%	9 3%	8 6%	89 8%	81 10%	47 6%	14 1%
Income or salary is too low	827 22%	366 27%	281 26%	284 27%	202 25%	333 20%	285 22%	38 22%	58 15%	227 20%	501 23%	484 20%	189 23%	86 30%	23 17%	299 28%	204 24%	157 19%	164 16%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	111 3%	40 3%	40 4%	35 3%	32 4%	56 3%	45 3%	25 15%	21 6%	20 2%	45 2%	84 4%	17 2%	6 2%	2 1%	33 3%	26 3%	23 3%	29 3%
Impact on health and wellbeing e.g., stress, burnout	670 18%	219 16%	176 16%	176 17%	138 17%	305 18%	236 18%	25 15%	48 13%	205 18%	389 18%	406 17%	163 20%	41 14%	31 23%	192 18%	138 16%	158 19%	182 18%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	21 1%	4 *	4 *	3 *	3 *	20 1%	13 1%	1 1%	4 1%	10 1%	5 *	14 1%	6 1%	- -	- -	4 *	5 1%	1 *	10 1%
Bullying and harassment	85 2%	31 2%	24 2%	25 2%	16 2%	36 2%	14 1%	3 2%	7 2%	20 2%	55 3%	55 2%	8 1%	9 3%	8 6%	14 1%	22 3%	25 3%	23 2%
Poor relationships with colleagues and/or manager	122 3%	34 2%	26 2%	26 2%	16 2%	59 4%	44 3%	9 5%	16 4%	38 3%	59 3%	79 3%	19 2%	14 5%	5 4%	29 3%	17 2%	33 4%	41 4%
Travel time/difficulties with travel to your workplace	32 1%	9 1%	7 1%	8 1%	7 1%	17 1%	13 1%	6 4%	4 1%	1 *	21 1%	27 1%	- -	2 1%	1 1%	10 1%	6 1%	9 1%	7 1%
Lack of recognition for the adult social care sector	111 3%	39 3%	45 4%	31 3%	24 3%	41 2%	41 3%	6 4%	5 1%	44 4%	56 3%	50 2%	25 3%	17 6%	9 7%	21 2%	15 2%	35 4%	37 4%
Other Factor	122 3%	35 3%	20 2%	26 2%	20 3%	52 3%	46 4%	5 3%	15 4%	35 3%	67 3%	79 3%	22 3%	14 5%	4 3%	45 4%	24 3%	20 2%	33 3%
They are all equally important	841 22%	321 23%	268 25%	264 25%	206 26%	401 24%	341 26%	32 19%	75 20%	274 25%	458 21%	510 21%	205 25%	60 21%	29 22%	227 21%	174 21%	176 21%	263 25%
Don't know	4 *	* *	* *	- -	- -	1 *	1 *	- -	* *	* *	3 *	4 *	- -	- -	- -	1 *	* *	* *	3 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 376
QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	3580	2852	655	1503	294	686	614	226	73	2782	56	142	343	706	1304	2081
WeightedBase	3806	2959	780	1338	271	863	714	295	103*	2673	68**	240*	496	1016	1360	2244
EffectiveBase	1815	1446	340	634	173	385	354	124	53	1403	29	75	210	397	682	1028
Lack of learning and development offer	35 1%	23 1%	11 1%	17 1%	1 *	8 1%	7 1%	2 1%	-	23 1%	-	2 1%	3 1%	5 1%	14 1%	20 1%
Lack of career opportunities or progression	232 6%r	188 6%r	38 5%r	115 9%Z	11 wxyz	44 4%	35 5%	17 6%	-	123 5%	13 19%	22 9%	60 12%ZA	105 10%ZA	58 4%	169 8%F
Income or salary is too low	827 22%hr	583 20%r	233 30%Zqrs	252 19%	54 20%	238 28%Zux	143 20%	81 28%u	18 18%	549 21%	7 11%	81 34%ZAD	89 18%	236 23%	275 20%	504 22%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	111 3%	83 3%	28 4%	39 3%	11 4%	25 3%	16 2%	10 3%	4 4%	70 3%	6 9%	7 3%	21 4%	40 4%	23 2%	86 4%F
Impact on health and wellbeing e.g., stress, burnout	670 18%CDE	547 18%t	105 13%	240 18%	62 23%y	175 20%	124 17%	37 12%	15 15%	530 20%CDE	5 7%	20 8%	58 12%	132 13%	310 23%G	337 15%
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	21 1%	19 1%	1 *	9 1%	4 2%	2 *	3 *	* *	-	17 1%	-	-	2 *	2 *	10 1%	10 *
Bullying and harassment	85 2%	73 2%	11 1%	31 2%	2 1%	15 2%	17 2%	15 5%Zvw	1 1%	48 2%	4 6%	12 5%	16 3%	36 4%A	38 3%	42 2%
Poor relationships with colleagues and/or manager	122 3%	90 3%	27 3%	38 3%	8 3%	30 3%	22 3%	7 2%	5 5%	83 3%	2 3%	10 4%	13 3%	38 4%	42 3%	77 3%
Travel time/difficulties with travel to your workplace	32 1%	25 1%	7 1%	17 1%w	3 1%	1 *	6 1%	2 1%	3 3%w	17 1%	3 4%	-	11 2%ZA	14 1%	9 1%	22 1%
Lack of recognition for the adult social care sector	111 3%E	81 3%	29 4%	35 3%	13 5%y	19 2%	28 4%	2 1%	3 3%	97 4%DE	-	1 *	4 1%	6 1%	44 3%	52 2%
Other Factor	122 3%	100 3%	21 3%	48 4%	10 4%	19 2%	28 4%	8 3%	7 7%w	91 3%	3 5%	11 5%	9 2%	27 3%	39 3%	76 3%
They are all equally important	841 22%E	677 23%	146 19%	285 21%	60 22%	179 21%	172 24%	60 20%	23 22%	635 24%CE	11 17%	32 13%	93 19%	178 18%	326 24%	451 20%
Don't know	4 *	3 *	-	2 *	-	-	1 *	1 *	-	4 *	-	-	-	-	2 *	1 *

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 376
QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents wo said there is more than one factor influencing their decision to leave their current role

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	3806	1370	1088	1061	808	1672	1313	168*	377	1111	2141	2378	819	291	133*	1086	840	825	1038
EffectiveBase	1815	647	501	499	377	698	563	84	176	570	983	1097	455	127	62	332	391	538	803
Prefer not to say	3*	2*	1*	1*	-	1*	1*	-	-	1*	2*	1*	-	1*	-	-	1*	1*	1*



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Table 376
QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents wo said there is more than one factor influencing their decision to leave their current role

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	3806	2959	780	1338	271	863	714	295	103*	2673	68**	240*	496	1016	1360	2244
EffectiveBase	1815	1446	340	634	173	385	354	124	53	1403	29	75	210	397	682	1028
Prefer not to say	3 *	2 *	1 *	1 *	- -	- -	- -	1 *	- -	1 *	- -	- -	2 *	2 *	- -	2 *



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Table 377

QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	3580	3124	394	172	212	1124	1175	412	114
WeightedBase	3806	3050	660	345	303	1438	1180	289	104*
EffectiveBase	1815	1587	235	109	124	633	550	174	65
Lack of learning and development offer	35 1%	25 1%	4 1%	2 1%	2 1%	7 *	21 2%e	1 *	- -
Lack of career opportunities or progression	232 6%	151 5%	66 10%Za	45 13%Z	17 6%	85 6%	76 6%	22 8%	5 5%
Income or salary is too low	827 22%g	649 21%	160 24%	79 23%	78 26%	345 24%g	292 25%g	40 14%	22 21%
Employment terms and conditions e.g. zero hours contract, lack of paid overtime, lack of sick pay, lack of maternity pay	111 3%	84 3%	25 4%	10 3%	14 5%	38 3%	33 3%	11 4%	- -
Impact on health and wellbeing e.g., stress, burnout	670 18%c	578 19%b	84 13%	33 9%	50 17%	237 16%	229 19%	63 22%	27 26%e
Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness)	21 1%	18 1%	2 *	2 1%	- -	9 1%	1 *	3 1%f	2 2%f
Bullying and harassment	85 2%	59 2%	25 4%	16 5%	8 3%	28 2%	27 2%	2 1%	3 3%
Poor relationships with colleagues and/or manager	122 3%	96 3%	19 3%	9 3%	11 3%	42 3%	26 2%	14 5%	3 3%
Travel time/difficulties with travel to your workplace	32 1%	20 1%	12 2%	9 3%	3 1%	14 1%	8 1%	3 1%	3 2%
Lack of recognition for the adult social care sector	111 3%b	101 3%b	3 *	- -	2 1%	25 2%	48 4%e	4 1%	4 4%
Other Factor	122 3%	104 3%	18 3%	8 2%	11 4%	43 3%	39 3%	8 3%	4 4%
They are all equally important	841 22%	710 23%b	112 17%	63 18%	49 16%	316 22%	240 20%	66 23%	18 18%
Don't know	4 *	4 *	- -	- -	- -	1 *	1 *	- -	- -
Prefer not to say	3 *	2 *	1 *	- -	1 *	1 *	- -	- -	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 378

QFactor_L_most You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Base : All respondents who said there is more than one factor influencing their decision to leave their current role

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
3580	1034	346	697	66	294	129	57	289	401
3806	1484	524	767	122*	62	47*	93*	49	430
1815	617	217	436	43	207	96	39	196	218
35	11	5	8	1	1	1	6	*	1
1%	1%	1%	1%	1%	2%i	2%	6%Zabci	*	*
232	100	33	47	7	4	7	7	2	9
6%i	7%i	6%i	6%i	6%	7%i	14%Zabchi	7%	5%	2%
827	326	137	173	24	9	6	9	5	91
22%efh	22%efh	26%efgh	23%efgh	20%	14%	13%	9%	10%	21%h
111	58	11	13	6	1	-	4	*	13
3%h	4%ceh	2%	2%	5%	1%	-	5%	*	3%
670	220	91	105	24	17	10	25	11	117
18%	15%	17%	14%	20%	27%Zabc	21%	27%ac	22%ac	27%Zabc
21	8	5	1	-	-	-	5	-	-
1%	1%	1%	*	-	-	-	6%Zabci	-	-
85	44	9	18	-	1	1	-	1	9
2%	3%	2%	2%	-	1%	2%	-	2%	2%
122	41	21	32	4	2	1	2	3	12
3%	3%	4%	4%	3%	3%	1%	2%	6%Zaf	3%
32	19	2	3	-	1	1	-	*	3
1%	1%	*	*	-	2%c	2%bc	-	*	1%
111	33	21	19	1	2	1	4	3	17
3%	2%	4%	3%	1%	3%	2%	4%	7%Zacd	4%
122	42	18	32	4	4	1	1	4	9
3%	3%	3%	4%	3%	7%Zafi	1%	1%	8%Zabcfgi	2%
841	356	94	176	20	12	8	20	12	95
22%	24%	18%	23%	16%	19%	18%	22%	25%	22%
4	1	-	-	1	1	-	-	-	-
*	*	-	-	1%	1%Zabci	-	-	-	-
3	1	-	2	-	-	-	-	-	-
*	*	-	*	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 379

QAge How old are you?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Under 18	7 *	7 *	-	-	-	-	-	-	-	7 *	-	-	2 *	-	2 *	-	-	5 *	-
18 - 24	330 5%cefrs DEF	283 5%bcefg	23 3%c	-	6 2%c	5 2%	2 2%c	2 2%c	1 1%	307 5%	87 4%	121 5%	138 5%r	77 6%r	61 5%r	5 4%	89 5%r	75 4%r	9 2%
25 - 34	1658 23%cdho qEFGI	1275 23%cdh	215 27%cdeh	18 18%	36 14%	66 18%	30 29%Zacd eh	21 21%h	16 10%	1479 24%	505 25%	594 26%Z	591 23%o	271 22%	319 24%o	23 16%	483 27%Zoq	352 20%	136 23%o
35 - 44	1502 21%E	1077 20%	193 24%a	26 26%Za	54 21%	114 32%Zabd	33 32%Zabd	29 29%Za	55 33%Zad	1277 20%	470 23%i	544 24%Zi	563 22%o	293 24%oq	270 20%	22 15%	364 20%	337 19%	128 22%o
45 - 54	1613 22%AB	1197 22%	192 24%	28 29%Zaef h	77 31%Zaef h	70 20%	20 19%	26 26%	29 17%	1352 22%	463 23%	491 22%	546 21%	274 23%	272 20%	40 27%	371 21%	406 23%	159 27%Zlnpq
55 - 64	1737 24%bfjk pABCH	1335 24%bf	147 18%	23 24%bf	60 24%f	88 25%bf	16 15%	21 21%	55 33%bfg	1484 24%jk	404 20%	423 19%	593 23%	256 21%	337 25%	52 36%Zlmn pqr	370 21%	481 27%Zlmp r	134 23%
65 or over	353 5%fgkrs ABCFH	291 5%cfg	28 4%g	3 3%g	19 7%bcefg	11 3%	2 2%	*	9 5%g	304 5%k	71 4%	71 3%	108 4%r	38 3%	71 5%r	3 2%	109 6%mr	99 6%mr	13 2%
Prefer not to say	31 *	19 *	8 1%a	*	-	1 *	1 1%	*	-	28 *	8 *	10 *	9 *	4 *	5 *	2 1%p	3 *	11 1%	4 1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 379

QAge How old are you?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Under 18	7*	2*	5*	-	-	2*	5*	-	-	-	-	-	-	-	5*	-	2*	-
						CE	ZCDE											
18 - 24	330	25	283	20	3	47	72	170	39	-	-	6	20	11	131	37	99	17
	5%cefrs	3%	5%st	3%	4%	11%ZDE	10%ZDE	8%ZDE	2%E	-	-	2%F	3%F	4%F	5%	4%	7%Z	4%
	DEF																	
25 - 34	1658	203	1275	169	12	145	263	636	402	201	19	38	205	47	605	211	318	138
	23%cdho	22%	22%	30%stv	16%	34%ZDE	38%ZCDE	30%ZDE	25%E	8%	17%G	12%	34%ZFGI	16%	23%	24%	22%	30%L
	qEFGI																	
35 - 44	1502	183	1181	126	13	124	180	464	337	397	29	69	145	62	523	201	264	88
	21%E	20%	21%	22%	17%	29%ZCDE	26%ZE	22%E	21%E	17%	26%Z	21%	24%	21%	20%	23%L	18%	19%
45 - 54	1613	226	1261	104	22	64	102	445	349	652	33	107	120	74	562	209	333	88
	22%AB	25%	22%	18%	30%u	15%	15%	21%B	22%AB	27%ZABC	30%ZH	32%ZH	20%	25%	21%	24%	23%	19%
										D								
55 - 64	1737	232	1367	115	23	37	55	357	386	894	26	88	97	86	655	186	376	115
	24%bjk	26%	24%	20%	30%	9%	8%	17%AB	24%ABC	38%ZABC	24%H	26%H	16%	30%H	25%	21%	25%	25%
	pABCH									D								
65 or over	353	31	289	32	1	1*	7	51	71	222	3	25	13	9	154	37	77	22
	5%lgkrs	3%	5%st	6%	2%	*	1%	2%	4%ABC	9%ZABCD	3%	7%FHI	2%	3%	6%	4%	5%	5%
	ABCFH																	
Prefer not to say	31*	8	23	-	*	3	2	4	5	17	*	-	7	3	10	*	8	-
		1%Zt	*	-	*	1%	*	*	*	1%	*	-	1%	1%	*	*	1%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 380
QAge How old are you?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Under 18	7 *	5 *	- -	- -	- -	2 *	- -	- -	7 1%Zij	- -	- -	- -	5 *k	- -	- -	7 *	- -	- -	- -
18 - 24	330 5%pqrvy D	130 6%	125 7%Z	118 6%Z	80 6%	157 5%	130 6%	22 6%	36 4%	78 4%	184 5%	221 5%	65 4%	17 3%	12 4%	330 17%Zpqrs t	- -	- -	- -
25 - 34	1658 23%npq xy	607 26%Z	532 29%Zef	518 28%Ze	407 30%	699 23%	568 24%	107 30%Zhi	197 22%	416 20%	922 25%l	1075 24%n	322 21%n	124 22%n	30 11%	1658 83%Zpqrs t	- -	- -	- -
35 - 44	1502 21%loqr vxA	522 22%	446 24%Z	432 23%	358 26%	668 22%	537 23%	60 17%	157 18%	400 19%	865 23%hi	997 22%l	248 16%	106 19%	67 24%l	- -	1502 100%Zoqrs t	- -	- -
45 - 54	1613 22%bopr t	464 20%	320 17%	370 20%	264 19%	662 22%b	480 20%	74 21%	177 20%	472 23%	851 23%	915 20%	398 26%Zk	151 26%k	70 25%	- -	- -	1613 100%Zoprs t	- -
55 - 64	1737 24%abco pquwCDE	495 21%	341 19%	340 18%	215 16%	640 21%	506 21%	68 19%	235 26%	564 27%Zgj	817 22%	1013 23%	425 28%Zk	151 26%	66 24%	- -	- -	- -	1737 83%Zopqst
65 or over	353 5%bjopq uE	105 4%	59 3%	70 4%	45 3%	145 5%	123 5%b	22 6%j	75 8%Zj	130 6%j	102 3%	230 5%	58 4%	23 4%	25 9%Zlm	- -	- -	- -	353 17%Zopqst
Prefer not to say	31 *qr	10 *	8 *	5 *	4 *	12 *	13 1%	1 *	4 *	4 *	20 1%	15 *	2 *	2 *	4 1%l	- -	- -	- -	- -

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 380

QAge How old are you?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Under 18	7	7	-	-	-	5	-	-	-	2	-	-	-	5	-	5
	*	*	-	-	-	*	-	-	-	*	-	-	-	*	-	*
18 - 24	330	263	54	78	6	92	120	11	7	260	3	22	9	62	150	165
	5% D	5% pqr v	4% pqr	3% v	1%	6% uvy	8% Zuvwy	2%	4%	5% D	2%	5% D	1%	3% D	6% G	4%
25 - 34	1658	1276	366	645	98	431	251	94	39	1161	33	179	189	459	562	992
	23% xy	22% npqr	27% Zpqr s	27% Zvxy	19%	27% Zvxy	18%	16%	20%	22%	26%	39% ZADE	23%	26% A	23%	22%
35 - 44	1502	1169	301	646	83	320	214	111	27	908	28	121	301	539	407	1036
	21% vx	20% loqr vx	23% oqr	27% Zvwx yz	16%	20% x	15%	19%	13%	17%	22%	26% A	37% ZABC E	30% ZA	17%	23% F
45 - 54	1613	1355	236	462	142	369	335	137	38	1171	38	87	177	403	557	977
	22% t	23% bopr t	18% opr	20%	28% Zu	23%	24% u	23%	19%	22%	30%	19%	22%	23%	23%	22%
55 - 64	1737	1406	304	439	154	323	421	183	65	1435	19	41	120	262	621	1025
	24% pqw CDE	24% abco pqw CDE	23% opq	19%	30% Zuw	20%	30% Zuw	31% Zuw	32% uw	27% ZBCD E	15%	9%	15%	15%	26%	23%
65 or over	353	283	70	78	31	61	68	54	24	303	5	9	22	43	105	232
	5% uE	5% bjopq uE	5% opq	3%	6% u	4%	5%	9% Zuw x	12% Zuw x	6% DE	4%	2%	3%	2%	4%	5%
Prefer not to say	31	13	5	10	1	4	3	1	-	14	1	3	4	9	11	8
	* qr	*	* r	*	*	*	*	*	-	*	1%	1%	*	*	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 381

QAge How old are you?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Under 18	7	7	-	-	-	-	-	-	-
	*	*	-	-	-	-	-	-	-
18 - 24	330	289	34	9	24	91	90	37	8
	5%	5%	3%	2%	4%	4%	4%	6%e	4%
25 - 34	1658	1267	369	237	127	595	562	133	31
	23%h	21%	35%Za	48%Zd	23%	24%h	26%Zh	23%h	15%
35 - 44	1502	1095	342	183	149	508	544	144	48
	21%a	18%	32%Za	37%Zd	27%Z	21%	25%Ze	25%	23%
45 - 54	1613	1370	200	49	145	529	453	129	38
	22%c	23%	19%	10%	26%c	22%	21%	22%	18%
55 - 64	1737	1609	105	14	89	598	445	106	71
	24%bcdfg	27%Zb	10%	3%	16%c	24%fg	21%	18%	34%Zefg
65 or over	353	332	14	1	13	123	70	24	12
	5%bcf	6%b	1%	*	2%	5%f	3%	4%	6%
Prefer not to say	31	22	2	-	2	4	1	3	2
	*	*	*	-	*	*	*	1%f	1%ef

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Table 382

QAge How old are you?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
7	5	-	2	-	-	-	-	-	-
*	*	-	*	-	-	-	-	-	-
330	131	37	99	17	2	2	1	-	23
5%eh	5%eh	4%h	7%Zefhi	4%h	2%h	2%h	1%	-	3%h
1658	605	211	318	138	30	21	15	19	214
23%gh	23%gh	24%gh	22%g	30%cggh	29%Zacgh	21%g	10%	17%	27%cggh
1502	523	201	264	88	33	29	52	29	192
21%	20%	23%c	18%	19%	32%Zabcdi	29%Zacd	34%Zacd	26%Zac	24%c
1613	562	209	333	88	20	26	24	33	191
22%	21%	24%	23%	19%	19%	26%	16%	30%Zacdegi	24%
1737	655	186	376	115	16	21	52	26	144
24%ei	25%ei	21%	25%ei	25%e	15%	21%	34%befi	24%ei	18%
353	154	37	77	22	2	*	9	3	27
5%efh	6%efh	4%f	5%efh	5%f	2%	*	6%f	3%f	3%f
31	10	*	8	-	1	*	*	*	8
*	*	*	1%	-	1%b	*	-	*	1%b

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 383
QGen_1 Which of the following best describes your gender?
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
				Manager ial/ supervi sory: registe red manager (and not nurse)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
Total (Z)	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)		Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
7233	4270	838	614	501	861	502	262	162		5382	2373	2911	1634	663	971	239	1633	1813	1445
7233	5484	807	98	253	356	104	99	165*		6238	2009	2254	2551	1214	1337	146	1789	1768	583
3559	2475	456	402	193	283	350	188	74		2897	1048	1242	924	412	516	147	862	1134	755
1336	1018	148	20	57	51	17	6	29		1138	410	432	456	212	244	28	227	454	74
18%gpr E	19%g	18%g	20%eg	22%eg	14%g	16%g	6%	18%g		18%	20%	19%	18%pr	17%pr	18%pr	19%pr	13%	26%Zimn pr	13%
5772	4381	645	77	196	294	84	91	129		4998	1561	1781	2045	977	1068	116	1538	1286	500
80%qBL	80%	80%	79%	77%	83%	80%	92%Zabc defh	78%		80%	78%	79%	80%q	81%q	80%q	79%	86%Zimn oq	73%	86%Zimn
23	21	1	*	*	1	*	1	-		18	4	5	5	-	5	*	7	4	1
*	*	*	*	*	*	*	1%	-		*	*	*	*	-	*	*	*	*	*
5	1	3	-	-	*	*	-	-		5	4	*	5	1	3	-	-	-	*
*	*	*Za	-	-	*	*Za	-	-		*	*	*	*	*	*	-	-	-	*
98	63	10	1	*	10	2	2	6		80	30	36	40	23	17	3	17	25	8
1%	1%	1%	1%	*	3%ad	2%d	2%d	4%ad		1%	2%	2%	2%	2%	1%	2%	1%	1%	1%



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Table 383

QGen_1 Which of the following best describes your gender?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Man	1336	129	1116	75	16	74	169	455	286	352	22	83	109	38	444	148	363	62
	18% E	14% gpr	20% s	13% t	21% v	17% A	25% ZDE	21% ZE	18% E	15% E	20% F	25% ZHI	18% H	13% I	17% J	17% K	25% ZJKM	13% M
Woman	5772	759	4467	488	58	342	502	1635	1278	1991	87	250	485	239	2167	722	1084	398
	80% qBL	84% Zt	79% t	86% t	77% v	81% A	73% B	77% C	80% B	84% ZBC	79% F	75% G	80% H	82% I	82% L	82% L	73% L	85% L
Non-binary	23	1	20	2	-	-	4	10	3	6	*	-	-	1	2	3	8	7
	*	*	*	*	-	-	1% B	*	*	*	*	-	-	*	*	*	1% J	2% J
My gender is not listed	5	*	5	-	-	-	-	3	*	1	-	-	3	-	1	-	-	-
	*	*	*	-	-	-	-	*	*	*	-	-	1% Z	-	*	-	-	-
I would prefer not to say	98	20	76	1	1	8	12	22	23	32	1	1	10	13	30	9	23	1
	1% E	2% Zt	1% t	* t	2% v	2% A	2% B	1% C	1% D	1% E	1% F	* G	2% H	4% ZFGH	1% J	1% K	2% L	* M

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 384

QGen_1 Which of the following best describes your gender?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Man	1336	588	442	382	300	417	340	46	108	257	898	864	237	98	34	420	301	236	373
	18%efhi lqxs	25%Zcef	24%Zef	21%ef	22%	14%	14%	13%	12%	12%	24%Zghi	19%l	16%	17%	13%	21%qs	20%qs	15% s	18%qs
Woman	5772	1721	1365	1452	1059	2520	1975	305	763	1771	2807	3542	1247	469	236	1546	1169	1355	1689
	80%abjt uCDE	74%	75%	78%a	77%	84%Zabc	84%Zabc	86%Zj	86%Zj	86%Zj	75%	79%	82%	82%	86%	77%t	78%t	84%Zopr t	81%t
Non-binary	23 *s	2 *	1 *	1 *	- -	5 *	5 *	2 *	4 *	6 *	5 *	12 *	9 1%	- -	2 1%	14 1%rs	4 *s	3 *s	1 *
My gender is not listed	5 *	5 *	5 *	1 *	1 *	5 *	5 *	- -	- -	- -	5 *	4 *	- -	1 *	- -	- -	4 *s	1 *	- -
I would prefer not to say	98	22	18	18	13	39	33	2	14	31	48	43	29	4	1	15	25	18	26
	1%stw	1%	1%	1%	1%	1%	1%	1%	2%	2%	1%	1%	2%k	1%	*	1% s	2%st	1%st	1%st

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 384
QGen_1 Which of the following best describes your gender?
Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Man	1336	-	1336	507	94	288	201	114	38	898	16	128	222	411	404	860
	18%efhilsx	-	100%Zopqrs	22%Zx	18%	18%	14%	19%	19%	17%	12%	28%ZAB	27%ZAB	23%ZA	17%	19%
Woman	5772	5771	-	1805	406	1303	1191	476	163	4291	106	327	595	1347	1962	3541
	80%abjtucDE	100%Zopqrst	-	77%	79%	81%u	84%Zuv	80%	81%	82%CDE	83%	71%	72%	76%	81%	80%
Non-binary	23	-	-	10	-	8	5	-	-	15	-	-	2	7	16	7
	*s	-	-	*	-	*	*	-	-	*	-	-	*	*	1%G	*
My gender is not listed	5	-	-	*	-	-	5	-	-	5	-	-	*	*	5	*
	*	-	-	*	-	-	*	-	-	*	-	-	*	*	*	*
I would prefer not to say	98	-	-	36	15	6	10	2	-	44	6	7	3	16	25	32
	1%stwt	-	-	2%w	3%Zwxy	*	1%	*	-	1%	4%ZADE	1%	*	1%	1%	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 385
QGen_1 Which of the following best describes your gender?
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Man	1336	1024	295	160	130	492	460	114	49
	18%	17%	28% Za	32% Z	24% Z	20%	21% Z	20%	23%
Woman	5772	4877	765	332	414	1919	1682	456	161
	80% bc	81% b	72%	67%	75%	78%	78%	79%	77%
Non-binary	23	18	3	-	2	12	2	*	-
	*	*	*	-	*	1%	*	*	-
My gender is not listed	5	5	-	-	-	1	3	-	*
	*	*	-	-	-	*	*	-	*
I would prefer not to say	98	67	3	1	3	23	18	6	*
	1%	1%	*	*	*	1%	1%	1%	*



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Table 386
QGen_1 Which of the following best describes your gender?
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Man	1336 18% ^f	444 17% ^f	148 17% ^f	363 25% ^{Zabdefi}	62 13% ^f	17 16% ^f	6 6%	27 18% ^f	22 20% ^{df}	148 18% ^f
Woman	5772 80% ^c	2167 82% ^c	722 82% ^c	1084 73%	398 85% ^c	84 80% ^c	91 92% ^{Zabceghi}	119 78%	87 79% ^c	638 80% ^c
Non-binary	23 *	2 *	3 *	8 1% ^a	7 2% ^{Za}	* *	1 1%	- -	* *	1 *
My gender is not listed	5 *	1 *	- -	- -	- -	* * ^{Zabc}	- -	- -	- -	3 * ^Z
I would prefer not to say	98 1%	30 1%	9 1%	23 2%	1 *	2 2% ^d	2 2%	6 4% ^d	1 1%	9 1%



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Table 387

QSex_2 At birth, were you described as ...

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Male	1334 18%gpr E	1019 19%g	145 18%g	20 20%eg	57 22%eg	50 14%g	17 16%g	6 6%	29 18%g	1140 18%	401 20%	431 19%	458 18%pr	213 18%pr	245 18%pr	27 18%	227 13%	455 26%Zl mn pr	74 13%
Female	5794 80%q BGL	4392 80%	650 81%	77 79%	195 77%	297 84%	85 82%	91 92%Zab c defh	131 79%	5008 80%	1568 78%	1786 79%	2054 81%q	983 81%q	1071 80%q	117 80%	1538 86%Zl mn q	1291 73%	500 86%Zl mn q
I would prefer not to say	106 1%	72 1%	12 2%	1 1%	1 *	8 2%	2 2%	2 2%	4 3%	90 1%	39 2%	37 2%	38 2%	17 1%	21 2%	2 2%	25 1%	21 1%	9 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 387
QSex_2 At birth, were you described as ...
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Male	1334	128	1109	81	16	74	169	453	286	352	22	83	105	39	444	143	364	69
E	18%gprs	14%	20%as	14%	21%	17%	25%ZDE	21%ZE	18%E	15%	20%I	25%ZHI	17%	13%	17%	16%	25%ZJKM	15%
Female	5794	761	4494	481	58	343	507	1648	1279	1994	87	249	491	241	2164	727	1099	391
	80%qBGL	84%Zt	79%	85%	77%	81%	74%	77%	80%B	84%ZBCD	79%	75%	81%	83%G	82%L	83%L	74%	84%L
I would prefer not to say	106	20	80	4	1	8	11	26	25	36	1	1	11	12	37	11	15	9
	1%	2%t	1%	1%	2%	2%	2%	1%	2%	2%	1%	*	2%	4%ZFG	1%	1%	1%	2%



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Table 388

QSex_2 At birth, were you described as ...

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Male	1334	583	437	383	300	419	341	46	107	262	891	856	237	104	34	420	298	238	374
	18%efhi lqsx	25%Zcef	24%Zef	21%ef	22%	14%	14%	13%	12%	13%	24%Zghi	19%l	16%	18%	12%	21%qs	20%qs	15% s	18% qs
Female	5794	1733	1377	1454	1059	2530	1980	304	771	1770	2822	3568	1246	464	239	1555	1181	1352	1692
	80%abjt uCDE	74%	75%	78%a	77%	85%Zabc	84%Zabc	86%j	87%Zj	86%Zj	75%	80%	82%	81%	87%Zk	78%t	79%t	84%Zopt	81%t
I would prefer not to say	106	22	18	18	14	36	36	5	11	33	49	42	39	5	1	21	23	24	24
	1%stwA	1%	1%	1%	1%	1%	2%	1%	1%	2%	1%	1%	3%Zk	1%	*	1% s	2% s	1% st	1% s

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 388
QSex_2 At birth, were you described as ...
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Male	1334	7	1321	501	95	286	200	114	38	901	16	128	222	409	398	864
	18%efhil qsx	*	99%Zopq rs	21%Zx	18%	18%	14%	19%	19%	17%	12%	28%ZAB	27%ZAB	23%ZA	17%	19%F
Female	5794	5754	9	1820	408	1314	1197	473	160	4308	111	328	596	1355	1985	3540
	80%abj tuCDE	100%Zopqr t	1%	77%	79%	82%u	85%Zuv	80%	80%	82%CDE	87%CD	71%	72%	76%	82%	80%
I would prefer not to say	106	10	6	37	12	5	15	5	3	43	1	5	5	18	29	36
	1%stwA	*	*	2%w	2%w	*	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%



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Table 389
QSex_2 At birth, were you described as ...
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Male	1334	1023	293	160	129	498	449	114	49
	18%	17%	27% Za	32% Z	23%	20%	21%	20%	23%
Female	5794	4892	770	332	417	1923	1699	457	161
	80% bc	82% b	72%	67%	76%	79%	78%	79%	77%
I would prefer not to say	106	75	3	1	3	26	17	6	*
	1%	1%	*	*	*	1%	1%	1%	*



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Table 390
QSex_2 At birth, were you described as ...
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Male	1334	444	143	364	69	17	6	27	22	144
	18% ^f	17% ^f	16% ^f	25% ^{Zabdefi}	15% ^f	16% ^f	6%	18% ^f	20% ^f	18% ^f
Female	5794	2164	727	1099	391	85	91	121	87	643
	80% ^c	82% ^c	83% ^c	74%	84% ^c	82% ^c	92% ^{Zabcdegghi}	79%	79% ^c	80% ^c
I would prefer not to say	106	37	11	15	9	2	2	4	1	12
	1%	1%	1%	1%	2%	2%	2%	3%	1%	2%



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Table 391

QSexuality Which of the following best describes your sexual orientation?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Straight/Heterosexual	6218	4768	674	83	209	296	79	87	141	5392	1656	1849	2218	1051	1167	116	1558	1512	502
	86% fjko H	87% bf	83% f	85% f	83% f	83% f	76% f	88% f	85% f	86% jk	82% f	82% f	87% o	87% o	87% o	79% f	87% o	86% o	86% o
Gay or lesbian	308	180	66	6	24	19	6	4	9	238	140	152	90	41	49	3	73	85	24
	4% J	3% f	8% Za	6% Za	10% Za	5% f	6% a	5% f	5% f	4% f	7% Zi	7% Zi	4% f	3% f	4% f	2% f	4% f	5% f	4% f
Bisexual	288	222	26	4	6	17	8	4	6	261	97	114	92	41	51	11	64	84	15
	4% E	4% f	3% f	4% f	2% f	5% f	7% Zabd	4% f	4% f	4% f	5% f	5% f	4% f	3% f	4% f	7% ZImpr	4% f	5% r	3% f
Other sexual orientation	73	56	10	1	3	2	2	*	-	56	22	21	19	3	16	*	26	16	4
	1% f	1% f	1% f	1% f	1% f	1% f	2% f	*	-	1% f	1% f	1% f	1% f	*	1% f	*	1% m	1% f	1% f
I would prefer not to say	346	258	31	3	11	22	9	4	9	291	94	117	132	78	54	16	68	70	37
	5% f	5% f	4% f	3% f	4% f	6% f	9% Zabcd	4% f	6% f	5% f	5% f	5% f	5% f	6% pq	4% f	11% Zlnpq	4% f	4% f	6% pq

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 391
QSexuality Which of the following best describes your sexual orientation?
Base : All respondents working in adult social care in England

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	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Straight/Heterosexual	6218	773	4916	467	62	351	570	1775	1367	2133	95	277	495	248	2365	747	1263	386
	86% H	85% J	87% K	83% L	83% M	83% A	83% B	83% C	86% D	90% E	86% F	83% G	82% H	85% I	89% J	85% K	85% L	82% M
Gay or lesbian	308	37	235	32	4	20	32	100	58	98	7	33	49	12	36	43	64	37
	4% J	4% J	4% K	6% L	5% M	5% A	5% B	5% C	4% D	4% E	6% F	10% G	8% H	4% I	1% J	5% K	4% L	8% M
Bisexual	288	29	226	29	3	22	29	131	69	37	4	7	30	7	91	35	70	25
	4% E	3% E	4% K	5% L	5% M	5% E	4% E	6% Z	4% E	2% E	4% E	2% E	5% E	2% E	3% E	4% E	5% E	5% E
Other sexual orientation	73	5	57	10	-	5	13	31	10	13	1	2	9	2	25	10	14	8
	1% E	1% E	1% E	2% E	-	1% E	2% E	1% E	1% E	1% E	1% E	1% E	1% E	1% E	1% E	1% E	1% E	2% E
I would prefer not to say	346	65	249	28	5	27	42	90	86	102	3	14	23	24	129	47	68	13
	5% Z	7% Z	4% Z	5% Z	7% Z	6% Z	6% Z	4% Z	5% Z	4% Z	3% Z	4% Z	4% Z	8% Z	5% Z	5% Z	5% Z	3% Z



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Table 392
QSexuality Which of the following best describes your sexual orientation?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Straight/Heterosexual	6218	2008	1556	1607	1191	2625	2020	286	794	1817	3184	3926	1272	484	237	1541	1318	1433	1911
	86%gotu	86%	85%	87%	87%	88%b	86%	81%	89%gj	88%gj	85%	88%Zl	84%	84%	86%	77%	88%ot	89%Zot	91%Zopqst
Gay or lesbian	308	108	94	78	59	103	110	17	21	62	203	178	71	32	11	123	80	53	53
	4%rsCDE	5%	5%e	4%	4%	3%	5%	5%	2%	3%	5%hi	4%	5%	6%	4%	6%Zqrs	5%qrs	3%	3%
Bisexual	288	114	87	83	61	84	83	29	26	72	147	144	91	32	6	195	32	31	30
	4%pqrd	5%e	5%e	4%e	4%	3%	4%	8%Zhij	3%	4%	4%	3%	6%Zk	6%	2%	10%Zpqrs t	2%	2%	1%
Other sexual orientation	73	20	17	10	10	31	35	9	8	19	36	46	11	3	1	48	15	5	4
	1%qrx	1%	1%	1%	1%	1%	2%c	2%	1%	1%	1%	1%	1%	1%	*	2%Zqrs	1%r	*	*
I would prefer not to say	346	88	76	77	52	142	108	15	40	94	192	171	77	23	20	88	58	91	93
	5%wxA	4%	4%	4%	4%	5%	5%	4%	5%	5%	5%	4%	5%	4%	7%k	4%	4%	6% s	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 392

QSexuality Which of the following best describes your sexual orientation?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali tication (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Straight/Heterosexual	6218	5140	1051	1957	442	1397	1266	541	180	4522	106	399	777	1587	1997	3960
		86%gotu	89%Zot	79%	83%	86%	87%u	90%Zu	91%Zuv	90%	86%	83%	86%	94%ZABCE	89%ZA	89%F
Gay or lesbian	308	134	169	142	25	70	42	12	3	285	2	-	7	23	124	169
		4%rsCDE	2%	13%Zopqrs	6%Zxy	5%	4%	3%	2%	1%	5%ZCDE	1%	-	1%	1%	5%
Bisexual	288	223	47	108	15	72	60	10	12	220	8	12	10	61	156	111
		4%pqrd	4%pqr	3%r	5%y	3%	4%y	4%	2%	6%y	4%D	6%D	3%	1%	3%D	6%G
Other sexual orientation	73	52	13	34	4	25	3	4	-	60	3	-	1	9	58	14
		1%qrx	1%r	1%r	1%x	1%	2%x	*	1%	-	1%	2%CD	-	*	1%	2%G
I would prefer not to say	346	222	56	117	29	41	40	25	5	165	9	50	28	101	78	187
		5%wxA	4%	4%	5%wx	6%wx	3%	3%	4%	3%	3%	7%	11%ZADE	3%	6%A	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 393

QSexuality Which of the following best describes your sexual orientation?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Straight/Heterosexual	6218	5136	969	453	492	2158	1837	485	184
	86%	86%	91% Za	92% Z	90%	88% fg	85%	84%	88%
Gay or lesbian	308	292	16	*	16	89	128	42	10
	4% bc	5% b	2%	*	3% c	4%	6% Ze	7% Ze	5%
Bisexual	288	251	31	5	24	99	110	26	8
	4%	4%	3%	1%	4%	4%	5%	4%	4%
Other sexual orientation	73	70	2	-	2	10	39	6	1
	1%	1%	*	-	*	*	2% Ze	1%	*
I would prefer not to say	346	241	49	34	14	91	51	16	7
	5% f	4%	5%	7%	3%	4%	2%	3%	3%

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Table 394
QSexuality Which of the following best describes your sexual orientation?
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Straight/Heterosexual	6218	2365	747	1263	386	79	87	129	95	666
	86%e	89%Zbcdei	85%e	85%e	82%	76%	88%e	85%	86%e	83%e
Gay or lesbian	308	36	43	64	37	6	4	8	7	66
	4%a	1%	5%a	4%a	8%Za	6%a	5%a	5%a	6%Za	8%Zabc
Bisexual	288	91	35	70	25	8	4	6	4	26
	4%	3%	4%	5%	5%	7%Zabhi	4%	4%	4%	3%
Other sexual orientation	73	25	10	14	8	2	*	-	1	10
	1%	1%	1%	1%	2%	2%	*	-	1%	1%
I would prefer not to say	346	129	47	68	13	9	4	9	3	31
	5%	5%	5%	5%	3%	9%Zabcdfhi	4%	6%	3%	4%



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Table 395

QMarital What is your legal marital or registered civil partnership status?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Single, that is, never married and never registered in a civil partnership	1572	1254	162	16	40	45	20	13	13	1393	413	508	576	292	284	39	403	382	95
	22%cegh rsEFG	23%cd eh	20%eg h	16%h	16%	13%	19%eh	13%	8%	22%	21%	23%	23%r	24%r	21%r	27%r	23%r	22%r	16%
Married	2942	2152	341	46	130	193	44	59	96	2480	836	880	1057	522	534	56	707	688	271
	41%D	39%	42%	47%Za	52%Zabf	54%Zabf	42%	60%Zabc f	58%Zabf	40%	42%	39%	41%	43%	40%	39%	39%	39%	46%Zlnpq
In a registered civil partnership	94	81	4	*	1	1	1	*	-	83	15	22	33	14	18	1	35	11	10
	1%	1%	*	*	*	*	1%	*	-	1%	1%	1%	1%	1%	1%	1%	2%q	1%	2%q
Cohabiting with a partner but not married or in a civil partnership	1263	916	172	18	37	67	25	13	31	1102	431	483	407	163	244	26	287	355	111
	17%me	17%	21%Zadg	18%	15%	19%	24%Zacd g	13%	19%	18%	21%Zi	21%Zi	16%	13%	18% m	17%	16%	20%Zlmp	19% m
Separated, but still legally married	218	165	28	2	4	4	1	3	1	188	54	57	72	42	30	2	57	54	15
	3% f	3% f	3% f	2%	2%	1%	1%	3%	*	3%	3%	3%	3%	3%	2%	2%	3%	3%	3%
Separated, but still legally in a civil partnership	14	13	-	*	-	*	*	-	-	13	*	3	1	-	1	-	1	8	1
	*	*	-	*	-	*	*	-	-	*	*	*	*	-	*	-	*	1	*
Divorced	671	544	55	10	22	22	7	5	11	584	138	169	224	92	132	13	187	169	45
	9%jABH	10%b efg	7%	11%beg	9%	6%	7%	5%	7%	9%j	7%	7%	9%	8%	10%	9%	10%	10%	8%
Formerly in a civil partnership which is now legally dissolved	9	1	7	*	2	-	-	-	-	6	7	8	5	5	*	-	2	1	-
	*	*	1%Za	*a	1%Za	-	-	-	-	*	*	*	*	*	*	-	*	*	-
Widowed	165	137	11	2	4	5	1	1	3	142	42	40	72	38	33	3	38	35	9
	2%	3%	1%	2%	2%	1%	1%	1%	2%	2%	2%	2%	3%	3%	3%	2%	2%	2%	2%
Surviving partner from a civil partnership	3	2	1	-	1	*	-	*	-	2	3	2	1	-	1	-	*	1	*
	*	*	*	-	1%Za	*	-	*	-	*	*	*	*	-	*	-	*	*	*
Prefer not to say	283	218	27	3	11	18	5	3	10	246	70	82	102	45	57	5	73	64	26
	4%	4%	3%	3%	4%	5%	5%	3%	6%	4%	3%	4%	4%	4%	4%	4%	4%	4%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/AB/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 395
QMarital What is your legal marital or registered civil partnership status?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Single, that is, never married and never registered in a civil partnership	1572	172	1252	136	11	116	174	524	356	390	17	48	135	57	591	185	351	124
	22%cegh rsEFG	19%	22%st	24%	15%	27%E	25%E	25%E	22%E	16%	15%	14%	22%FG	19%	22%	21%	24%	26%
Married	2942	405	2304	198	36	180	335	796	582	1043	53	166	232	128	1083	351	548	163
	41%D	45%Ztu	41%	35%	48%u	42%	49%ZCD	37%	37%	44%ZCD	48%ZH	50%ZH	38%	44%	41%	40%	37%	35%
In a registered civil partnership	94	10	68	14	2	23	5	29	9	24	*	3	4	1	35	13	23	11
	1%	1%	1%	3%	2%	5%ZBCDE	1%	1%	1%	1%	*	1%	1%	*	1%	1%	2%	2%
Cohabiting with a partner but not married or in a civil partnership	1263	160	963	127	12	58	96	424	327	359	20	55	158	37	418	147	274	77
	17%me	18%	17%	23%	16%	14%	14%	20%BE	21%ZABE	15%	18%	17%	26%ZFGI	13%	16%	17%	19%	16%
Separated, but still legally married	218	24	180	12	3	7	26	72	40	71	3	6	19	16	58	42	50	15
	3%f	3%	3%	2%	4%	2%	4%	3%	3%	3%	2%	2%	3%	6%ZG	2%	5%J	3%	3%
Separated, but still legally in a civil partnership	14	*	14	-	-	1	2	5	1	4	*	-	-	1	7	-	6	-
	*	*	*	-	-	*	*	*	*	*	*	-	-	*	*	-	*	-
Divorced	671	73	539	54	5	19	22	157	170	303	12	32	31	30	276	77	138	52
	9%jABH	8%	9%	10%	7%	4%	3%	7%B	11%ABC	13%ZABC	10%H	10%H	5%	10%H	10%	9%	9%	11%
Formerly in a civil partnership which is now legally dissolved	9	-	9	-	-	-	*	8	-	1	*	2	5	1	1	-	1	-
	*	-	*	-	-	-	*	*	-	*	*	1%	1%Z	*	*	-	*	-
Widowed	165	17	142	6	1	5	8	32	33	87	2	7	8	6	70	35	26	6
	2%	2%	2%	1%	1%	1%	1%	2%	2%	4%ZBCD	2%	2%	1%	2%	3%	4%ZL	2%	1%
Surviving partner from a civil partnership	3	1	3	-	-	-	*	-	*	3	-	1	-	-	1	1	-	-
	*	*	*	-	-	-	*	-	*	*	-	*Z	-	-	*	*	-	-
Prefer not to say	283	48	212	18	5	15	19	80	71	98	3	13	14	15	106	29	61	21
	4%	5%Zt	4%	3%	7%	4%	3%	4%	4%	4%	3%	4%	2%	5%	4%	3%	4%	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 396

QMarital What is your legal marital or registered civil partnership status?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Single, that is, never married and never registered in a civil partnership	1572	540	433	454	336	629	515	75	201	416	839	990	310	140	55	822	288	252	209
	22%qr	23%	24%	24%	24%	21%	22%	21%	23%	20%	22%	22%	20%	24%	20%	41%Zpqrst	19%qr	16%r	10%
Married	2942	887	694	718	521	1279	964	118	391	833	1534	1826	607	229	132	480	741	743	965
	41%owxA	38%	38%	39%	38%	43%abc	41%	33%	44%g	40%	41%	41%	40%	40%	48%	24%	49%Zost	46%Zos	46%Zos
In a registered civil partnership	94	37	29	33	28	44	30	10	25	30	27	57	9	17	8	51	14	20	9
	1%r	2%	2%	2%	2%	1%	1%	3%j	3%Zj	1%j	1%	1%	1%	3%Zkl	3%l	3%Zprs	1%	1%r	*
Cohabiting with a partner but not married or in a civil partnership	1263	480	390	355	274	473	416	83	106	357	694	803	293	76	31	520	290	225	227
	17%hqrCDE	21%Ze	21%Zef	19%e	20%	16%	18%	23%Zh	12%	17%h	18%h	18%n	19%mn	13%	11%	26%Zpqrst	19%qr	14%r	11%
Separated, but still legally married	218	65	56	51	37	92	75	11	22	71	110	123	61	17	7	27	51	68	71
	3%o	3%	3%	3%	3%	3%	3%	3%	2%	3%	3%	3%	4%	3%	3%	1%	3%o	4%Zot	3%o
Separated, but still legally in a civil partnership	14	7	5	5	4	4	1	3	1	5	4	9	2	1	1	-	3	6	4
	*	*	*	*	*	*	*	1%Zj	*	*	*	*	*	*	1%	-	*	*	*
Divorced	671	187	119	129	83	272	207	36	80	191	345	413	150	53	21	17	54	186	413
	9%bcoptuCD	8%	6%	7%	6%	9%b	9%	10%	9%	9%	9%	9%	10%	9%	8%	1%	4%o	12%Zopt	20%Zopqst
Formerly in a civil partnership which is now legally dissolved	9	6	5	5	2	5	7	-	-	-	9	7	2	-	-	-	5	3	1
	*	*	*	*	*	*	*	-	-	-	*	*	*	-	-	-	*	*	*
Widowed	165	41	29	34	26	87	49	6	26	70	60	104	31	15	8	3	7	36	119
	2%opt	2%	2%	2%	2%	3%b	2%	2%	3%	3%Zj	2%	2%	2%	3%	3%	*	*	2%opt	6%Zopqst
Surviving partner from a civil partnership	3	1	*	*	*	-	1	-	*	*	3	1	2	-	-	-	*	2	1
	*	*	*	*	*	-	*	-	*	*	*	*	*	-	-	-	*	*	*
Prefer not to say	283	89	72	72	61	101	91	13	38	92	137	133	54	26	9	76	48	73	71
	4%wA	4%	4%	4%	4%	3%	4%	4%	4%	4%	4%	3%	4%	5%	3%	4%	3%	5%ss	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 396
QMarital What is your legal marital or registered civil partnership status?
Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Single, that is, never married and never registered in a civil partnership	1572	1212	338	520	80	452	318	83	40	1155	26	108	148	378	575	918
	22%qr	21%qr	25%pqrs	22%vy	16%	28%Zuvx y	23%vy	14%	20%	22%	20%	23%	18%	21%	24%G	21%
Married	2942	2341	576	1082	224	552	495	296	72	1975	47	283	490	924	848	1979
	41%owxA	41%o	43%o	46%Zwx	43%wx	34%	35%	50%Zwxz	36%	38%	37%	61%ZABE	60%ZABE	52%ZAB	35%	45%F
In a registered civil partnership	94	78	14	20	5	19	31	4	9	63	-	6	23	31	48	43
	1%r	1%r	1%	1%	1%	1%	2%u	1%	4%Zuvwy	1%	-	1%	3%ZA	2%	2%G	1%
Cohabiting with a partner but not married or in a civil partnership	1263	1012	241	381	98	331	264	77	38	1102	20	15	31	133	478	718
	17%hqrC DE	18%qr	18%qr	16%	19%y	21%Zuy	19%y	13%	19%	21%ZCDE	15%CDE	3%	4%	7%D	20%G	16%
Separated, but still legally married	218	189	29	59	19	41	54	22	8	141	5	12	33	74	76	129
	3%o	3%o	2%	2%	4%	3%	4%	4%	4%	3%	4%	3%	4%	4%A	3%	3%
Separated, but still legally in a civil partnership	14	12	2	6	-	2	-	2	2	5	3	1	4	9	6	7
	*	*	*	*	-	*	-	*	1%x	*	2%ZA	*	1%	*A	*	*
Divorced	671	594	71	160	56	146	163	70	20	536	20	14	46	127	259	382
	9%bcop tuCD	10%opt	5%o	7%	11%u	9%	12%u	12%u	10%	10%CDE	15%CDE	3%	6%	7%	11%G	9%
Formerly in a civil partnership which is now legally dissolved	9	4	5	4	2	-	1	2	-	7	-	1	*	2	5	4
	*	*	*s	*	*w	-	*	*	-	*	-	*	*	*	*	*
Widowed	165	152	12	36	14	32	45	24	3	123	*	12	12	41	54	105
	2%opt	3%opt	1%	2%	3%	2%	3%u	4%u	2%	2%	*	3%	1%	2%	2%	2%
Surviving partner from a civil partnership	3	1	1	2	-	-	*	*	-	2	-	-	1	1	1	1
	*	*	*	*	-	-	*	*	-	*	-	-	*	*	*	*
Prefer not to say	283	176	46	87	16	30	41	11	8	142	8	11	33	62	63	154
	4%wA	3%	3%	4%w	3%	2%	3%	2%	4%	3%	6%	2%	4%	3%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 397

QMarital What is your legal marital or registered civil partnership status?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Single, that is, never married and never registered in a civil partnership	1572	1308	237	108	127	809	322	51	30
	22%fgh	22%	22%	22%	23%	33%Zfgh	15%g	9%	14%
Married	2942	2297	577	330	234	682	1010	355	110
	41%e	38%	54%Za	67%Zd	43%	28%	47%Ze	62%Zef	52%Ze
In a registered civil partnership	94	72	21	13	7	28	22	2	3
	1%	1%	2%	3%	1%	1%	1%	*	2%
Cohabiting with a partner but not married or in a civil partnership	1263	1171	81	15	62	261	569	136	35
	17%bcde	20%Zb	8%	3%	11%c	11%	26%Zeh	24%Ze	16%e
Separated, but still legally married	218	176	38	8	29	122	50	7	3
	3%	3%	4%	2%	5%	5%Zfg	2%	1%	2%
Separated, but still legally in a civil partnership	14	9	5	1	4	11	1	-	-
	*	*	*	*	1%	*	*	-	-
Divorced	671	589	70	12	54	368	137	17	19
	9%cfg	10%b	7%	2%	10%c	15%Zfg	6%g	3%	9%g
Formerly in a civil partnership which is now legally dissolved	9	8	1	-	1	1	6	-	-
	*	*	*	-	*	*	*	-	-
Widowed	165	143	19	2	15	86	21	3	7
	2%fg	2%	2%	*	3%	4%Zfg	1%	1%	3%fg
Surviving partner from a civil partnership	3	2	*	-	*	3	*	-	-
	*	*	*	-	*	*	*	-	-
Prefer not to say	283	215	20	3	16	77	28	4	3
	4%bcfg	4%	2%	1%	3%	3%fg	1%	1%	1%

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Table 398

QMarital What is your legal marital or registered civil partnership status?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
1572 22%fgh	591 22%fgh	185 21%fgh	351 24%fgh	124 26%fgh	20 19%g	13 13%	11 8%	17 15%	162 20%fg
2942 41%	1083 41%	351 40%	548 37%	163 35%	44 42%	59 60%Zabcdehi	90 59%Zabcdei	53 48%Zabcd	337 42%
94 1%	35 1%	13 1%	23 2%	11 2%	1 1%	* *	- -	* *	4 *
1263 17%	418 16%	147 17%	274 19%	77 16%	25 24%Zabcdfh	13 13%	28 18%	20 18%	172 22%Zaf
218 3%e	58 2%	42 5%ae	50 3%e	15 3%	1 1%	3 3%g	- -	3 2%	26 3%e
14 *	7 *	- -	6 *	- -	* *	- -	- -	* *	- -
671 9%	276 10%efi	77 9%	138 9%	52 11%	7 7%	5 5%	10 7%	12 10%fi	54 7%
9 *	1 *	- -	1 *	- -	- -	- -	- -	* *ab	7 1%Zac
165 2%	70 3%	35 4%Zcei	26 2%	6 1%	1 1%	1 1%	3 2%	2 2%	9 1%
3 *	1 *	1 *	- -	- -	- -	* *c	- -	- -	1 *
283 4%	106 4%	29 3%	61 4%	21 4%	5 5%	3 3%	10 6%	3 3%	26 3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 399
QEth What is your ethnic group?
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)									JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)		
7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445		
7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583		
3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755		
5188	3781	654	79	209	258	80	85	102	4384	1564	1735	1714	667	1047	119	1287	1280	482		
72%amt	69%	81%Zaeh	81%Zaeh	83%Zaeh	72%	77%ah	85%Zaef	62%	70%	78%Zi	77%Zi	67%am	55%	78%Zlmpq	81%Zlmpq	72%lm	72%lm	83%Zlmpq		
ABJK																				
58	37	5	1	2	7	*	1	5	43	18	20	10	5	5	4	15	14	9		
1%	1%	1%	1%	1%	2%a	*	1%	3%Zab	1%	1%	1%	*	*	*	3%Zlmnpq	1%	1%	2%Zlmn		
7	5	1	-	-	-	-	-	-	7	1	4	2	1	1	*	*	4	*		
*	*	*	-	-	-	-	-	-	*	*	*	*	*	*	*	*	*	*		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
55	44	7	2	2	2	1	1	1	51	18	18	28	5	23	1	10	9	5		
1%	1%	1%	2%Za	1%	1%	1%	1%	*	1%	1%	1%	1%	*	2%Zpq	1%	1%	1%	1%		
47	44	1	-	-	1	*	-	1	45	3	10	13	11	2	-	17	11	5		
1%	1%	*	-	-	*	*	-	*	1%j	*	*	1%	1%	*	-	1%n	1%	1%n		
25	20	1	*	-	1	*	*	1	19	4	7	10	6	3	-	7	5	4		
*	*	*	*	-	*	*	*	*	*	*	*	*	1%	*	-	*	*	1%		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
219	188	9	1	2	15	2	*	13	199	41	55	142	102	40	*	33	34	6		
3%bcgqr	3%bcdg	1%	1%	1%	4%bcdg	2%	*	8%Zbcdg	3%	2%	2%	6%Znopqr	8%Znopqr	3%r	*	2%	2%	1%		
sDEFGH																				
43	35	2	1	1	4	2	3	-	37	16	24	21	6	14	-	5	11	6		
1%E	1%	*	1%	*	1%	2%Zabd	3%Zabd	-	1%	1%	1%	1%	1%	1%	-	*	1%	1%p		
81	79	1	-	-	*	*	-	-	75	10	11	31	21	11	3	30	9	7		
1%cEF	1%bc	*	-	-	*	*	-	-	1%k	1%	*	1%	2%q	1%	2%q	2%q	1%	1%		
10	5	4	-	-	1	1	-	-	9	6	6	2	-	2	1	1	6	*		
*	*	1%a	-	-	*	1%Za	-	-	*	*	*	*	-	*	*	*	*	*		
108	90	6	2	6	10	-	1	10	96	29	34	70	47	23	3	18	9	2		
1%fgs	2%f	1%	2%bf	2%f	3%bf	-	1%	6%Zabfg	2%	1%	2%	3%Zpqr	4%Zpqr	2%qr	2%qr	1%	1%	*		
704	642	32	4	10	14	6	-	10	677	94	102	254	181	73	4	202	197	14		
10%bcde	12%Zbcde	4%g	5%g	4%g	4%g	5%g	-	6%g	11%jk	5%	5%	10%nor	15%Zlnoqr	5%r	3%	11%nor	11%nor	2%		
fgjknorsuDEFGHIM	fg																			

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 399
QEth What is your ethnic group?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
English/ Welsh / Scottish / Northern Irish / British	5188	730	3945	461	50	202	299	1518	1218	1941	88	286	499	233	1713	567	1072	420
	72%almt ABJK	80%Ztv	69%	82%Ztv	67%	48%	44%	71%AB	77%ZABC	81%ZABC	80%Z	86%ZF	82%Z	80%Z	65%	64%	73%JK	90%ZJKL
Irish	58 1%	13 1%Zt	40 1%	3 1%	2 3%t	1 *	5 1%	17 1%	7 *	29 1%	1 1%	3 1%	4 1%	5 2%	17 1%	3 *	13 1%	5 1%
Gypsy or Irish Traveller	7 *	1 *	6 *	- -	- -	* *	- -	1 *	* *	5 *	- -	- -	1 *	* *	5 *	- -	* *	- -
Another white background	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
White and Black Caribbean	55 1%	6 1%	48 1%	- -	1 1%u	3 1%	* *	18 1%	13 1%	20 1%	2 2%ZGI	1 *	5 1%	- -	17 1%	13 2%	13 1%	1 *
White and Black African	47 1%	5 *	36 1%	6 1%	2 2%S	11 3%ZDE	6 1%	17 1%	5 *	7 *	- -	- -	- -	1 *	28 1%	4 *	11 1%	2 *
White and Asian	25 *	3 *	18 *	4 1%	* *	3 1%	5 1%	4 *	7 *	6 *	1 1%H	2 1%	- -	1 1%	9 *	* *	8 1%	2 *
Another Mixed / multiple ethnic background	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Indian	219 3%bcgqr sDEFGH	17 2%	181 3%S	19 3%	3 3%	29 7%ZCDE	81 12%ZCDE	48 2%	24 1%	37 2%	1 1%	2 1%	7 1%	6 2%	97 4%LM	61 7%ZJLM	28 2%	2 1%
Pakistani	43 1%E	7 1%	35 1%	2 *	* *	2 *	4 1%	19 1%E	15 1%E	4 *	1 1%G	- *	3 *	1 *	12 *	11 1%	10 1%	2 *
Bangladeshi	81 1%CE	18 2%Zt	58 1%	4 1%	1 1%	12 3%ZDE	13 2%E	34 2%DE	9 1%	8 *	- -	- *	1 *	1 *	58 2%ZL	12 1%	9 1%	- -
Chinese	10 *	2 *	8 *	- -	- -	1 *	6 1%ZCDE	2 *	1 *	1 *	- -	- -	4 1%Z	- -	2 *	1 *	1 *	- -
Another Asian background	108 1%qrs	4 *	99 2%S	3 1%	2 2%S	6 1%	28 4%ZCDE	28 1%	21 1%	26 1%	2 2%HI	4 1%	1 *	1 *	50 2%L	28 3%ZLM	12 1%	- -
African	704 10%bcdef gjklnorsu DEFGHIM	32 4%	643 11%Zsu	21 4%	8 11%su	131 31%ZCDE	174 25%ZCDE	217 10%DE	74 5%	108 5%	6 5%	11 3%	23 4%	9 3%	386 15%ZKM	81 9%M	172 12%M	3 1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base

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Table 399

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Caribbean	91 1%	60 1%	11 1%	1 1%	4 2%	13 4%Zab	2 1%	3 3%	9 5%Zab	72 1%	23 1%	25 1%	43 2%p	29 2%p	14 1%	2 1%	9 *	28 2%p	7 1%
Another Black / African / Caribbean background	27 *	19 *	6 1%	* *	2 1%	* *	* *	- -	* *	20 *	8 *	4 *	6 *	3 *	4 *	- -	9 *	9 1%	1 *
Arab	6 *	5 *	- -	- -	- -	* *	* *	- -	- -	5 *	1 *	* *	4 *	4 *	- -	- -	- -	1 *	* *
Another ethnic group	364 5%SE	283 5%	48 6%	5 5%	13 5%	13 4%	8 7%eh	4 4%	2 1%	327 5%	111 6%	122 5%	121 5%	80 7%n	41 3%	4 3%	112 6%nr	82 5%	22 4%
I would prefer not to say	199 3%F	145 3%	19 2%	1 1%	2 1%	18 5%Zabcd	3 3%	2 2%	13 8%Zabcdg	173 3%	61 3%	75 3%	79 3%	45 4%	35 3%	5 4%	33 2%	57 3%	13 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 399

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Caribbean	91	9	75	6	1	7	9	25	17	33	1	7	3	7	22	15	22	1
	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%	*	2%^H	1%	2%	1%	*
Another Black / African / Caribbean background	27	3	22	2	-	2	3	11	6	5	1	2	1	2	5	4	8	2
	*	*	*	*	-	1%	*	1%	*	*	*	1%	*	1%	*	*	1%	*
Arab	6	*	5	-	-	-	-	*	5	1	-	*	-	-	4	*	1	-
	*	*	*	-	-	-	-	*	*	*	-	-	-	-	*	*	*	-
Another ethnic group	364	31	315	14	4	8	35	118	116	85	5	12	36	10	149	52	60	22
	5%^{sE}	3%	6%^s	3%	5%	2%	5%	6%^{AE}	7%^{ZAE}	4%	5%	4%	6%	3%	6%	6%	4%	5%
I would prefer not to say	199	28	149	21	2	7	19	49	53	66	1	3	17	14	71	29	39	7
	3%^F	3%	3%	4%	2%	2%	3%	2%	3%	3%	1%	1%	3%	5%^{FG}	3%	3%	3%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 400
QEth What is your ethnic group?
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
English/ Welsh / Scottish / Northern Irish / British	5188	1731	1333	1361	1028	1960	1706	273	618	1659	2531	3051	1250	414	236	1413	902	1148	1711
	72%ejkptuyBCDE	74%e	73%e	73%e	75%	66%	72%e	77%j	70%	80%Zhj	67%	68%	82%Zkm	72%	86%Zkm	71%p	60%	71%pt	82%Zopqst
Irish	58	11	11	9	9	15	15	8	4	21	22	30	16	4	3	10	4	19	25
	1%E	*	1%	1%	1%	1%	1%	2%j	*	1%	1%	1%	1%	1%	1%	*	*	1%p	1%ps
Gypsy or Irish Traveller	7	5	4	1	4	2	3	-	*	1	6	3	-	2	-	-	3	3	1
	*	*	*	*	*	*	*	-	*	*	*	*	-	*	-	-	*	*	*
Another white background	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
White and Black Caribbean	55	15	13	6	7	32	20	3	2	22	28	31	11	3	2	17	8	21	9
	1%A	1%	1%	*	1%	1%	1%	1%	*	1%	1%	1%	1%	1%	1%	1%	1%	1%rt	*
White and Black African	47	7	9	12	5	17	11	3	4	7	30	36	2	3	4	16	10	13	8
	1%A	*	*	1%	*	1%	*	1%	1%	*	1%	1%l	*	*	1%l	1%	1%	1%	*
White and Asian	25	6	4	4	4	12	6	2	5	4	14	10	11	2	2	3	11	5	7
	*A	*	*	*	*	*	*	1%	1%	*	*	*	1%k	*	1%	*	1%t	*	*
Another Mixed / multiple ethnic background	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indian	219	55	55	50	33	132	67	1	27	39	146	143	18	29	-	98	62	38	20
	3%glinrwxAD	2%	3%	3%	2%	4%Zacf	3%	*	3%	2%	4%gi	3%ln	1%	5%ln	-	5%Zqrs	4%qrs	2%r	1%
Pakistani	43	22	22	22	11	22	24	-	11	12	19	21	11	8	3	13	14	13	2
	1%rA	1%	1%	1%	1%	1%	1%	-	1%	1%	1%	*	1%	1%	1%	1%	1%r	1%r	*
Bangladeshi	81	15	25	24	18	46	22	11	16	15	39	29	13	22	3	55	9	10	5
	1%rA	1%	1%	1%	1%	2%a	1%	3%Zij	2%	1%	1%	1%	1%	4%Zkl	1%	3%Zpqrs	1%	1%	*
Chinese	10	6	5	6	5	2	1	-	-	1	8	8	1	-	1	6	2	1	2
	*	*	*	*	*	*	*	-	-	*	*	*	*	-	*	*	*	*	*
Another Asian background	108	14	21	18	12	63	33	5	9	25	68	92	9	3	*	30	34	25	20
	1%alxAD	1%	1%	1%	1%	2%ac	1%	2%	1%	1%	2%	2%l	1%	1%	*	1%	2%r	2%	1%
African	704	288	199	200	137	352	221	9	105	98	476	562	62	40	2	189	262	151	99
	10%glinrvwxzABC	12%Zf	11%	11%	10%	12%Z	9%	3%	12%gi	5%	13%Zgi	13%Zlmn	4%	7%n	1%	9%r	17%Zoqrs	9%r	5%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 400

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
English/ Welsh / Scottish / Northern Irish / British	5188	4252	876	1383	444	1321	1235	303	168	5188	-	-	-	-	2096	2823
	72%ejkptuyBCDE	74%pt	66%p	59%y	86%Zuy	82%Zuy	87%Zuwxy	51%	84%Zuy	99%ZBCDE	-	-	-	-	87%G	64%
Irish	58	36	19	27	4	9	10	5	1	58	-	-	-	-	19	37
	1%E	1%	1%ps	1%	1%	1%	1%	1%	1%	1%DE	-	-	-	-	1%	1%
Gypsy or Irish Traveller	7	3	3	1	1	3	1	-	-	7	-	-	-	-	2	5
	*	*	*	*	*	*	*	-	-	*	-	-	-	-	*	*
Another white background	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
White and Black Caribbean	55	52	2	11	1	4	22	1	2	-	55	-	-	55	18	36
	1%A	1%	*	*	*	*	2%Zuw	*	1%	-	43%ZACDE	-	-	3%ZACD	1%	1%
White and Black African	47	34	14	25	3	7	3	4	-	-	47	-	-	47	15	31
	1%A	1%	1%	1%xx	1%	*	*	1%	-	-	37%ZACDE	-	-	3%ZACD	1%	1%
White and Asian	25	21	-	10	-	5	3	3	2	-	25	-	-	25	12	12
	*A	*	-	*	-	*	*	*	1%	-	20%ZACDE	-	-	1%ZAD	*	*
Another Mixed / multiple ethnic background	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indian	219	152	63	116	6	9	12	43	5	-	-	219	-	219	16	198
	3%gilnrwxAD	3%r	5%Zqrs	5%Zvwxy	1%	1%	1%	7%Zvwxy	2%	-	-	48%ZABDE	-	12%ZABD	1%	4%F
Pakistani	43	35	6	15	2	6	10	3	5	-	-	43	-	43	6	35
	1%rA	1%r	*	1%	*	*	1%	*	3%Zuwxy	-	-	9%ZABDE	-	2%ZAD	*	1%
Bangladeshi	81	43	37	34	5	26	7	3	-	-	-	81	-	81	12	67
	1%rA	1%r	3%Zpqrs	1%	1%	2%xx	*	*	-	-	-	17%ZABDE	-	5%ZAD	*	2%F
Chinese	10	3	6	8	-	1	1	-	-	-	-	10	-	10	5	3
	*	*	*s	*	-	*	*	-	-	-	-	2%ZAD	-	1%ZA	*	*
Another Asian background	108	93	15	52	2	15	5	31	-	-	-	108	-	108	16	91
	1%alxAD	2%	1%	2%vwxy	*	1%	*	5%Zuvwxyz	-	-	-	23%ZABDE	-	6%ZABD	1%	2%F
African	704	497	202	404	17	93	33	107	6	-	-	-	704	704	52	627
	10%gilnrvwxyzABC	9%r	15%Zoqrs	17%Zvwxyz	3%	6%xx	2%	18%Zvwxyz	3%	-	-	-	86%ZABCE	40%ZABC	2%	14%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 400

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Caribbean	91	20	22	13	18	41	22	2	11	29	49	55	23	6	1	7	31	16	37
	1%owA	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	*	*	2%o	1%	2%o
Another Black / African / Caribbean background	27	5	4	3	3	12	9	1	5	2	15	19	4	2	2	2	9	10	7
	*A	*	*	*	*	*	*	*	1%	*	*	*	*	*	1%	*	1%	1%	*
Arab	6	*	-	-	-	4	1	4	-	-	2	5	1	-	-	4	*	1	*
	*	*	-	-	-	*	*	1%Zhij	-	-	*	*	*	-	-	*	*	*	*
Another ethnic group	364	103	76	96	63	184	142	29	37	76	206	252	56	18	11	86	88	100	89
	5%vxACD	4%	4%	5%	5%	6%b	6%	8%i	4%	4%	5%i	6%i	4%	3%	4%	4%	6%t	6%rt	4%
I would prefer not to say	199	32	31	29	17	88	54	4	34	53	104	116	35	18	3	47	55	40	47
	3%acwxA	1%	2%	2%	1%	3%ac	2%	1%	4%	3%	3%	3%	2%	3%	1%	2%	4% s	2%	2%
	CDE																		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 400

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Caribbean	91	77	14	26	5	7	19	16	3	-	-	-	91	91	20	64
	1%owA	1%o	1%	1%	1%	*	1%	3%Zuw	2%	-	-	-	11%ZABCE	5%ZAC	1%	1%
Another Black / African / Caribbean background	27	21	6	12	2	7	*	1	-	-	-	-	27	27	7	19
	*A	*	*	*	*	*	*	*	-	-	-	-	3%ZAC	2%ZA	*	*
Arab	6	5	*	5	-	-	1	-	-	-	-	-	-	6	5	1
	*	*	*	*	-	-	*	-	-	-	-	-	-	*A	*	*
Another ethnic group	364	312	45	155	7	79	33	58	2	-	-	-	-	364	71	281
	5%vxACD	5%t	3%	7%Zvxz	1%	5%vx	2%	10%Zvwxz	1%	-	-	-	-	20%ZABCD	3%	6%F
I would prefer not to say	199	134	27	75	15	13	19	15	4	-	-	-	-	-	40	108
	3%acwxA	2%	2%	3%wx	3%w	1%	1%	2%w	2%	-	-	-	-	-	2%	2%
CDE																

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 401

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
5188	5168	9	1	8	1548	1650	486	167
72%bcde	86%Zb	1%	*	2%	63%	76%Ze	84%Zef	80%Ze
58	36	21	-	21	19	16	6	1
1%	1%	2%Za	-	4%Zc	1%	1%	1%	*
7	7	-	-	-	5	1	*	-
*	*	-	-	-	*	*	*	-
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-
55	55	*	-	*	19	16	1	3
1%	1%	*	-	*	1%	1%	*	1%
47	16	23	14	9	33	6	*	-
1%a	*	2%Za	3%Z	2%	1%Zfg	*	*	-
25	19	2	2	-	12	5	6	1
*	*	*	*	-	1%	*	1%Zf	*
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-
219	76	121	87	27	106	27	4	12
3%afg	1%	11%Za	18%Zd	5%	4%Zfg	1%	1%	6%fg
43	43	-	-	-	12	16	5	-
1%	1%	-	-	-	*	1%	1%	-
81	30	49	26	23	34	9	-	-
1%afg	1%	5%Za	5%Z	4%Z	1%fg	*	-	-
10	9	1	-	1	2	6	-	-
*	*	*	-	*	*	*	-	-
108	41	62	35	25	50	39	4	2
1%a	1%	6%Za	7%Z	5%Z	2%	2%	1%	1%
704	170	506	304	194	366	188	25	15
10%ag	3%	47%Za	62%Zd	35%Z	15%Zfgh	9%g	4%	7%
91	68	20	10	9	42	20	2	-
1%	1%	2%	2%	2%	2%	1%	*	-
27	17	6	*	6	4	10	4	2
*	*	1%	*	1%	*	*	1%e	1%e
6	6	-	-	-	6	*	-	-
*	*	-	-	-	*	*	-	-
364	123	219	7	205	135	115	25	6
5%ac	2%	21%Za	1%	37%Zc	6%	5%	4%	3%
199	106	28	7	20	54	41	8	1
3%a	2%	3%	1%	4%	2%	2%	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 402

QEth What is your ethnic group?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
5188	1713	567	1072	420	80	85	93	88	649
72%ab	65%	64%	73%ab	90%Zabceghi	77%abg	85%Zabceg	61%	80%Zabcg	81%Zabcg
58	17	3	13	5	*	1	5	1	5
1%	1%	*	1%	1%	*	1%	3%Zabi	1%	1%
7	5	-	*	-	-	-	-	-	1
*	*	-	*	-	-	-	-	-	*
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
55	17	13	13	1	1	1	-	2	7
1%	1%	2%	1%	*	1%	1%	-	2%Zacd	1%
47	28	4	11	2	*	-	1	-	1
1%	1%	*	1%	*	*	-	*	-	*
25	9	*	8	2	*	*	-	1	1
*	*	*	1%	*	*	*	-	1%bi	*
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
219	97	61	28	2	2	*	13	1	9
3%fhi	4%cdfhi	7%Zacdefhi	2%	1%	2%df	*	8%Zcdfhi	1%	1%
43	12	11	10	2	2	3	-	1	2
1%	*	1%	1%	*	2%Zai	3%Zacdi	-	1%	*
81	58	12	9	-	*	-	-	-	1
1%h	2%Zcehi	1%	1%	-	*	-	-	-	*
10	2	1	1	-	1	-	-	-	4
*	*	*	*	-	1%Zac	-	-	-	1%
108	50	28	12	-	-	1	9	2	6
1%e	2%ce	3%Zcdei	1%	-	-	1%	6%Zacdei	2%cdei	1%
704	386	81	172	3	6	-	8	6	32
10%defhi	15%Zbdefghi	9%dfhi	12%defhi	1%	5%df	-	5%df	5%df	4%df
91	22	15	22	1	2	3	9	1	10
1%	1%	2%	1%	*	1%	3%ad	6%Zabcdi	1%	1%
27	5	4	8	2	*	-	-	1	6
*	*	*	1%	*	*	-	-	*	1%
6	4	*	1	-	*	-	-	-	-
*	*	*	*	-	*	-	-	-	-
364	149	52	60	22	8	4	1	5	48
5%	6%	6%	4%	5%	7%cg	4%	1%	5%	6%
199	71	29	39	7	3	2	13	1	17
3%h	3%	3%	3%	2%	3%	2%	9%Zabcdfhi	1%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 403
Religion What is your religion?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registere d manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
No religion	3075	2257	383	42	115	157	57	51	55	2615	991	1122	974	403	571	69	811	743	306
	43%lmAB J	41%	47%Zah	43%	46%	44%	54%Zacd eh	51%Zah	33%	42%	49%ZI	50%ZI	38%	33%	43%lm	47%lm	45%lm	42%lm	53%Zlmnpq
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	3283	2537	338	48	114	154	31	39	90	2856	803	867	1251	664	587	57	780	796	213
	45%fljkr suCH	46%f	42%f	49%bfg	45%f	43%f	30%	40%f	55%bfg	46%jk	40%	38%	49%Zopr qr	55%Znop	44%r	39%	44%r	45%r	37%
Buddhist	60	42	10	*	6	3	*	1	2	48	26	29	18	8	10	2	24	13	2
	1%	1%	1%	*	2%Za	1%	*	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	*
Hindu	105	95	1	1	1	8	1	-	7	102	16	26	73	36	37	*	10	17	3
	1%bpdH	2%b	*	1%	1%	2%b	1%b	-	4%b	2%	1%	1%	3%Zpqr	3%Zpqr	3%Zpqr	*	1%	1%	1%
Jewish	25	16	3	1	1	4	1	2	1	18	5	10	7	4	3	1	2	9	4
	*	*	*	1%	*	1%a	1%	2%Zab	1%	*	*	*	*	*	*	1%	*	1%	1%p
Muslim	222	204	7	1	4	7	3	3	1	204	34	48	82	45	37	3	65	53	15
	3%bcjEF H	4%bc	1%	1%	2%	2%	3%bc	3%	1%	3%jk	2%	2%	3%	4%	3%	2%	4%	3%	3%
Sikh	21	20	1	-	1	*	*	-	-	16	4	*	2	2	-	-	8	11	*
	*	*	*	-	*	*	*	-	-	*	*	*	*	*	-	-	*	1%l	*
Any other religion	154	108	29	3	3	4	4	1	*	134	44	54	47	11	36	4	32	47	6
	2%	2%	4%Za	3%h	1%	1%	4%adegh	1%	*	2%	2%	2%	2%	1%	3%r	3%	2%	3%mr	1%
I would prefer not to say	289	205	35	2	8	18	7	3	9	244	86	98	96	41	55	10	57	79	32
	4%	4%	4%	2%	3%	5%	6%Zacd	3%	5%	4%	4%	4%	4%	3%	4%	7%mp	3%	4%	6%Zp

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 403
Religion What is your religion?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
No religion	3075	425	2340	282	27	138	222	1002	748	959	47	149	318	125	1020	340	641	249
	43%lmAB J	47%Zi	41%	50%tv	36%	32%	32%	47%ZABE	47%ZABE	40%AB	43%	45%	52%ZFI	43%	39%	39%	43%J	53%ZJKL
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	3283	372	2666	204	41	208	336	880	662	1190	55	157	233	128	1271	421	659	181
	45%fkkr suCH	41%	47%su	36%	55%su	49%	49%CD	41%	42%	50%ZCD	50%H	47%H	38%	44%	48%M	48%	45%	39%
Buddhist	60	7	44	10	*	2	4	15	21	18	*	7	3	3	14	11	7	11
	1%	1%	1%	2%	*	1%	1%	1%	1%	1%	*	2%	1%	1%	1%	1%	*	2%JL
Hindu	105	10	81	13	2	18	35	21	7	24	1	1	*	1	54	25	16	-
	1%bpDH	1%	1%	2%	2%	4%ZCDE	5%ZCDE	1%	*	1%	1%H	*	*	*	2%	3%ZLM	1%	-
Jewish	25	6	19	-	-	-	5	10	*	9	1	*	2	1	8	1	7	-
	*	1%	*	-	-	-	1%D	*	*	*	1%	*	*	*	*	*	*	-
Muslim	222	27	174	20	1	38	33	67	43	37	1	3	4	2	125	34	42	3
	3%bcjEF H	3%	3%	4%	1%	9%ZCDE	5%E	3%E	3%	2%	1%	1%	1%	1%	5%ZLM	4%M	3%	1%
Sikh	21	2	19	-	-	5	7	4	2	3	-	1	-	-	10	1	9	-
	*	*	*	-	-	1%ZCDE	1%E	*	*	*	-	*	-	-	*	*	1%	-
Any other religion	154	15	121	15	3	4	16	58	30	47	3	4	23	10	51	9	38	10
	2%	2%	2%	3%	4%	1%	2%	3%	2%	2%	3%	1%	4%Z	3%	2%	1%	3%	2%
I would prefer not to say	289	46	219	22	1	12	29	70	77	96	3	13	22	21	93	39	58	15
	4%	5%	4%	4%	1%	3%	4%	3%	5%	4%	2%	4%	4%	7%ZF	4%	4%	4%	3%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 404

Religion What is your religion?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
No religion	3075	1064	859	849	645	1160	1042	194	329	949	1546	1897	709	220	103	1158	637	621	655
	43%ehqr uyBCDE	46%e	47%Ze	46%e	47%	39%	44%e	55%Zhij	37%	46%Zhj	41%	42%	47%Zkm	38%	38%	58%Zpqr st	42%r	38%r	31%
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	3283	1001	739	778	554	1447	1035	116	410	896	1776	2094	623	269	140	579	682	782	1225
	45%bglo AC	43%	40%	42%	40%	48%abcf	44%	33%	46%g	43%g	47%gi	47%l	41%	47%	51%l	29%	45%o	48%ot	59%Zopqst
Buddhist	60	19	18	18	17	28	24	6	10	10	30	33	13	1	13	7	12	18	23
	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	*	5%Zklm	*	1%	1%	1%
Hindu	105	23	32	27	18	66	29	-	11	38	51	72	7	11	1	50	32	12	12
	1%lrwAD	1%	2%	1%	1%	2%a	1%	-	1%	2%	1%	2%l	*	2%l	*	2%qr	2%qr	1%	1%
Jewish	25	12	5	3	3	3	2	-	10	3	12	13	10	2	-	8	3	5	9
	*	1%	*	*	*	*	*	-	1%Zij	*	*	*	1%	*	-	*	*	*	*
Muslim	222	80	79	84	55	116	79	18	53	44	103	124	39	39	4	101	55	46	19
	3%rA	3%	4%	5%Z	4%	4%	3%	5%l	6%Zij	2%	3%	3%	3%	7%Zklm	2%	5%Zqrs	4%r	3%r	1%
Sikh	21	1	1	-	-	11	11	-	7	2	12	17	2	2	-	13	4	2	2
	*A	*	*	-	-	*	*c	-	1%l	*	*	*	*	*	-	1%	*	*	*
Any other religion	154	52	36	32	25	54	49	8	21	39	84	78	50	15	6	31	29	53	41
	2%D	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	3%Zk	3%	2%	2%	2%	3%Zors	2%
I would prefer not to say	289	86	63	64	55	101	88	14	38	84	148	137	68	14	7	48	50	75	103
	4%wA	4%	3%	3%	4%	3%	4%	4%	4%	4%	4%	3%	4%k	2%	3%	2%	3%	5%os	5%os

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 404
Religion What is your religion?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
No religion	3075	2458	578	890	233	806	697	151	109	2835	38	26	28	196	1231	1679
	43%ehqr uyBCDE	43%qr	43%r	38%y	45%uy	50%Zuy	49%Zuy	25%	55%Zuy	54%ZBCD E	30%CDE	6%	3%	11%D	51%G	38%
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	3283	2715	550	1108	227	673	594	361	78	2099	78	156	696	1135	944	2196
	45%bglo AC	47%ot	41%o	47%wx	44%	42%	42%	61%Zuvw xz	39%	40%	61%ZAC	34%	85%ZABC E	64%ZAC	39%	49%F
Buddhist	60	43	17	22	10	13	6	7	-	33	1	13	3	26	28	31
	1%	1%	1%	1%	2%Zx	1%	*	1%	-	1%	*	3%ZAD	*	1%A	1%	1%
Hindu	105	83	22	50	1	1	10	22	2	-	1	97	1	100	13	89
	1%lrwAD	1%r	2%r	2%vwxx	*	*	1%w	4%Zvwxx	1%	-	*A	21%ZABDE	*	6%ZAD	1%	2%F
Jewish	25	18	6	12	1	6	4	1	-	18	-	-	-	7	6	18
	*	*	*	1%	*	*	*	*	-	*	-	-	-	*	*	*
Muslim	222	148	72	100	6	46	27	20	5	6	7	134	67	213	26	191
	3%rA	3%r	5%Zqrs	4%vx	1%	3%	2%	3%	3%	*	5%A	29%ZABDE	8%ZA	12%ZA	1%	4%F
Sikh	21	12	6	15	1	2	1	-	3	-	-	21	-	21	3	18
	*A	*	*	1%	*	*	*	-	1%wxy	-	-	5%ZADE	-	1%ZAD	*	*
Any other religion	154	110	33	52	11	27	38	18	-	115	4	4	5	35	78	75
	2%D	2%	2%	2%	2%	2%	3%	3%	-	2%D	3%	1%	1%	2%	3%G	2%
I would prefer not to say	289	185	52	109	26	31	36	12	3	146	1	9	23	48	84	143
	4%wA	3%	4%	5%wx	5%wx	2%	3%	2%	2%	3%	*	2%	3%	3%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 405

Religion What is your religion?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
No religion	3075	2955	98	5	90	963	1052	284	92
	43%bcd	49%Zb	9%	1%	16%c	39%	49%Ze	49%Ze	44%
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	3283	2438	760	381	360	1172	932	258	97
	45%a	41%	71%Za	77%Zd	66%Z	48%f	43%	45%	46%
Buddhist	60	49	11	3	8	24	17	8	3
	1%	1%	1%	1%	1%	1%	1%	1%	1%
Hindu	105	35	57	36	17	59	18	1	2
	1%ag	1%	5%Za	7%Z	3%Z	2%Zfg	1%	*	1%
Jewish	25	25	-	-	-	5	3	-	3
	*	*	-	-	-	*	*	-	1%Zefg
Muslim	222	117	96	57	39	94	41	7	3
	3%afg	2%	9%Za	12%Z	7%Z	4%fg	2%	1%	2%
Sikh	21	9	12	5	6	9	4	1	1
	*	*	1%Za	1%	1%Z	*	*	*	*
Any other religion	154	137	15	*	14	41	61	10	5
	2%	2%	1%	*	3%c	2%	3%	2%	3%
I would prefer not to say	289	225	18	5	12	80	37	8	4
	4%bfg	4%b	2%	1%	2%	3%f	2%	1%	2%

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Table 406

Religion What is your religion?

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
3075	1020	340	641	249	57	51	50	47	381
43%a	39%	39%	43%a	53%Zabcgh	54%Zabcgh	51%Zabgh	33%	43%	48%Zabg
3283	1271	421	659	181	31	39	83	55	333
45%e	48%defi	48%e	45%e	39%	30%	40%e	54%def	50%defi	42%e
60	14	11	7	11	*	1	2	*	10
1%	1%	1%	*	2%ac	*	1%	1%	*	1%
105	54	25	16	-	1	-	7	1	1
1%i	2%i	3%Zcdfi	1%	-	1%di	-	4%cdi	1%d	*
25	8	1	7	-	1	2	1	1	3
*	*	*	*	-	1%bd	2%Zabcdi	1%	1%d	*
222	125	34	42	3	3	3	1	1	7
3%hi	5%Zcdhi	4%dhi	3%hi	1%	3%dhi	3%	1%	1%	1%
21	10	1	9	-	*	-	-	-	1
*	*	*	1%	-	*	-	-	-	*
154	51	9	38	10	4	1	-	3	29
2%	2%	1%	3%	2%	4%bfg	1%	-	3%b	4%Zab
289	93	39	58	15	7	3	8	3	35
4%	4%	4%	4%	3%	6%Zach	3%	5%	2%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 407

Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
I am a citizen of the United Kingdom	5991	4366	751	92	239	320	98	96	137	5064	1800	2009	2004	814	1190	138	1438	1516	557
	83%aimt ABJK	80%	93%Zah	94%Zah	95%Zah	90%Za	94%Zaeh	97%Zaeh	83%	81%	90%Zi	89%Zi	79% m	67%	89%Zimp q	94%Zimp	80% m	86%Zimp	96%Zimnpq
I am a citizen of one other country (not UK)	1114	998	66	5	18	26	7	3	18	1047	196	236	486	365	121	8	326	226	26
	15%bcde fgjknq rsuDEFG HIM	18%Zbcde fg	8%g	5%	7%	7%g	7%g	3%	11%g	17%jk	10%	10%	19%Znoq r	30%Zlnop qr	9%r	5%	18%Znoq r	13% nor	4%
I am a citizen of two other countries (not UK)	40	34	2	1	*	1	*	*	-	37	8	8	10	8	2	-	20	4	2
	1%E	1%	*	1%	*	*	*	*	-	1%	*	*	*	1%	*	-	1% nq	*	*
Prefer not to say	176	148	10	1	1	12	1	*	10	167	32	34	87	50	37	1	32	37	6
	2%drG	3%cdg	1%	1%	*	3%bdg	1%	*	6%Zbcdg	3%k	2%	2%	3%pr	4%Zopqr	3%r	*	2%	2%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 407
Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
I am a citizen of the United Kingdom	5991	852	4560	517	61	237	365	1730	1419	2223	103	317	561	277	1984	675	1249	447
	83%almt ABJK	94%Ztv	80%	91%Ztv	82%	56%	53%	81%AB	89%ZABC	93%ZABC D	93%Z	95%Z	93%Z	95%Z	75%	77%	84%JK	95%ZJKL
I am a citizen of one other country (not UK)	1114	51	1012	39	12	172	288	386	133	128	6	21	47	12	597	171	207	23
	15%bcdef gjknoqrs uDEFGHIM	6%	18%Zsu	7%	17%su	41%ZCDE	42%ZCDE	18%ZDE	8%E	5%	5%	6%	8%	4%	23%ZLM	19%ZLM	14%M	5%
I am a citizen of two other countries (not UK)	40	2	37	-	1	2	6	11	18	3	1	-	2	3	18	8	8	-
	1%E	*	1%	-	1%u	*	1%E	*	1%E	*	1%G	-	*	1%	1%	1%	1%	-
Prefer not to say	176	15	146	14	1	17	32	43	41	42	1	1	9	5	80	35	30	3
	2%drG	2%	3%	2%	1%	4%	5%ZCE	2%	3%	2%	1%	*	1%	2%	3%	4%M	2%	1%



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Table 408

Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
I am a citizen of the United Kingdom	5991	1967	1527	1539	1161	2302	1946	306	723	1879	2951	3527	1424	484	255	1563	1095	1370	1941
	83%ejko	84%e	83%e	83%e	85%	77%	83%e	86%j	81%	91%Zghj	78%	79%	94%Zkm	84%k	93%Zkm	78%p	73%	85%opt	93%Zopqst
I am a citizen of one other country (not UK)	1114	352	303	307	215	629	389	40	136	157	756	867	86	82	13	422	351	213	127
	15%ilnr	15%	17%	17%	16%	21%Zabc	17%	11%	15%i	8%	20%Zghi	19%Zlmn	6%	14%ln	5%	21%Zqrs	23%Zqrs	13%r	6%
I am a citizen of two other countries (not UK)	40	6	*	6	4	16	17	1	8	5	24	27	7	4	3	9	4	7	20
	1%bA	*	*	*	*	1%b	1%b	*	1%	*	1%	1%	*	1%	1%	*	*	*	1%
Prefer not to say	176	41	25	28	15	81	51	12	27	42	88	110	15	7	5	30	65	43	30
	2%lrwx	2%	1%	1%	1%	3%b	2%	3%	3%	2%	2%	2%i	1%	1%	2%	2%	4%Zorst	3%r	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 408

Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
I am a citizen of the United Kingdom	5991	4877	1024	1681	498	1444	1353	388	192	5211	90	200	255	673	2314	3363
	83%ejko	85%opt	77%	71%	97%Zuwy	90%Zuy	96%Zuwy	65%	96%Zuy	99%ZBCD	70%CDE	43%D	31%	38%D	96%G	76%
	ptuyBCD E									E						
I am a citizen of one other country (not UK)	1114	808	300	622	13	171	57	195	8	59	27	235	535	1029	103	979
	15%ilnr	14%r	22%Zqrs	26%Zvwxx	3%	11%vxx	4%	33%Zuvwx	4%	1%	22%A	51%ZAB	65%ZABC	58%ZAB	4%	22%F
	vwxxA							z					E			
I am a citizen of two other countries (not UK)	40	29	9	18	*	8	1	10	-	6	1	-	17	32	7	33
	1%bA	1%	1%	1%x	*	*	*	2%Zvx	-	*	*	-	2%ZA	2%ZA	*	1%
Prefer not to say	176	129	17	73	3	6	7	13	3	12	13	28	35	99	18	120
	2%lrwx	2%	1%	3%vwxx	1%	*	1%	2%wx	1%	*	10%ZA	6%ZA	4%ZA	6%ZA	1%	3%F
	A															

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 409
Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
I am a citizen of the United Kingdom	5991	5991	-	-	1	1853	1845	537	187
	83%bcde	100%Zb	-	-	*	76%	85%e	93%Zef	89%Ze
I am a citizen of one other country (not UK)	1114	86	1028	486	517	554	299	38	21
	15%ag	1%	96%Za	99%Zd	94%Z	23%Ztgh	14%g	7%	10%
I am a citizen of two other countries (not UK)	40	2	38	7	31	17	11	*	-
	1%a	*	4%Za	1%	6%Zc	1%	*	*	-
Prefer not to say	176	-	-	-	-	62	33	8	5
	2%abd	-	-	-	-	3%	2%	1%	2%



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Table 410
Int_citizen The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know which citizenship(s) you hold. Which country or countries are you a citizen of?
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
I am a citizen of the United Kingdom	5991 83%ab	1984 75%	675 77%	1249 84%ab	447 95%Zabcg	98 94%Zabcg	96 97%Zabcg	126 82%	103 93%Zabcg	743 93%Zabcg
I am a citizen of one other country (not UK)	1114 15%defghi	597 23%Zcdefghi	171 19%Zcdefghi	207 14%defghi	23 5%	7 7%f	3 3%	16 11%f	6 5%	66 8%f
I am a citizen of two other countries (not UK)	40 1%	18 1%	8 1%	8 1%	- -	* *	* *	- -	1 1%	2 *
Prefer not to say	176 2%	80 3%fhi	35 4%dfhi	30 2%	3 1%	1 1%	* *	10 7%Zcdfhi	1 1%	10 1%



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Table 411
Int_Country_1 Which other country apart from the UK are you a citizen of?
Base : All respondents who are a citizen of another country

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
Total (Z)																		
742	598	45	25	21	46	27	10	14	654	155	194	216	143	73	9	251	168	60
1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	1*	-	-
1*	1*	-	-	-	-	-	-	-	1*	-	1*	-	-	-	-	1*	-	-
27	18	8	-	-	*	*	*	-	26	9	9	17	8	9	-	6	-	1
2%	2%	12%	-	-	2%	4%	6%	-	2%	4%	4%	3%	2%	7%q	-	2%	-	3%q
*	-	-	-	-	*	*	-	-	*	-	*	-	-	-	-	-	-	*
*	-	-	-	-	*	2%	-	-	*	-	*	-	-	-	-	-	-	*
45	45	-	-	-	-	-	-	-	43	1	1	22	15	7	-	17	6	-
4%	4%	-	-	-	-	-	-	-	4%	*	*	4%	4%	5%	-	5%	3%	-
1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	*	-	*
1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	*	-	2%Zlm
2*	2*	-	-	-	-	-	-	-	2*	-	-	-	-	-	-	2	-	-
*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	1%	-	-
5*	1*	3	-	3	*	-	*	-	1*	4	1	-	-	-	3	-	1	*
*	*	5%	-	19%	1%	-	5%	-	*	2%i	*	-	-	-	42%	-	*	1%
3*	2*	-	-	-	*	-	*	-	2*	-	1*	-	-	-	-	1*	-	*
*	*	-	-	-	2%	-	15%	-	*	-	*	-	-	-	-	*	-	2%lmq
6	5	-	*	-	-	-	-	-	6	2	2	1	1	*	-	3	2	-
1%	*	-	6%	-	-	-	-	-	1%	1%	1%	*	*	*	-	1%	1%	-
2*	1*	-	-	-	-	-	-	-	2*	1*	1*	-	-	-	-	1*	1*	-
*	*	-	-	-	-	-	-	-	*	*	*	-	-	-	-	*	1%	-
3*	1*	1	*	2	*	*	-	-	2*	2	1	-	-	-	-	1	1	1
*	*	2%	5%	10%	1%	3%	-	-	*	1%	*	-	-	-	-	*	1%	2%Zlm
1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	1*	-	-
*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-
5*	5*	-	-	-	-	-	-	-	5*	2	2	3	3	-	-	2	-	-
*	*	-	-	-	-	-	-	-	*	1%	1%	1%	1%	-	-	1%	-	-
*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	*	-	-	-
*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	3%	-	-	-
1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	1*	-
*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	*	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 411

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	742	91	617	13	21	103	150	243	116	128	30	15	35	15	341	96	143	18
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Afghanistan	1*	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	*	-	-	-	-	-	-	-	-	*	-	-	-
Angola	1*	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	-	*	-	-	-	-	-	*	-	-	-
Australia	27	1	24	3	*	1	2	19	5	1	-	-	8	1	14	-	-	4
	2%	1%	2%	7%	2%	*	1%	5%	4%	1%	-	-	17%	4%	2%	-	-	16%
Bahamas (the)	*	*	-	-	-	-	*	-	-	-	-	-	-	-	-	-	-	-
	*	*	-	-	-	-	*	-	-	-	-	-	-	-	-	-	-	-
Bangladesh	45	6	34	4	1	9	11	21	-	-	-	-	-	-	45	-	-	-
	4%	12%Zt	3%	10%	6%	5%	4%	5%	-	-	-	-	-	-	7%KL	-	-	-
Barbados	1*	-	-	-	1	-	-	1	-	-	-	-	-	-	1	-	-	-
	*	-	-	-	6%	-	-	*	-	-	-	-	-	-	*	-	-	-
Belarus	2*	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	-	-	1%	-
Belgium	5*	*	4	-	-	-	3	1	-	1	-	4	-	-	-	-	1	-
	*	*	*	-	-	-	1%	*	-	1%	-	19%	-	-	-	-	*	-
Brazil	3*	*	2	-	-	-	2	1	-	-	-	-	-	-	2	1	-	-
	*	1%	*	-	-	-	1%	*	-	-	-	-	-	-	*	*	-	-
Bulgaria	6	2	4	-	-	-	*	-	6	*	*	-	-	1	3	-	2	-
	1%	4%Zt	*	-	-	-	-	-	4%ZBC	*	5%	-	-	6%	*	-	1%	-
Cameroon	2	-	2	-	-	-	1	-	-	1	-	-	1	-	1	-	-	-
	*	-	*	-	-	-	*	-	-	1%	-	-	1%	-	*	-	-	-
Canada	3	1	2	-	-	1	-	2	-	1	*	1	-	-	1	*	-	-
	*	2%t	*	-	-	*	-	*	-	1%	4%	7%	-	-	*	*	-	-
Colombia	1	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	*	-	-	-
Croatia	5	-	5	-	-	-	-	3	2	-	-	-	-	-	3	2	-	-
	*	-	*	-	-	-	-	1%	1%	-	-	-	-	-	1%	1%	-	-
Cuba	*	*	-	-	-	-	-	-	*	-	-	-	-	-	*	-	-	-
	*	*t	-	-	-	-	-	-	*	-	-	-	-	-	*	-	-	-
Cyprus	1	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	*	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 411
Int_Country_1 Which other country apart from the UK are you a citizen of?
Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
Czechia	5	5	-	-	-	-	-	-	-	5	4	4	4	4	-	-	-	1	-
	*	*	-	-	-	-	-	-	-	*	2%	2%	1%	1%	-	-	-	*	-
Cote d'Ivoire	3	3	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	-	-
Estonia	5	3	2	-	-	-	-	-	-	5	3	1	4	4	-	-	2	-	-
	*	*	3%	-	-	-	-	-	-	*	1%	*	1%	1%	-	-	*	-	-
Fiji	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	1%	-	-
Finland	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-
France	8	6	2	*	-	-	-	-	-	6	2	3	*	-	*	-	5	3	-
	1%	1%	4%	4%	-	-	-	-	-	1%	1%	1%	*	-	*	-	1%	1%	-
Gambia (the)	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-
Germany	7	6	1	-	-	*	*	*	-	7	-	*	1	-	1	-	1	5	1
	1%	1%	2%	-	-	1%	1%	7%	-	1%	-	*	*	-	1%	-	*	2%	2%lm
Ghana	59	57	-	-	-	2	*	-	2	59	*	2	30	18	12	2	19	6	*
	5%	6%	-	-	-	7%	1%	-	12%	5%j	*	1%	6%	5%	10%	24%	5%	3%	*
Greece	11	6	3	-	2	1	1	-	-	8	3	7	2	-	2	*	5	2	1
	1%	1%	5%	-	10%	3%	12%	-	-	1%	2%	3%	*	-	2%	5%	1%	1%	3%lm
Guyana	1	-	-	-	-	1	-	-	1	1	1	1	1	1	-	-	-	-	-
	*	-	-	-	-	5%	-	-	7%	*	1%	1%	*	*	-	-	-	-	-
Hong Kong	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-
Hungary	10	5	3	*	*	*	*	-	-	9	6	5	5	-	5	-	3	1	*
	1%	1%	5%	3%	1%	*	2%	-	-	1%	3%	2%	1%	-	4%lm	-	1%	1%	*
India	120	116	2	*	-	2	*	-	2	113	14	25	86	66	20	-	21	12	1
	10%DE	11%	3%	5%	-	7%	2%	-	9%	10%	7%	10%	17%Zpqr	18%Zpqr	16%q	-	6%	5%	2%
Ireland	27	17	3	1	*	2	*	*	2	19	10	10	7	4	3	*	4	7	5
	2%	2%	4%	13%	1%	9%	4%	7%	10%	2%	5%	4%	1%	1%	2%	2%	1%	3%	17%Zlmnpq
Isle of Man	*	-	*	-	-	-	-	-	-	*	*	*	-	-	-	*	-	-	-
	*	-	*	-	-	-	-	-	-	*	*	*	-	-	-	3%	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
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	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Czechia	5*	-	5	-	-	-	-	-	-	5	-	-	-	-	-	4	1	-
	*	-	*	-	-	-	-	-	-	4%ZBC	-	-	-	-	-	2%J	*	-
Cote d'Ivoire	3*	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-	3	-
	*	-	*	-	-	-	-	-	2%	-	-	-	-	-	-	-	1%	-
Estonia	5*	-	5	-	-	-	1	-	3	2	-	-	2	-	3	-	-	-
	*	-	*	-	-	-	*	-	2%	1%	-	-	4%	-	1%	-	-	-
Fiji	2*	-	2	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	*	-	-	-
Finland	1*	-	1	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	*	-	-	-	-	-	-	-	*	-	-	-
France	81%	*1%	81%	-	-	-	-	41%	21%	22%	*3%	-	-	216%	3*	21%	1*	-
Gambia (the)	1*	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	-	-	*	-
Germany	71%	11%	71%	-	-	21%	1*	21%	*1%	21%	-	-	-	18%	1*	-	52%J	-
	1%	1%	1%	-	-	1%	*	1%	*	1%	-	-	-	8%	*	-	2%J	-
Ghana	595%	*5%	596%	-	-	106%	166%	205%	75%	32%	*5%	-	-	-	417%	42%	126%	-
Greece	111%	24%	91%	-	-	-	-	51%	53%	11%	-	28%	13%	-	51%	1*	*1%	-
Guyana	1*	-	1	-	-	-	-	-	-	11%	-	-	-	-	-	-	-	-
	*	-	*	-	-	-	-	-	-	1%	-	-	-	-	-	-	-	-
Hong Kong	1*	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	*	-	-	-	-	-	-	-	-	*	-	-	-
Hungary	101%	*1%	101%	-	-	-	*1%	51%	32%	21%	*3%	-	37%	-	2*	11%	21%	-
	1%	*1%	1%	-	-	-	*1%	1%	2%	1%	3%	-	7%	-	*	1%	1%	-
India	12010%DE	36%	11311%	49%	-	3017%CDE	5519%ZCDE	318%	42%	11%	*4%	-	24%	-	5910%	4123%ZJL	157%	15%
	10%DE	6%	11%	9%	-	17%CDE	19%ZCDE	8%	2%	1%	4%	-	4%	-	10%	23%ZJL	7%	5%
Ireland	272%	611%Zt	172%	38%	214%	1*	1*	82%	64%	119%ZABC	111%	17%	25%	322%	61%	1*	33%	313%
	2%	11%Zt	2%	8%	14%	*	*	2%	4%	9%ZABC	11%	7%	5%	22%	1%	*	3%	13%
Isle of Man	**	**	-	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-

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	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*	
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36	
Italy	24 2%	24 2%	-	-	-	*	*	-	-	22 2%	9 5%	7 3%	15 3%	14 4%	1 1%	-	2 1%	6 3%	1 4%p	
Jamaica	10 1%	9 1%	-	-	-	-	-	-	-	9 1%	3 1%	2 1%	8 2%	8 2%	-	-	1 *	1 *	-	
Japan	2 *	2 *	-	-	-	1 2%	-	1 17%	-	2 *	-	1 *	-	-	-	-	2 1%	-	1 2%Zlmq	
Kenya	9 1%	9 1%	-	-	-	-	-	-	-	9 1%	2 1%	2 1%	7 1%	5 1%	1 1%	-	2 1%	-	-	
Latvia	6 1%	6 1%	-	-	-	-	-	-	-	6 1%	5 2%	5 2%	4 1%	4 1%	-	-	1 *	1 *	1%	
Lithuania	10 1%	2 *	7 10%	-	-	1 4%	-	-	1 7%	10 1%	8 4%Zi	8 3%	8 2%	1 *	7 6%Zmp	-	-	2 1%	-	
Malawi	8 1%	8 1%	-	-	-	-	-	-	-	8 1%	1 1%	-	6 1%	4 1%	1 1%	-	-	1 *	-	
Malaysia	4 *	4 *	-	-	-	-	-	-	-	4 *	-	-	4 1%	4 1%	-	-	-	-	-	
Mauritius	2 *	2 *	-	-	-	-	-	-	-	2 *	2 1%	2 1%	2 *	-	2 1%	-	-	1 *	-	
Morocco	1 *	1 *	-	-	-	-	-	-	-	1 *	-	1 *	-	-	-	-	-	1 *	-	
Namibia	4 *	4 *	-	-	-	-	-	-	-	4 *	-	-	4 1%	4 1%	-	-	-	-	-	
Nepal	7 1%	7 1%	-	-	-	-	-	-	-	7 1%	3 1%	3 1%	7 1%	7 2%	-	-	-	-	-	
Netherlands (the)	4 *	3 *	-	-	-	*	-	*	-	3 *	1 *	1 1%	-	-	-	1 7%	1 *	2 1%	1 3%Zlm	
New Zealand	3 *	1 *	-	-	-	*	*	-	-	1 *	*	1 *	-	-	-	-	*	-	1 %Im	
Nigeria	255 22%rDE	247 24%	6 9%	-	2 12%	2 8%	1 14%	-	1 7%	251 23%j	24 12%	35 14%	93 19%	77 21%	16 13%	-	69 20%r	75 33%Zlmnp	2 6%	
North Macedonia	1 *	-	1 1%	-	-	-	-	-	-	1 *	1 *	1 *	-	-	-	-	-	1 *	-	

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WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Italy	24	1	18	5	*	-	5	16	2	2	-	-	-	-	8	8	7	1
	2%	2%	2%	12%	2%	-	2%	4%	1%	1%	-	-	-	-	1%	4%	3%	5%
Jamaica	10	-	10	-	-	5	-	4	-	1	-	1	-	-	2	6	1	-
	1%	-	1%	-	-	3%	-	1%	-	1%	-	4%	-	-	*	3%	*	-
Japan	2	1	2	-	-	1	-	-	-	2	-	-	-	-	2	-	-	-
	*	1%	*	-	-	*	-	-	-	1%	-	-	-	-	*	-	-	-
Kenya	9	-	9	-	-	3	-	5	-	-	-	-	-	-	7	2	-	-
	1%	-	1%	-	-	2%	-	1%	-	-	-	-	-	-	1%	1%	-	-
Latvia	6	*	6	-	-	-	4	*	1	1	-	-	*	-	1	5	-	-
	1%	*	1%	-	-	-	1%	*	1%	1%	-	-	*	-	*	3%J	-	-
Lithuania	10	-	10	-	-	-	-	2	7	1	-	-	7	-	-	-	2	-
	1%	-	1%	-	-	-	-	*	5%ZBC	1%	-	-	14%	-	-	-	1%	-
Malawi	8	1	7	-	-	-	1	-	1	5	-	-	-	-	4	3	1	-
	1%	1%	1%	-	-	-	*	-	1%	4%ZC	-	-	-	-	1%	1%	*	-
Malaysia	4	-	4	-	-	-	-	-	-	4	-	-	-	-	4	-	-	-
	*	-	*	-	-	-	-	-	-	3%ZBC	-	-	-	-	1%	-	-	-
Mauritius	2	-	2	-	-	2	-	-	-	1	-	-	-	-	1	2	-	-
	*	-	*	-	-	1%	-	-	-	*	-	-	-	-	*	1%	-	-
Morocco	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-
	*	-	*	-	-	-	-	-	1%	-	-	-	-	-	-	-	*	-
Namibia	4	-	4	-	-	-	-	-	-	4	-	-	-	-	4	-	-	-
	*	-	*	-	-	-	-	-	-	3%ZBC	-	-	-	-	1%	-	-	-
Nepal	7	-	6	-	2	2	-	6	-	-	-	-	-	-	4	3	-	-
	1%	-	1%	-	11%	1%	-	1%	-	-	-	-	-	-	1%	2%	-	-
Netherlands (the)	4	2	3	-	-	-	1	1	1	1	-	-	1	*	1	1	2	-
	*	3%Zt	*	-	-	-	*	*	1%	1%	-	-	1%	2%	*	*	1%	-
New Zealand	3	*	2	-	*	-	-	1	-	1	-	-	-	1	-	1	-	*
	*	1%	*	-	2%	-	-	*	-	1%	-	-	-	5%	-	1%	-	1%
Nigeria	255	8	232	11	3	62	77	93	10	13	*	2	4	-	133	31	81	1
	22%rDE	16%	22%	28%	25%	35%ZDE	26%DE	23%DE	7%	10%	3%	9%	8%	-	22%	17%	38%ZJK	5%
North Macedonia	1	-	1	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-
	*	-	*	-	-	*	-	-	-	-	-	-	2%	-	-	-	-	-

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Total (Z)																		
1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
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6*	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	3	3	-
	1%	-	-	-	-	-	-	-	1%	-	-	-	-	-	-	1%	1%	-
2*	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-
	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-
36	33	-	*	*	3	-	-	3	33	4	6	31	25	5	-	3	2	-
3%	3%	-	2%	1%	13%	-	-	19%	3%	2%	3%	6%pq	7%pq	4%	-	1%	1%	-
64	56	7	1	*	1	1	*	*	59	22	25	24	16	8	-	19	15	3
6%	5%	10%	14%	1%	5%	16%	7%	1%	5%	11%	10%	5%	4%	7%	-	6%	7%	10%
33	29	1	-	-	-	-	-	-	32	9	17	6	6	-	-	15	5	4
3%	3%	1%	-	-	-	-	-	-	3%	5%	7%	1%	2%	-	-	4%	2%	13%Z
27	22	3	*	2	-	-	-	*	25	9	6	15	12	2	*	7	5	*
2%	2%	4%	9%	14%	-	-	-	2%	2%	4%	2%	3%	3%	2%	3%	2%	2%	1%
2*	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-
	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	1%	-
3*	2	1	-	-	-	-	-	-	3	1	-	1	-	1	-	-	2	-
	*	1%	-	-	-	-	-	-	*	*	-	*	-	1%	-	-	1%	-
10	8	2	*	*	-	-	-	-	9	2	2	6	6	-	-	2	2	-
1%	1%	3%	3%	1%	-	-	-	-	1%	1%	1%	1%	2%	-	-	1%	1%	-
38	33	2	*	-	*	*	*	-	33	7	3	12	7	4	-	23	2	1
3%	3%	4%	2%	-	2%	2%	10%	-	3%	3%	1%	2%	2%	4%	-	7%q	1%	3%
25	22	2	*	1	1	1	-	-	23	3	5	6	4	2	-	5	11	3
2%	2%	3%	4%	5%	4%	14%	-	-	2%	1%	2%	1%	1%	1%	-	1%	5%	10%Z
9	9	-	*	-	-	-	-	-	9	*	6	-	-	-	-	9	1	-
1%	1%	-	5%	-	-	-	-	-	1%	*	3%	-	-	-	-	2%l	*	-
2*	2	-	*	-	-	-	-	-	2	*	*	2	2	-	-	*	-	-
	*	-	5%	-	-	-	-	-	*	*	*	*	*	-	-	*	-	-
2*	2	-	-	-	*	*	-	-	2	-	*	-	-	-	-	2	-	*
	*	-	-	-	1%	5%	-	-	*	-	*	-	-	-	-	*	-	1%In
4*	-	-	-	-	4	-	-	4	4	4	4	4	4	-	-	-	-	-
	-	-	-	-	17%	-	-	25%	*	2%	2%	1%	1%	-	-	-	-	-
1*	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 411

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Norway	6*	-	6	-	-	-	-	1	2	3	-	-	-	-	5	-	1	-
	*	-	1%	-	-	-	-	*	1%	2%	-	-	-	-	1%	-	*	-
Pakistan	2*	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	2
	*	-	-	4%	-	-	-	-	1%	-	-	-	-	-	-	-	-	7%
Philippines (the)	36	-	36	-	*	2	20	5	4	5	*	-	-	-	14	11	7	-
	3%	-	3%	-	2%	1%	7%C	1%	3%	4%	2%	-	-	-	2%	6%	3%	-
Poland	64	4	59	-	1	1	8	20	14	22	1	-	7	-	28	15	12	-
	6%	8%	6%	-	10%	1%	3%	5%	9%A	17%ZABC	14%	-	14%	-	5%	9%	6%	-
Portugal	33	3	29	-	1	-	-	11	15	6	-	-	4	-	17	3	8	1
	3%	5%	3%	-	4%	-	-	3%	10%ZABC	5%B	-	-	7%	-	3%	2%	4%	2%
Romania	27	1	26	-	*	*	2	11	13	1	1	2	1	1	9	6	5	3
	2%	1%	2%	-	3%	*	1%	3%	9%ZABE	*	12%	11%	1%	7%	1%	3%	2%	11%
Saint Kitts and Nevis	2*	-	2	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-
	*	-	*	-	-	-	-	1%	-	-	-	-	-	-	*	-	-	-
Sierra Leone	3*	-	3	-	-	-	-	3	-	-	-	-	1	-	2	-	-	-
	*	-	*	-	-	-	-	1%	-	-	-	-	2%	-	*	-	-	-
Slovakia	10	-	8	2	-	-	-	4	4	1	*	-	2	-	6	-	-	2
	1%	-	1%	5%	-	-	-	1%	3%	1%	2%	-	4%	-	1%	-	-	9%
South Africa	38	1	34	2	1	5	12	11	7	3	*	2	-	3	25	5	2	2
	3%	2%	3%	5%	6%	3%	4%	3%	5%	2%	2%	8%	-	18%	4%	3%	1%	9%
Spain	25	3	22	-	-	-	2	11	7	5	*	1	1	-	8	2	11	1
	2%	5%	2%	-	-	-	1%	3%	5%	4%	3%	4%	2%	-	1%	1%	5%J	6%
Sri Lanka	9	-	9	-	-	-	7	3	-	-	*	-	-	-	9	-	-	-
	1%	-	1%	-	-	-	2%	1%	-	-	4%	-	-	-	1%	-	-	-
Sweden	2*	2	*	-	-	-	-	-	-	2	*	-	-	-	2	-	-	-
	*	3%Zt	*	-	-	-	-	-	-	1%	4%	-	-	-	*	-	-	-
Switzerland	2*	*	2	-	-	1	-	1	-	*	-	-	-	-	2	-	-	-
	*	1%	*	-	-	1%	-	*	-	*	-	-	-	-	*	-	-	-
Trinidad and Tobago	4*	-	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
	*	-	*	-	-	-	1%	-	-	-	-	-	-	-	-	-	-	-
Turkey	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	-	-	*	-	-	-	-	*	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 411

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
Uganda	7 1%	6 1%	-	*	5%	1%	-	-	-	6 1%	*	*	-	-	-	-	3 1%	3 1%	-
Ukraine	2 *	2 *	-	-	-	-	-	-	-	2 *	-	-	-	-	-	-	2 1%	-	-
United States of America (the)	5 *	2 *	1 2%	1 11%	-	* 1%	* 1%	* 9%	-	4 *	2 1%	4 2%	-	-	-	-	2 1%	1 *	2 6%Zlmnpq
Venezuela (Bolivarian Republic of)	1 *	1 *	-	-	-	-	-	-	-	1 *	1 *	1 *	-	-	-	-	-	1 *	-
Zambia	1 *	1 *	-	-	-	* *	* 2%	-	-	1 *	-	* *	-	-	-	-	-	1 *	* *
Zimbabwe	133 11%rsD	131 13%	1 2%	* 5%	* *	* 1%	* 2%	-	* *	133 12%	10 5%	13 5%	36 7%	27 7%	9 8%	1 11%	72 21%Zlmqr	23 10%	* *
Prefer not to say	30 3%	21 2%	4 6%	-	4 23%	* 1%	* 5%	-	-	19 2%	7 4%	9 4%	13 3%	9 2%	5 4%	-	3 1%	12 5%p	1 5%p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 411

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Uganda	7 1%	-	7 1%	-	-	-	3 1%	3 1%	*	-	*	-	-	-	6 1%	-	-	-
Ukraine	2 *	-	2 *	-	-	2 1%	-	-	-	-	-	-	-	-	-	-	2 1%	-
United States of America (the)	5 *	2 3%Zt	1 *	2 6%	-	-	-	2 1%	2 2%	*	1 9%	-	1 2%	-	-	-	-	2 11%
Venezuela (Bolivarian Republic of)	1 *	-	1 *	-	-	-	-	1 *	-	-	-	-	-	-	-	1 *	-	-
Zambia	1 *	*	1 *	-	-	-	-	*	-	1 1%	-	-	-	-	1 *	-	-	-
Zimbabwe	133 11%rsD	*	130 12%rs	2 5%	1 6%	33 19%DE	49 17%DE	43 11%D	2 2%	5 4%	*	-	1 2%	-	98 16%L	18 10%	15 7%	-
Prefer not to say	30 3%	2 3%	28 3%	-	-	1 *	5 2%	11 3%	9 6%	5 3%	-	5 23%	-	2 11%	12 2%	1 1%	7 3%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	742	212	165	178	113	374	248	25	77	117	502	578	73	37	15	155	231	193	161
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Afghanistan	1*	1*	1*	1*	1*	-	-	1*	-	-	-	1*	-	-	-	-	1*	-	-
Angola	1*	-	-	-	-	1*	1*	-	-	-	1*	1*	-	-	-	-	-	1*	-
Australia	27* 2%D	9	8	9	8	9	17	3	2	8	14	11	7	-	2	20	4	*	3
Bahamas (the)	* *	-	-	-	-	-	-	-	-	-	*	*	-	-	-	-	*	-	-
Bangladesh	45* 4%kqD	5	10	10	10	34	9	5	10	6	23	6	6	21	-	40	5	-	-
Barbados	1*	*	*	*	*	*	*	-	-	-	1	1	-	-	-	-	-	-	1
Belarus	2*	2	2	2	-	-	2	-	-	-	2	2	-	-	-	2	-	-	-
Belgium	5*	1	1	-	-	-	-	3	-	-	1	4	*	-	-	3	-	1	1
Brazil	3*	-	-	-	-	1	1	1	-	-	2	2	1	-	-	2	-	-	1
Bulgaria	6* 1%	-	2	-	-	4	2	-	-	2	4	3	-	-	2	2	-	1	3
Cameroon	2*	2	2	2	-	1	1	-	-	-	2	1	1	-	-	-	2	-	-
Canada	3*	*	2	*	*	1	-	-	-	1	2	3	*	-	-	-	*	1	3
Colombia	1*	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	-	1
Croatia	5*	-	-	-	-	5	2	-	-	-	3	5	-	-	-	-	2	1	2
Cuba	* *	-	-	-	-	-	-	-	-	*	-	-	-	*	-	-	*	-	-
Cyprus	1*	1	1	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1
Czechia	5*	1	1	1	-	4	5	4	-	1	-	5	-	-	-	-	-	5	-
		*	*	*	-	1%	1%	11%	-	*	-	1%	-	-	-	-	-	2%Zp	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	742	550	186	421	12	110	37	122	5	60	18	94	340	662	80	639
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Afghanistan	1*	1*	-	1*	-	-	-	-	-	-	1*	-	-	1*	-	1*
Angola	1*	1*	-	-	-	1*	-	-	-	-	1*	-	-	1*	-	1*
Australia	27	25	2	9	-	9	-	8	1	17	1	-	-	10	14	14
	2%D	3%	1%	1%	-	5%	-	4%	14%	27%	2%	-	-	1%	12%G	1%
Bahamas (the)	*	*	-	-	-	-	-	-	-	-	-	-	*	*	-	*
Bangladesh	45	15	30	23	-	22	-	-	-	-	-	45	-	45	-	45
	4%kqD	2%	10%Zpqrs	4%	-	12%Zuy	-	-	-	-	-	19%ZDE	-	4%D	-	4%
Barbados	1*	1*	-	1*	-	-	-	-	-	-	-	-	1*	1*	-	1*
Belarus	2*	2*	-	-	-	-	2*	-	-	-	-	-	-	2*	-	2*
Belgium	5*	5*	-	1*	-	3*	-	-	-	-	-	3*	1*	5*	-	5*
Brazil	3*	2*	*	*	-	1*	-	2*	-	-	-	-	-	3*	-	3*
Bulgaria	6	6	-	*	-	1	-	3	-	-	-	-	-	6	-	6
	1%	1%	-	*	-	1%	-	1%	-	-	-	-	-	1%	-	1%
Cameroon	2*	2*	-	2*	-	-	-	-	-	-	-	-	2*	2*	-	2*
Canada	3*	3*	1*	2*	-	*	1*	-	-	1	-	-	1*	2*	*	3*
Colombia	1*	-	1*	-	-	1*	-	-	-	-	-	-	-	1*	-	1*
Croatia	5*	3*	2	2*	-	1*	-	2*	-	-	-	-	-	5*	-	5*
Cuba	*	*	-	*	-	-	-	-	-	-	1%	-	-	*	-	*
Cyprus	1*	-	1*	1*	-	-	-	-	-	-	-	-	-	1*	-	1*
Czechia	5*	4	1	-	-	1	-	4	-	-	-	-	-	5	-	5
		1%	*	-	-	*	-	2%u	-	-	-	-	-	*	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 412
Int_Country_1 Which other country apart from the UK are you a citizen of?
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		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Cote d'Ivoire	3*	-	-	-	-	-	-	-	-	-	3*	3*	-	-	-	-	-	31% ^s	-
Estonia	5*	21%	21%	51%	21%	41%	41%	-	-	-	51%	4*	11%	-	17%	-	41%	1*	1*
Fiji	2*	-	-	-	-	2*	-	-	21%	-	-	2*	-	-	-	-	-	-	21%
Finland	1*	-	-	-	-	1*	-	12%	-	-	-	1*	-	-	-	-	1*	-	-
France	81%	82%	52%	72%	73%	51%	51%	-	22%	-	61%	51%	33%	-	-	-	21%	32%	22%
Gambia (the)	1*	-	-	1*	-	-	-	-	-	-	1*	1*	-	-	-	-	-	1*	-
Germany	71%	2*	21%	1*	-	2*	1*	-	11%	11%	51%	61%	*	-	-	-	-	21%	43% ^{op}
Ghana	595%	267%	155%	155%	115%	366%	184%	-	1611%	127%	324%	425%	33%	56%	-	348%	144%	84%	32%
Greece	111%	21%	21%	41%	21%	71%	51%	-	11%	-	101%	101%	-	-	-	11%	-	52% ^p	32% ^p
Guyana	1*	-	-	-	-	1*	1*	-	-	-	1*	1*	-	-	-	-	-	11%	-
Hong Kong	1*	-	-	1*	-	-	1*	-	-	-	1*	-	11%	-	-	-	-	1*	-
Hungary	101%	21%	1*	1*	11%	71%	41%	12%	21%	11%	51%	81%	*	12%	-	2*	2*	31%	32%
India	12010% ^{iq} rwd	308%	3211%	289%	157%	7712%	328%	-	2014% ⁱ	11%	9312% ⁱ	849%	66%	2327%	-	8219% ^{Zpqrs}	298% ^r	84%	1*
Ireland	272% ^{DE}	51%	31%	1*	1*	51%	62%	26%	22%	33%	22%	202%	55%	11%	-	31%	*	94% ^p	1410% ^{Zopst}
Isle of Man	*	-	-	-	-	-	-	-	-	-	*	*	-	-	-	-	-	-	*
Italy	242%	1*	41%	41%	42%	122%	61%	-	32%	85%	122%	212%	22%	-	17%	82%	1*	73%	86% ^{Zp}

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Cote d'Ivoire	3*	-	3 1%	-	-	-	-	3 1%	-	-	-	-	3 1%	3*	-	3*
Estonia	5*	5 1%	-	3*	-	3 1%	-	-	-	-	-	-	-	5*	1 1%	1*
Fiji	2*	2*	-	-	2 15%	-	-	-	-	-	-	2 1%	-	2*	-	2*
Finland	1*	1*	-	1*	-	-	-	-	-	-	-	-	-	1*	-	1*
France	8 1%	8 1%	* *	* *	- -	3 2%	2 3%	2 1%	-	-	-	-	2 *	8 1%	-	8 1%
Gambia (the)	1*	-	1	1	-	-	-	-	-	-	-	-	1*	1*	1*	-
Germany	7 1%	5 1%	2 1%	3*	- -	3 2%	1 1%	- -	-	1 2%	1 2%	-	3 1%	6 1%	2 2%	4*
Ghana	59 5%	37 4%	22 7%	29 5%	* 3%	9 5%	-	19 9%	-	-	6 23%	-	53 10%ZC	59 6%	4 4%	55 5%
Greece	11 1%	9 1%	2 1%	6 1%	* 3%	3 2%	-	1 1%	-	-	-	-	-	11 1%	2 2%	9 1%
Guyana	1*	1*	-	-	-	-	-	-	-	-	-	-	1*	1*	-	-
Hong Kong	1*	1*	-	1*	-	-	-	-	-	-	-	1*	-	1*	-	1*
Hungary	10 1%	8 1%	1*	5 1%	-	3 2%	-	1 1%	-	-	-	-	-	10 1%	-	10 1%
India	120 10%qrwD	74 9%r	46 15%qr	79 12%w	1 7%	-	5 8%	30 15%w	1 11%	-	-	118 50%ZDE	-	119 11%D	-	116 11%F
Ireland	27 2%DE	17 2%	9 3%	13 2%	-	3 2%	6 11%	5 2%	-	27 41%	-	-	* *	* *	7	19 2%
Isle of Man	* *	- -	* *	* *	- -	- -	- -	- -	-	* *	-	-	- -	- -	- -	* *
Italy	24 2%	18 2%	6 2%	9 1%	-	1 1%	5 8%	4 2%	-	-	* *	5 2%	15 3%	24 2%	4 3%	18 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Jamaica	10 1%	1 *	-	1 *	-	9 1%	2 *	-	-	6 3%j	4 1%	8 1%	2 2%	-	-	2 1%	1 *	2 1%	5 3%Zpt
Japan	2 *	-	-	-	-	2 *	2 *	2 5%	-	-	1 *	2 *	-	-	-	-	-	1 *	2 1%
Kenya	9 1%	2 1%	1 *	2 1%	-	7 1%	4 1%	-	4 3%	-	5 1%	5 1%	2 2%	-	-	-	7 2%	1 1%	-
Latvia	6 1%	1 *	-	-	-	5 1%	5 1%	-	-	5 3%Zj	1 *	5 1%	-	-	-	4 1%	-	1 *	1 1%
Lithuania	10 1%	9 2%e	9 3%e	9 3%e	9 4%	1 *	9 2%	-	-	3 2%	7 1%	7 1%	-	2 2%	1 7%	9 2%	-	1 1%	-
Malawi	8 1%	4 1%	-	4 1%	-	1 *	-	-	-	-	8 1%	6 1%	-	1 2%	-	-	5 1%	3 1%	-
Malaysia	4 *	-	-	-	-	4 1%	-	-	-	-	4 1%	4 *	-	-	-	-	-	4 2%	-
Mauritius	2 *	1 *	1 *	1 *	1 *	2 *	2 *	-	-	-	2 *	2 *	-	-	-	-	2 *	-	1 *
Morocco	1 *	1 *	-	1 *	-	-	-	-	-	-	1 *	1 *	-	-	-	-	-	1 *	-
Namibia	4 *	-	-	-	-	4 1%	-	-	-	4 3%Zj	-	4 *	-	-	-	-	-	4 2%	-
Nepal	7 1%	-	2 *	2 *	-	6 1%	-	-	-	3 2%	4 1%	7 1%	-	-	-	7 2%	-	-	-
Netherlands (the)	4 *	1 *	1 *	-	-	1 *	2 1%	-	-	1 1%	3 *	4 *	*	-	-	2 *	*	1 1%	1 1%
New Zealand	3 *	-	-	-	-	-	-	-	-	2 1%	1 *	2 *	*	*	-	-	-	1 1%	1 1%
Nigeria	255 22%ryC	121 34%Zef	87 29%e	85 27%	62 28%	119 18%	85 21%	1 4%	37 26%	32 20%	179 23%	221 25%	17 18%	7 8%	*	97 23%r	116 33%Zqrs	32 14%	10 7%
North Macedonia	1 *	1 *	-	-	1 *	-	-	-	-	-	1 *	-	-	-	1 5%	-	1 *	-	-
Norway	6 *	2 1%	-	2 1%	2 1%	2 *	3 1%	-	3 2%	-	3 *	3 *	-	2 3%	-	2 1%	-	3 1%	1 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 412

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		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro unds (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Jamaica	10 1%	10 1%	-	1 *	2 14%	-	1 1%	6 3%u	-	-	-	-	10 2%	10 1%	2 2%	8 1%
Japan	2 *	2 *	-	1 *	-	2 1%	-	-	-	-	-	2 1%	-	2 *	-	2 *
Kenya	9 1%	3 *	5 2%	5 1%	2 13%	-	-	2 1%	-	-	-	-	9 2%	9 1%	-	9 1%
Latvia	6 1%	6 1%	-	6 1%	-	-	-	* *	-	-	-	-	-	6 1%	-	6 1%
Lithuania	10 1%	10 1%	-	10 2%	-	-	-	-	-	-	-	-	-	9 1%	-	10 1%
Malawi	8 1%	6 1%	1 *	-	-	4 2%u	-	2 1%	-	-	-	-	8 1%	8 1%	-	6 1%
Malaysia	4 *	4 1%	-	-	-	4 2%u	-	-	-	-	-	4 2%	-	4 *	-	4 *
Mauritius	2 *	-	2 1%	2 *	-	-	-	1 *	-	-	-	2 1%	-	2 *	1 1%	2 *
Morocco	1 *	-	1 *	-	-	-	-	1 *	-	-	1 3%	-	-	1 *	1 1%	-
Namibia	4 *	4 1%	-	-	-	-	-	-	-	-	-	-	4 1%	4 *	-	4 *
Nepal	7 1%	7 1%	-	2 *	-	-	3 5%	3 1%	-	-	-	7 3%D	-	7 1%	-	7 1%
Netherlands (the)	4 *	4 1%	-	3 *	-	1 *	-	1 *	-	-	-	-	* *	4 *	1 1%	2 *
New Zealand	3 *	3 *	-	1 *	-	* *	-	1 1%	-	1 2%	-	-	-	1 *	1 1%	2 *
Nigeria	255 22%ryC	161 19%r	94 30%qrs	205 32%Zwy	4 32%	21 12%	4 6%	11 5%	-	-	6 20%	-	249 45%ZCE	254 24%C	14 13%	234 23%
North Macedonia	1 *	-	1 *	-	-	1 *	-	-	-	1 1%	-	-	-	-	-	1 *
Norway	6 *	6 1%	-	-	-	3 2%	2 4%	-	-	-	-	-	5 1%	6 1%	-	6 1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Pakistan	2*	-	-	-	-	-	-	-	2	-	-	-	-	-	2	-	-	2	-
	*	-	-	-	-	-	-	-	1%	-	-	-	-	-	10%	-	-	1%	-
Philippines (the)	36	9	16	12	9	17	6	-	7	4	25	35	-	-	-	13	13	6	4
	3%D	2%	5%	4%	4%	3%	2%	-	5%	2%	3%	4%	-	-	-	3%	4%	3%	3%
Poland	64	16	18	20	11	43	39	3	2	15	42	54	7	2	1	19	21	12	13
	6%D	5%	6%	6%	5%	7%	10%	8%	1%	9%	5%	6%	7%	2%	6%	4%	6%	5%	9%
Portugal	33	6	5	5	4	21	13	3	3	7	20	28	3	1	1	6	11	10	5
	3%D	2%	2%	2%	2%	3%	3%	8%	2%	4%	3%	3%	3%	1%	3%	2%	3%	5%	3%
Romania	27	6	5	7	6	19	12	-	3	6	16	22	4	1	-	1	9	11	6
	2%D	2%	2%	2%	3%	3%	3%	-	2%	3%	2%	3%	4%	1%	-	*	3%	5%o	4%o
Saint Kitts and Nevis	2*	-	-	-	-	-	-	-	-	-	2	-	-	2	-	2	-	-	-
	*	-	-	-	-	-	-	-	-	-	*	-	-	3%	-	1%	-	-	-
Sierra Leone	3*	2	1	2	-	-	-	-	-	-	3	3	-	-	-	-	-	2	1
	*	1%	*	1%	-	-	-	-	-	-	*	*	-	-	-	-	-	1%	1%
Slovakia	10	2	-	2	2	6	1	-	6	-	3	8	-	-	-	-	4	6	-
	1%	*	-	1%	1%	1%	*	-	4%Z	-	*	1%	-	-	-	-	1%	3%o	-
South Africa	38	5	4	4	4	28	10	1	4	3	30	32	1	2	3	7	8	6	17
	3%	1%	1%	1%	2%	4%	3%	3%	2%	2%	4%	4%	1%	2%	17%	2%	2%	3%	12%Zopqst
Spain	25	7	5	4	5	7	11	7	3	2	13	17	-	7	1	1	2	14	9
	2%	2%	2%	1%	2%	1%	3%	16%	2%	1%	2%	2%	-	8%	3%	*	*	6%Zopt	6%Zopt
Sri Lanka	9	1	*	*	*	3	3	-	-	-	9	9	-	-	-	5	2	2	-
	1%	*	*	*	*	1%	1%	-	-	-	1%	1%	-	-	-	1%	1%	1%	-
Sweden	2*	*	*	*	*	2	*	-	-	2	*	*	2	-	-	-	-	*	2
	*	*	*	*	*	*	*	-	-	1%	*	*	2%k	-	-	-	-	*	1%ss
Switzerland	2	-	-	-	-	2	2	-	-	1	-	-	1	-	1	-	-	1	1
	*	-	-	-	-	*	*	-	-	1%	-	-	1%k	-	3%	-	-	1%	*
Trinidad and Tobago	4	-	-	-	-	4	-	-	-	-	4	4	-	-	-	-	4	-	-
	*	-	-	-	-	1%	-	-	-	-	1%	*	-	-	-	-	1%	-	-
Turkey	1	-	-	-	-	1	1	-	-	-	1	-	1	-	-	-	-	-	1
	*	-	-	-	-	*	*	-	-	-	*	-	1%	-	-	-	-	-	*
Uganda	7	4	4	*	*	4	6	-	-	-	7	7	-	-	-	-	6	1	-
	1%	1%	1%	*	*	1%	1%	-	-	-	1%	1%	-	-	-	-	2%	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

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	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
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EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Pakistan	2*	2	-	-	-	2	-	-	-	-	-	2	-	2	-	2*
		*	-	-	-	1%	-	-	-	-	-	1%	-	*	-	*
Philippines (the)	36	31	5	27	-	1	-	8	-	-	-	32	-	32	3	33
	3%D	4%	2%	4%	-	*	-	4%	-	-	-	14%ZDE	-	3%D	3%	3%
Poland	64	54	9	36	-	19	-	9	-	3	-	-	2	55	19	45
	6%D	6%	3%	6%	-	11%	-	5%	-	4%	-	-	*	5%D	17%G	4%
Portugal	33	29	4	17	-	4	8	-	-	-	2	1	2	27	6	26
	3%D	3%	1%	3%	-	2%	14%	-	-	-	7%	*	*	3%	5%	3%
Romania	27	18	8	13	1	6	-	7	-	-	-	-	-	27	3	23
	2%D	2%	3%	2%	9%	3%	-	3%	-	-	-	-	-	3%D	2%	2%
Saint Kitts and Nevis	2	2	-	-	-	-	2	-	-	-	-	-	2	2	-	-
	*	*	-	-	-	-	4%	-	-	-	-	-	*	*	-	-
Sierra Leone	3	2	1	1	-	2	-	-	-	-	-	-	3	3	-	3
	*	*	*	*	-	1%	-	-	-	-	-	-	1%	*	-	*
Slovakia	10	10	-	-	-	1	4	4	-	-	-	-	-	10	-	10
	1%	1%	-	-	-	1%	8%	2%u	-	-	-	-	-	1%	-	1%
South Africa	38	38	*	9	*	12	-	15	-	10	2	*	23	28	8	30
	3%	5%t	*	1%	2%	7%u	-	8%u	-	15%	7%	*	4%	3%	7%	3%
Spain	25	21	3	14	-	5	2	-	-	1	3	-	2	24	1	23
	2%	3%	1%	2%	-	3%	3%	-	-	1%	9%	-	*	2%	1%	2%
Sri Lanka	9	8	1	-	-	*	-	9	-	-	-	9	-	9	-	9
	1%	1%	*	-	-	*	-	4%Zu	-	-	-	4%ZD	-	1%	-	1%
Sweden	2	-	2	2	-	-	-	-	-	-	-	-	-	*	-	2
	*	-	1%	*	-	-	-	-	-	-	-	-	-	*	-	*
Switzerland	2	2	-	1	-	1	-	-	-	-	-	-	1	2	-	2
	*	*	-	*	-	*	-	-	-	-	-	-	*	*	-	*
Trinidad and Tobago	4	4	-	4	-	-	-	-	-	-	-	-	4	4	-	4
	*	1%	-	1%	-	-	-	-	-	-	-	-	1%	*	-	*
Turkey	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	1
	*	*	-	-	-	*	-	-	-	1%	-	-	-	-	-	*
Uganda	7	3	3	7	-	-	-	-	-	-	-	-	7	7	-	6
	1%	*	1%	1%	-	-	-	-	-	-	-	-	1%	1%	-	1%

Fieldwork Dates: 17th August to 27th October 2023

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Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Ukraine	2*	-	-	-	-	2*	-	-	-	2	-	-	-	2	-	2	-	-	-
	*	-	-	-	-	*	-	-	-	1%j	-	-	-	3%	-	1%	-	-	-
United States of America (the)	5*	1*	1*	1*	-	1*	1*	-	2	1	1	2*	2	-	-	1*	1*	3	-
	*	*	*	*	-	*	*	-	2%	1%	*	*	3%k	-	-	*	*	1%	-
Venezuela (Bolivarian Republic of)	1*	1*	1*	1*	-	-	-	-	-	-	1*	-	-	-	-	-	-	1*	-
	*	*	*	*	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-
Zambia	1*	1*	-	-	-	-	-	-	-	-	1*	1*	-	-	-	-	-	1*	-
	*	*	-	-	-	-	-	-	-	-	*	*	-	-	-	-	-	*	-
Zimbabwe	133	38	38	42	29	94	53	-	9	10	113	114	11	2	1	41	61	21	10
	11%C	11%	13%	13%	13%	14%	13%	-	6%	6%	14%	13%	12%	3%	4%	10%	17%r	9%	7%
Prefer not to say	30	17	9	12	12	10	13	2	*	8	19	20	3	2	-	6	13	7	4
	3%	5%	3%	4%	5%	2%	3%	6%	*	5%	2%	2%	3%	3%	-	1%	4%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 412

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Ukraine	2*	2*	-	-	-	-	-	-	2	-	-	-	-	2*	-	2*
		*	-	-	-	-	-	-	28%	-	-	-	-	*	-	*
United States of America (the)	5*	5	-	2	-	2	-	-	-	-	-	-	-	5*	2	2*
		1%		*		1%			-	-	-	-		*	2%G	*
Venezuela (Bolivarian Republic of)	1*	1*	-	1*	-	-	-	-	-	-	-	-	-	1*	-	-
		*	-	*	-	-	-	-	-	-	-	-	-	*	-	-
Zambia	1*	*	1	1	-	-	-	-	-	-	-	-	1	1*	-	1*
		*	*	*	-	-	-	-	-	-	-	-	*	*	-	*
Zimbabwe	133	100	32	57	-	20	10	38	4	2	6	-	125	131	8	122
	11%C	12%	10%	9%	-	11%	18%	19%u	47%	3%	21%	-	23%ZCE	12%C	7%	12%
Prefer not to say	30	22	6	21	*	-	1	3	-	*	-	1	13	22	6	21
	3%	3%	2%	3%	3%	-	2%	2%	-	1%	-	*	2%	2%	6%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 413

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
742	74	668	246	403	320	221	49	20
1154	87*	1067	493	548	570	310	39**	21**
414	31	383	151	228	193	120	24	15
1	-	1	-	1	1	-	-	-
*	-	*	-	*	*	-	-	-
1	-	1	-	1	1	-	-	-
*	-	*	-	*	*	-	-	-
27	19	8	-	8	17	10	1	*
2%	22%Zb	1%	-	1%	3%	3%	2%	1%
*	-	*	*	-	-	-	*	-
*	-	*	-	-	-	-	*	-
45	-	45	26	19	24	-	-	-
4% ^f	-	4%	5%	3%	4% ^f	-	-	-
1	-	1	-	1	1	-	-	-
*	-	*	-	*	*	-	-	-
2	-	2	-	2	-	2	-	-
*	-	*	-	*	-	1%	-	-
5	-	5	-	5	-	3	-	*
*	-	*	-	1%	-	1%	-	2%
3	1	2	2	*	-	*	2	-
*	1%	*	*	*	-	*	5%	-
6	3	3	3	*	2	-	2	-
1%	4%Zb	*	1%	*	*	-	6%	-
2	-	2	1	1	-	1	-	1
*	-	*	*	*	-	*	-	7%
3	1	2	-	3	1	*	*	-
*	1%	*	-	*	*	*	1%	-
1	1	-	-	-	-	1	-	-
*	1%	-	-	-	-	*	-	-
5	2	3	-	3	4	-	-	-
*	2%	*	-	1%	1%	-	-	-
*	-	*	-	*	-	*	-	-
*	-	*	-	*	-	*	-	-
1	-	1	-	1	1	-	-	-
*	-	*	-	*	*	-	-	-
5	-	5	-	5	-	4	-	-
*	-	*	-	1%	-	1%	-	-
3	-	3	-	3	3	-	-	-
*	-	*	-	1%	1%	-	-	-
5	-	5	-	5	4	1	-	-
*	-	*	-	1%	1%	*	-	-
2	-	2	-	2	-	-	2	-
*	-	*	-	*	-	-	5%	-
1	-	1	-	1	-	1	-	-
*	-	*	-	*	-	*	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 413

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Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
France	8 1%	-	8 1%	-	8 1%	5 1%	1 *	-	2 10%
Gambia (the)	1 *	-	1 *	-	1 *	-	1 *	-	-
Germany	7 1%	2 3%	5 *	-	5 1%	2 *	2 1%	* 1%	-
Ghana	59 5%	* *	59 6%	31 6%	28 5%	36 6%	6 2%	* *	-
Greece	11 1%	2 2%	9 1%	-	9 2%	1 *	3 1%	3 8%	-
Guyana	1 *	-	1 *	-	-	-	-	-	-
Hong Kong	1 *	-	1 *	-	1 *	1 *	-	-	-
Hungary	10 1%	2 2%	8 1%	-	8 2%	3 1%	4 1%	1 4%	-
India	120 10%df	-	120 11%a	87 18%Zd	26 5%	72 13%f	8 3%	-	-
Ireland	27 2%	6 7%	21 2%	-	21 4%c	12 2%	7 2%	2 5%	1 5%
Isle of Man	* *	-	* *	-	* *	-	* *	-	-
Italy	24 2%	-	24 2%	4 1%	20 4%	10 2%	7 2%	1 2%	-
Jamaica	10 1%	-	10 1%	3 1%	6 1%	7 1%	2 1%	-	-
Japan	2 *	-	2 *	-	2 *	2 *	-	-	1 3%
Kenya	9 1%	-	9 1%	7 1%	-	5 1%	4 1%	-	-
Latvia	6 1%	-	6 1%	-	6 1%	5 1%	-	-	-
Lithuania	10 1%	-	10 1%	-	10 2%	2 *	7 2%	-	-
Malawi	8 1%	1 1%	7 1%	1 *	6 1%	6 1%	1 *	-	-
Malaysia	4 *	-	4 *	-	4 1%	4 1%	-	-	-
Mauritius	2 *	-	2 *	2 *	1 *	2 *	1 *	-	-
Morocco	1 *	-	1 *	-	1 *	-	1 *	-	-
Namibia	4 *	-	4 *	-	4 1%	4 1%	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 413

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
Nepal	7 1%	-	7 1%	3 1%	4 1%	3 *	3 1%	-	-
Netherlands (the)	4 *	1 2%	3 *	-	3 1%	3 *	-	1 2%	* 2%
New Zealand	3 *	1 1%	1 *	-	1 *	* *	1 *	-	-
Nigeria	255 22%	8 9%	247 23%	147 30% d	96 17%	143 25%	80 26%	2 5%	6 27%
North Macedonia	1 *	1 1%	-	-	-	-	1 *	-	-
Norway	6 *	-	6 1%	-	6 1%	6 1%	-	-	-
Pakistan	2 *	2 2% b	-	-	-	2 *	-	-	-
Philippines (the)	36 3%	1 1%	35 3%	26 5% d	7 1%	15 3%	13 4%	-	1 4%
Poland	64 6% c	6 7%	59 5%	2 *	52 10% c	21 4%	17 5%	2 4%	1 6%
Portugal	33 3% c	2 2%	31 3%	-	27 5% c	14 3%	12 4%	1 2%	-
Romania	27 2%	2 2%	25 2%	-	25 5% c	7 1%	15 5% e	1 1%	-
Saint Kitts and Nevis	2 *	2 3% Zb	-	-	-	-	-	-	-
Sierra Leone	3 *	-	3 *	-	3 1%	-	1 *	2 6%	-
Slovakia	10 1%	-	10 1%	-	10 2%	6 1%	2 1%	-	-
South Africa	38 3%	11 13% Zb	27 3%	13 3%	14 3%	7 1%	25 8% Ze	1 4%	2 11%
Spain	25 2%	-	25 2%	1 *	24 4% c	14 2%	9 3%	2 5%	-
Sri Lanka	9 1%	-	9 1%	8 2%	1 *	7 1%	2 1%	* 1%	-
Sweden	2 *	-	2 *	-	2 *	-	2 1%	-	-
Switzerland	2 *	* *	2 *	-	2 *	1 *	-	-	-
Trinidad and Tobago	4 *	-	4 *	4 1%	-	-	4 1%	-	-
Turkey	1 *	1 1%	-	-	-	1 *	-	-	-
Uganda	7 1%	-	7 1%	3 1%	3 1%	-	4 1%	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 413

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
Ukraine	2	-	2	-	2	-	-	-	-
	*	-	*	-	*	-	-	-	-
United States of America (the)	5	*	4	1	3	-	*	3	2
	*	*	*	*	1%	-	*	7%	8%
Venezuela (Bolivarian Republic of)	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
Zambia	1	-	1	*	1	1	*	-	-
	*	-	*	*	*	*	*	-	-
Zimbabwe	133	6	127	112	15	71	42	10	1
	11% ^d	7%	12%	23% ^{Zd}	3%	12%	13%	25%	2%
Prefer not to say	30	4	26	6	18	12	1	-	2
	3%	5%	2%	1%	3%	2%	*	-	12%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 414

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
742	341	96	143	18	27	10	9	30	45
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
27	14	-	-	4	*	*	-	-	8
2%	2%	-	-	16%	4%	6%	-	-	12%
*	-	-	-	-	*	-	-	-	-
*	-	-	-	-	2%	-	-	-	-
45	45	-	-	-	-	-	-	-	-
4%	7%bc	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
2	-	-	2	-	-	-	-	-	-
*	-	-	1%	-	-	-	-	-	-
5	-	-	1	-	-	*	-	-	3
*	-	-	*	-	-	5%	-	-	5%
3	2	1	-	-	-	*	-	-	-
*	*	*	-	-	-	15%	-	-	-
6	3	-	2	-	-	-	-	*	-
1%	*	-	1%	-	-	-	-	5%	-
2	1	-	-	-	-	-	9	-	-
*	*	-	-	-	-	-	-	-	-
3	1	*	-	-	*	-	-	*	1
*	*	*	-	-	3%	-	-	4%	2%
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
5	3	2	-	-	-	-	-	-	-
*	1%	1%	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
5	-	4	1	-	-	-	-	-	-
*	-	2%a	*	-	-	-	-	-	-
3	-	-	3	-	-	-	-	-	-
*	-	-	1%	-	-	-	-	-	-
5	3	-	-	-	-	-	-	-	2
*	1%	-	-	-	-	-	-	-	3%
2	2	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 414

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
8	3	2	1	-	-	-	-	*	2
1%	*	1%	*	-	-	-	-	3%	4%
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-
7	1	-	5	-	*	*	-	-	1
1%	*	-	2*a	-	1%	7%	-	-	2%
59	41	4	12	-	*	-	2	*	-
5%	7%	2%	6%	-	1%	-	11%	5%	-
11	5	1	*	-	1	-	-	-	3
1%	1%	*	*	-	12%	-	-	-	5%
1	-	-	-	-	-	-	1	-	-
*	-	-	-	-	-	-	8%	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
10	2	1	2	-	*	-	-	*	3
1%	*	1%	1%	-	2%	-	-	3%	5%
120	59	41	15	1	*	-	2	*	2
10%	10%	23%Zac	7%	5%	2%	-	10%	4%	3%
27	6	1	7	3	*	*	2	1	3
2%	1%	*	3%	13%	4%	7%	11%	11%	4%
*	-	-	-	-	-	-	-	-	*
*	-	-	-	-	-	-	-	-	*
24	8	8	7	1	*	-	-	-	-
2%	1%	4%	3%	5%	1%	-	-	-	-
10	2	6	1	-	-	-	-	-	-
1%	*	3%	*	-	-	-	-	-	-
2	2	-	-	-	-	1	-	-	-
*	*	-	-	-	-	17%	-	-	-
9	7	2	-	-	-	-	-	-	-
1%	1%	1%	-	-	-	-	-	-	-
6	1	5	-	-	-	-	-	-	-
1%	*	3*a	-	-	-	-	-	-	-
10	-	-	2	-	-	-	1	-	7
1%	-	-	1%	-	-	-	7%	-	10%
8	4	3	1	-	-	-	-	-	-
1%	1%	1%	*	-	-	-	-	-	-
4	4	-	-	-	-	-	-	-	-
*	1%	-	-	-	-	-	-	-	-
2	1	2	-	-	-	-	-	-	-
*	*	1%	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 414

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1154		615	179*	215*	23**	7**	3**	16**	6**	67**
414		211	60	82	14	17	9	7	23	21
1		-	-	1	-	-	-	-	-	-
*		-	-	*	-	-	-	-	-	-
4		4	-	-	-	-	-	-	-	-
*		1%	-	-	-	-	-	-	-	-
7		4	3	-	-	-	-	-	-	-
1%		1%	2%	-	-	-	-	-	-	-
4		1	1	2	-	-	*	-	-	-
*		*	*	1%	-	-	15%	-	-	-
3		-	1	-	*	*	-	-	-	-
*		-	1%	-	1%	5%	-	-	-	-
255		133	31	81	1	1	-	1	*	6
22%		22%	17%	38% Zab	5%	14%	-	7%	3%	9%
1		-	-	-	-	-	-	-	-	1
*		-	-	-	-	-	-	-	-	1%
6		5	-	1	-	-	-	-	-	-
*		1%	-	*	-	-	-	-	-	-
2		-	-	-	2	-	-	-	-	-
*		-	-	-	7%	-	-	-	-	-
36		14	11	7	-	-	-	3	*	-
3%		2%	6%	3%	-	-	-	20%	2%	-
64		28	15	12	-	1	*	-	1	7
6%		5%	9%	6%	-	16%	7%	-	14%	10%
33		17	3	8	1	-	-	-	-	1
3%		3%	2%	4%	2%	-	-	-	-	1%
27		9	6	5	3	-	-	-	1	3
2%		1%	3%	2%	11%	-	-	-	12%	4%
2		2	-	-	-	-	-	-	-	-
*		*	-	-	-	-	-	-	-	-
3		2	-	-	-	-	-	-	-	1
*		*	-	-	-	-	-	-	-	1%
10		6	-	-	2	-	-	-	*	2
1%		1%	-	-	9%	-	-	-	2%	3%
38		25	5	2	2	*	*	-	*	2
3%		4%	3%	1%	9%	2%	10%	-	2%	4%
25		8	2	11	1	1	-	-	*	2
2%		1%	1%	5% a	6%	14%	-	-	3%	3%
9		9	-	-	-	-	-	-	*	-
1%		1%	-	-	-	-	-	-	4%	-
2		2	-	-	-	-	-	-	*	-
*		*	-	-	-	-	-	-	4%	-
2		2	-	-	-	*	-	-	-	-
*		*	-	-	-	5%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 414

Int_Country_1 Which other country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
4	-	-	-	-	-	-	4	-	-
*	-	-	-	-	-	-	27%	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
7	6	-	-	-	-	-	-	*	-
1%	1%	-	-	-	-	-	-	4%	-
2	-	-	2	-	-	-	-	-	-
*	-	-	1%	-	-	-	-	-	-
5	-	-	-	2	*	*	-	1	1
*	-	-	-	11%	1%	9%	-	9%	2%
1	-	1	-	-	-	-	-	-	-
*	-	*	-	-	-	-	-	-	-
1	1	-	-	-	*	-	-	-	-
*	*	-	-	-	2%	-	-	-	-
133	98	18	15	-	*	-	-	*	1
11%	16% ^c	10%	7%	-	2%	-	-	5%	2%
30	12	1	7	-	*	-	-	-	4
3%	2%	1%	3%	-	5%	-	-	-	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 415

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	36	27	3	2	1	2	1	1	-	31	8	10	7	4	3	-	18	5	4
WeightedBase	40**	34**	2**	1**	***	1**	***	***	-**	37**	8**	8**	10**	8**	2**	-**	20**	4**	2**
EffectiveBase	22	17	3	2	1	1	1	1	-	19	4	5	4	3	3	-	12	3	3
Australia	5	5	-	*	*	-	-	-	-	5	4	4	-	-	-	-	2	-	-
	14%	15%	-	36%	100%	-	-	-	-	14%	46%	42%	-	-	-	-	11%	-	-
Brazil	*	-	-	-	-	*	*	-	-	-	-	*	-	-	-	-	-	-	*
	*	-	-	-	-	16%	100%	-	-	-	-	1%	-	-	-	-	-	-	5%
Canada	2	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	1
	6%	4%	-	-	-	-	-	-	-	3%	-	-	-	-	-	-	6%	-	54%
Colombia	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	3%	3%	-	-	-	-	-	-	-	3%	-	-	-	-	-	-	5%	-	-
Ghana	2	2	-	-	-	-	-	-	-	2	1	1	1	1	-	-	1	-	-
	4%	5%	-	-	-	-	-	-	-	4%	13%	12%	10%	12%	-	-	3%	-	-
Hungary	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	2%	2%	-	-	-	-	-	-	-	2%	-	-	-	-	-	-	3%	-	-
Ireland	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	2%	2%	-	-	-	-	-	-	-	2%	-	-	-	-	-	-	4%	-	-
Italy	6	5	-	-	-	*	*	-	-	5	-	*	-	-	-	-	5	-	*
	14%	15%	-	-	-	84%	-	100%	-	14%	-	6%	-	-	-	-	26%	-	27%
Netherlands (the)	1	1	-	-	-	-	-	-	-	1	1	1	1	-	1	-	-	-	-
	2%	3%	-	-	-	-	-	-	-	3%	12%	11%	9%	-	39%	-	-	-	-
Nigeria	5	5	*	-	-	-	-	-	-	5	*	-	4	4	-	-	-	1	-
	14%	15%	22%	-	-	-	-	-	-	15%	5%	-	35%	46%	-	-	-	19%	-
Portugal	1	1	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-	-
	1%	1%	-	-	-	-	-	-	-	1%	-	6%	-	-	-	-	3%	-	-
Romania	1	-	1	-	-	-	-	-	-	1	1	1	1	-	1	-	-	-	-
	4%	-	78%	-	-	-	-	-	-	4%	19%	17%	14%	-	61%	-	-	-	-
South Africa	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	*
	5%	5%	-	-	-	-	-	-	-	5%	-	-	-	-	-	-	8%	-	13%
Switzerland	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-
	3%	3%	-	-	-	-	-	-	-	3%	-	-	-	-	-	-	-	27%	-
United States of America (the)	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	3%	3%	-	-	-	-	-	-	-	3%	-	-	-	-	-	-	5%	-	-
Uruguay	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-
	5%	6%	-	-	-	-	-	-	-	5%	-	-	-	-	-	-	10%	-	-
Prefer not to say	8	6	-	*	-	-	-	-	-	7	*	*	3	3	-	-	3	2	-
	21%	19%	-	64%	-	-	-	-	-	19%	6%	5%	32%	42%	-	-	16%	53%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 415

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	36	5	29	-	2	3	4	12	13	4	2	-	3	2	18	4	5	-
WeightedBase	40**	2**	37**	-.**	1**	2**	6**	11**	18**	3**	1**	-.**	2**	3**	18**	8**	8**	-.**
EffectiveBase	22	3	19	-	2	2	2	7	9	2	2	-	3	2	14	3	3	-
Australia	5	-	5	-	-	-	-	-	5	*	*	-	-	-	2	-	3	-
	14%	-	15%	-	-	-	-	-	29%	8%	36%	-	-	-	11%	-	42%	-
Brazil	*	*	-	-	-	-	-	*	-	-	-	-	-	-	-	-	-	-
	*	4%	-	-	-	-	-	1%	-	-	-	-	-	-	-	-	-	-
Canada	2	1	1	-	-	-	-	1	1	1	-	-	-	1	1	1	-	-
	6%	45%	3%	-	-	-	-	9%	4%	18%	-	-	-	37%	3%	8%	-	-
Colombia	1	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
	3%	-	3%	-	-	-	-	-	6%	-	-	-	-	-	6%	-	-	-
Ghana	2	-	1	-	1	-	1	-	1	-	-	-	-	-	2	-	-	-
	4%	-	3%	-	65%	-	9%	-	5%	-	-	-	-	-	9%	-	-	-
Hungary	1	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
	2%	-	2%	-	-	-	-	-	4%	-	-	-	-	-	4%	-	-	-
Ireland	1	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-
	2%	-	2%	-	-	-	-	7%	-	-	-	-	-	-	4%	-	-	-
Italy	6	*	5	-	-	-	-	2	2	2	-	-	-	-	5	-	-	-
	14%	23%	14%	-	-	-	-	16%	11%	61%	-	-	-	-	28%	-	-	-
Netherlands (the)	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-
	2%	-	3%	-	-	-	-	-	5%	-	-	-	-	-	-	11%	-	-
Nigeria	5	-	5	-	*	-	4	1	-	-	-	-	*	-	1	4	*	-
	14%	-	14%	-	35%	-	65%	13%	-	-	-	-	22%	-	6%	43%	4%	-
Portugal	1	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
	1%	-	1%	-	-	-	-	-	3%	-	-	-	-	-	3%	-	-	-
Romania	1	-	1	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-
	4%	-	4%	-	-	-	-	7%	4%	-	-	-	78%	-	-	-	-	-
South Africa	2	*	2	-	-	1	-	1	-	-	-	-	-	-	2	-	*	-
	5%	11%	4%	-	-	45%	-	10%	-	-	-	-	-	-	9%	-	3%	-
Switzerland	1	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-
	3%	-	3%	-	-	-	-	10%	-	-	-	-	-	-	-	-	13%	-
United States of America (the)	1	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-
	3%	-	3%	-	-	55%	-	-	-	-	-	-	-	-	6%	-	-	-
Uruguay	2	-	2	-	-	-	-	-	2	-	-	-	-	-	2	-	-	-
	5%	-	5%	-	-	-	-	-	11%	-	-	-	-	-	11%	-	-	-
Prefer not to say	8	*	8	-	-	-	2	3	4	*	*	-	-	2	*	3	3	-
	21%	17%	22%	-	-	-	26%	27%	19%	14%	64%	-	-	63%	2%	37%	37%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 416

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	36	6	1	5	3	18	15	1	5	6	22	25	6	2	2	5	2	10	19
WeightedBase	40**	6**	***	6**	4*	16**	17**	1**	8**	5**	24**	27**	7**	4**	3**	9**	4**	7**	20**
EffectiveBase	22	3	1	3	2	12	10	1	4	5	13	15	4	1	1	4	2	8	12
Australia	5	*	*	*	*	2	-	-	-	-	4	5	-	-	-	3	-	*	2
	14%	4%	100%	4%	6%	12%	-	-	-	-	15%	21%	-	-	-	37%	-	4%	9%
Brazil	*	-	-	-	-	-	-	-	-	*	-	*	-	-	-	-	-	*	-
	*	-	-	-	-	-	-	-	-	2%	-	*	-	-	-	-	-	1%	-
Canada	2	-	-	-	-	1	-	-	-	-	2	1	1	-	-	-	-	1	1
	6%	-	-	-	-	8%	-	-	-	-	9%	2%	14%	-	-	-	-	15%	6%
Colombia	1	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	1	-
	3%	-	-	-	-	6%	6%	-	-	-	4%	4%	-	-	-	-	-	15%	-
Ghana	2	-	-	1	-	1	1	1	-	1	-	2	-	-	-	1	-	-	1
	4%	-	-	10%	-	6%	6%	100%	-	21%	-	6%	-	-	-	7%	-	-	5%
Hungary	1	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	1	-
	2%	-	-	-	-	4%	4%	-	-	-	3%	3%	-	-	-	-	-	10%	-
Ireland	1	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	-	1	-
	2%	-	-	-	-	5%	-	-	9%	-	-	3%	-	-	-	-	-	11%	-
Italy	6	-	-	1	-	1	1	-	2	1	3	3	*	-	2	*	1	-	4
	14%	-	-	20%	-	7%	7%	-	24%	26%	10%	12%	7%	-	79%	5%	28%	-	20%
Netherlands (the)	1	1	-	1	1	-	-	-	-	-	1	1	-	-	-	-	-	-	1
	2%	16%	-	16%	23%	-	-	-	-	-	4%	4%	-	-	-	-	-	-	5%
Nigeria	5	*	-	-	-	-	-	-	*	1	4	5	*	-	-	-	-	*	5
	14%	7%	-	-	-	-	-	-	4%	24%	17%	19%	5%	-	-	-	-	5%	25%
Portugal	1	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	1	-
	1%	-	-	-	-	3%	3%	-	-	-	2%	2%	-	-	-	-	-	8%	-
Romania	1	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	-	1
	4%	-	-	-	-	9%	9%	-	-	-	6%	5%	-	-	-	-	-	-	7%
South Africa	2	-	-	-	-	2	1	-	-	*	1	1	-	-	1	-	-	-	2
	5%	-	-	-	-	10%	7%	-	-	5%	5%	5%	-	-	21%	-	-	-	9%
Switzerland	1	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-
	3%	17%	-	-	-	-	-	-	-	-	4%	-	15%	-	-	-	-	15%	-
United States of America (the)	1	-	-	-	-	1	1	-	-	1	-	-	1	-	-	-	-	1	-
	3%	-	-	-	-	6%	6%	-	-	22%	-	-	15%	-	-	-	-	15%	-
Uruguay	2	-	-	-	-	-	2	-	2	-	-	2	-	-	-	-	-	-	2
	5%	-	-	-	-	-	12%	-	24%	-	-	7%	-	-	-	-	-	-	9%
Prefer not to say	8	3	-	3	3	4	7	-	3	-	5	2	3	4	-	5	3	-	1
	21%	56%	-	49%	71%	24%	41%	-	39%	-	22%	8%	43%	100%	-	51%	72%	-	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 416

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	36	26	8	17	1	8	1	6	-	5	2	-	12	29	3	32
WeightedBase	40**	29**	9**	18**	***	8**	1**	10**	-.**	6**	1**	-.**	17**	32**	7**	33**
EffectiveBase	22	16	5	10	1	5	1	4	-	3	1	-	7	17	2	20
Australia	5	2	3	4	-	-	-	2	-	3	-	-	-	2	-	5
	14%	7%	36%	20%	-	-	-	19%	-	55%	-	-	-	7%	-	17%
Brazil	*	-	-	*	-	-	-	-	-	-	*	-	-	*	-	*
	*	-	-	1%	-	-	-	-	-	-	15%	-	-	*	-	*
Canada	2	2	1	2	-	1	-	-	-	1	-	-	-	1	-	2
	6%	6%	6%	9%	-	9%	-	-	-	16%	-	-	-	4%	-	7%
Colombia	1	1	-	-	-	-	1	-	-	-	-	-	-	1	-	1
	3%	3%	-	-	-	-	100%	-	-	-	-	-	-	3%	-	3%
Ghana	2	2	-	1	-	-	-	-	-	-	-	-	2	2	-	1
	4%	5%	-	3%	-	-	-	-	-	-	-	-	9%	5%	-	3%
Hungary	1	1	-	1	-	-	-	-	-	-	-	-	-	1	-	1
	2%	2%	-	4%	-	-	-	-	-	-	-	-	-	2%	-	2%
Ireland	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	1
	2%	3%	-	-	-	10%	-	-	-	12%	-	-	-	-	-	2%
Italy	6	2	4	*	-	-	-	4	-	-	-	-	3	6	-	6
	14%	7%	40%	3%	-	-	-	38%	-	-	-	-	18%	18%	-	17%
Netherlands (the)	1	1	-	-	-	1	-	-	-	-	-	-	-	1	-	1
	2%	3%	-	-	-	12%	-	-	-	-	-	-	-	3%	-	3%
Nigeria	5	4	1	2	-	*	-	4	-	-	-	-	5	5	4	2
	14%	14%	15%	8%	-	4%	-	35%	-	-	-	-	32%	17%	53%	6%
Portugal	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-	1
	1%	2%	-	-	-	6%	-	-	-	-	85%	-	-	2%	-	2%
Romania	1	1	-	1	-	-	-	-	-	-	-	-	-	1	-	1
	4%	5%	-	8%	-	-	-	-	-	-	-	-	-	5%	-	4%
South Africa	2	2	*	-	-	1	-	1	-	1	-	-	1	1	-	2
	5%	6%	2%	-	-	7%	-	8%	-	10%	-	-	3%	2%	-	6%
Switzerland	1	1	-	-	-	1	-	-	-	-	-	-	-	1	-	1
	3%	3%	-	-	-	13%	-	-	-	-	-	-	-	3%	-	3%
United States of America (the)	1	1	-	1	-	-	-	-	-	-	-	-	-	1	-	1
	3%	3%	-	6%	-	-	-	-	-	-	-	-	-	3%	-	3%
Uruguay	2	2	-	2	-	-	-	-	-	-	-	-	-	2	-	2
	5%	7%	-	11%	-	-	-	-	-	-	-	-	-	6%	-	6%
Prefer not to say	8	7	-	5	*	3	-	-	-	*	-	-	6	6	3	5
	21%	23%	-	28%	100%	40%	-	-	-	7%	-	-	37%	20%	47%	16%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 417

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
36	1	35	2	32	13	12	1	-
40**	2**	38**	7**	31**	17**	11**	***	..**
22	1	21	2	20	8	7	1	-
5	2	4	-	4	2	4	-	-
14%	100%	9%	-	11%	11%	34%	-	-
*	-	*	-	*	*	-	-	-
*	-	*	-	*	1%	-	-	-
2	-	2	-	2	1	-	-	-
6%	-	6%	-	7%	3%	-	-	-
1	-	1	-	1	1	-	-	-
3%	-	3%	-	3%	6%	-	-	-
2	-	2	-	2	-	-	-	-
4%	-	4%	-	5%	-	-	-	-
1	-	1	-	1	-	1	-	-
2%	-	2%	-	2%	-	6%	-	-
1	-	1	-	1	-	-	-	-
2%	-	2%	-	2%	-	-	-	-
6	-	6	-	6	2	2	-	-
14%	-	15%	-	18%	12%	16%	-	-
1	-	1	-	1	-	1	-	-
2%	-	2%	-	3%	-	9%	-	-
5	-	5	4	2	1	*	-	-
14%	-	14%	56%	5%	8%	4%	-	-
1	-	1	-	1	1	-	-	-
1%	-	1%	-	2%	3%	-	-	-
1	-	1	-	1	-	1	-	-
4%	-	4%	-	5%	-	14%	-	-
2	-	2	-	2	-	1	-	-
5%	-	5%	-	6%	-	8%	-	-
1	-	1	-	1	-	1	-	-
3%	-	3%	-	3%	-	10%	-	-
1	-	1	-	1	1	-	-	-
3%	-	3%	-	3%	6%	-	-	-
2	-	2	-	2	2	-	-	-
5%	-	5%	-	6%	11%	-	-	-
8	-	8	3	6	6	-	*	-
21%	-	22%	44%	18%	38%	-	100%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 418

Int_Country_2 Which second country apart from the UK are you a citizen of?

Base : All respondents who are a citizen of two other countries other than the UK

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
36	18	4	5	-	1	1	-	2	3
40**	18**	8**	8**	..**	***	***	..**	1**	2**
22	14	3	3	-	1	1	-	2	3
5	2	-	3	-	-	-	-	*	-
14%	11%	-	42%	-	-	-	-	36%	-
*	-	-	-	-	-	-	-	-	-
*	-	-	-	-	100%	-	-	-	-
2	1	1	-	-	-	-	-	-	-
6%	3%	8%	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
3%	6%	-	-	-	-	-	-	-	-
2	2	-	-	-	-	-	-	-	-
4%	9%	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
2%	4%	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
2%	4%	-	-	-	-	-	-	-	-
6	5	-	-	-	-	*	-	-	-
14%	28%	-	-	-	-	100%	-	-	-
1	-	1	-	-	-	-	-	-	-
2%	-	11%	-	-	-	-	-	-	-
5	1	4	*	-	-	-	-	-	*
14%	6%	43%	4%	-	-	-	-	-	22%
1	1	-	-	-	-	-	-	-	-
1%	3%	-	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	1
4%	-	-	-	-	-	-	-	-	78%
2	2	-	*	-	-	-	-	-	-
5%	9%	-	3%	-	-	-	-	-	-
1	-	-	1	-	-	-	-	-	-
3%	-	-	13%	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
3%	6%	-	-	-	-	-	-	-	-
2	2	-	-	-	-	-	-	-	-
5%	11%	-	-	-	-	-	-	-	-
8	*	3	3	-	-	-	-	*	-
21%	2%	37%	37%	-	-	-	-	64%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 419

Int_Arrive: Month of arrival

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
742	598	45	25	21	46	27	10	14	654	155	194	216	143	73	9	251	168	60	
1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*	
414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36	
135	124	7	*	5	1	-	-	1	129	15	21	63	46	17	3	39	25	1	
12%	12%	11%	6%	31%	5%	-	-	7%	12%	7%	9%	13%	12%	14%	42%	11%	11%	3%	
72	67	4	*	3	1	*	*	1	68	10	7	26	18	8	*	25	17	*	
6%	7%	5%	3%	16%	5%	2%	7%	6%	6%	5%	3%	5%	5%	7%	3%	7%	7%	1%	
77	71	3	*	3	2	*	*	2	72	8	4	40	25	15	*	25	10	2	
7%	7%	4%	2%	17%	9%	5%	15%	9%	7%	4%	2%	8%	7%	12%	3%	7%	4%	7%	
45	40	3	*	*	1	*	*	-	44	7	13	15	10	5	*	19	10	2	
4%	4%	5%	8%	*	2%	2%	15%	-	4%	3%	5%	3%	3%	4%	3%	5%	4%	6%	
64	48	12	-	*	1	-	1	*	62	17	15	30	19	11	1	16	15	1	
6%	5%	18%	-	1%	2%	-	17%	1%	6%	8%	6%	6%	5%	9%	7%	5%	7%	3%	
54	45	2	*	*	6	*	-	6	53	8	12	14	11	3	-	19	16	2	
5%	4%	3%	5%	1%	24%	1%	-	35%	5%	4%	5%	3%	3%	3%	-	6%	7%	6%	
99	93	2	1	*	2	*	-	2	95	27	30	48	45	4	-	33	12	3	
9%	9%	3%	15%	3%	8%	6%	-	12%	9%	13%	12%	10%	12%	3%	-	10%	5%	9%	
81	75	4	*	-	1	*	1	-	77	14	17	25	23	3	*	33	18	1	
7%	7%	6%	9%	-	4%	5%	26%	-	7%	7%	7%	5%	6%	2%	5%	10%	8%	4%	
143	133	2	1	*	1	*	*	*	135	19	31	57	43	14	2	35	36	4	
12%	13%	3%	21%	3%	3%	5%	15%	1%	12%	9%	13%	12%	12%	11%	24%	10%	16%	14%	
120	110	3	1	-	5	2	*	3	110	17	25	46	34	13	1	39	17	5	
10%	11%	5%	16%	-	18%	33%	5%	15%	10%	8%	10%	9%	9%	10%	11%	11%	7%	18%q	
61	58	-	*	-	1	*	-	1	58	20	16	27	23	3	-	15	13	1	
5%	6%	-	8%	-	5%	2%	-	7%	5%	10%	7%	5%	6%	3%	-	4%	6%	3%	
111	105	3	*	*	1	*	-	1	103	17	19	69	55	14	-	20	21	*	
10%	10%	5%	4%	1%	5%	4%	-	6%	10%	8%	8%	14%pr	15%pr	11%	-	6%	9%	1%	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
6	1	*	-	-	-	-	-	-	1	1	3	-	-	-	*	1	5	-	
1%	*	*	-	-	-	-	-	-	*	*	1%	-	-	-	2%	*	2%	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 419

Int_Arrive: Month of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	742	91	617	13	21	103	150	243	116	128	30	15	35	15	341	96	143	18
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
January	135 12%	8 14%	123 12%	4 9%	-	28 16%E	54 18%CE	31 8%	15 10%	7 5%	5%	6 28%	2 4%	1 7%	76 12%	12 7%	35 16%	1 4%
February	72 6%	4 7%	68 6%	- -	1 6%	21 12%	13 4%	21 5%	8 5%	10 7%	*	3 13%	- -	1 5%	49 8%	7 4%	11 5%	* 1%
March	77 7%	3 5%	72 7%	2 5%	1 6%	22 13%CDE	30 10%E	20 5%	4 2%	1 1%	*	3 14%	* -	-	39 6%	16 9%	15 7%	1 5%
April	45 4%	1 2%	41 4%	2 6%	-	14 8%B	4 1%	15 4%	7 5%	4 3%	*	- 8%	4 -	-	24 4%	7 4%	7 3%	2 11%
May	64 6%	1 3%	61 6%	- -	1 6%	16 9%B	4 1%	17 4%	14 9%B	12 9%B	*	1 4%	14 28%	-	30 5%	14 8%	4 2%	-
June	54 5%	3 6%	47 4%	2 5%	2 13%	5 3%	10 3%	21 5%	12 8%	6 5%	*	- 4%	2 4%	-	22 4%	7 4%	13 6%	3 14%
July	99 9%	2 3%	86 8%	12 30%	* 2%	12 7%	16 5%	45 11%	8 5%	18 14%	1 17%	1 4%	2 4%	-	45 7%	23 13%	24 11%	2 7%
August	81 7%	3 5%	75 7%	1 4%	2 12%	2 1%	16 5%	30 8%	18 12%A	13 10%A	*	- -	4 8%	-	56 9%	9 5%	8 4%	2 8%
September	143 12%	8 16%	126 12%	4 10%	5 38%	14 8%	46 16%	57 14%	11 7%	11 8%	1 21%	2 8%	5 10%	1 9%	75 12%	22 12%	33 15%	3 11%
October	120 10%	7 13%	107 10%	6 14%	* 4%	13 7%	37 13%	36 9%	17 11%	17 13%	1 18%	- -	2 4%	2 11%	76 12%	13 7%	20 9%	2 8%
November	61 5%	2 4%	56 5%	2 5%	* 2%	13 7%	14 5%	21 5%	5 3%	8 7%	*	* 2%	- -	-	24 4%	16 9%	15 7%	3 13%
December	111 10%	2 4%	109 10%	- -	-	9 5%	43 14%	40 10%	9 6%	10 8%	*	- -	1 2%	3 22%	63 10%	28 16%	15 7%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	6 1%	* *	5 *	- -	1 4%	-	2 1%	-	3 2%	1 1%	-	1 3%	* *	2 11%	1 *	-	1 *	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 420

Int_Arrive: Month of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	742	212	165	178	113	374	248	25	77	117	502	578	73	37	15	155	231	193	161
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
January	135	42	42	46	32	70	37	6	29	22	77	107	14	5	2	62	40	24	8
	12%	12%	14%	15%	15%	11%	9%	15%	20%	13%	10%	12%	15%	5%	14%	14%	11%	11%	6%
February	72	29	19	17	10	32	21	4	7	13	48	57	6	2	*	22	29	17	5
	6%	8%	6%	5%	4%	5%	5%	9%	5%	8%	6%	6%	6%	3%	2%	5%	8%	8%	3%
March	77	21	8	5	7	50	28	1	13	1	61	53	3	6	1	32	25	12	8
	7% ^c	6%	3%	2%	3%	8% ^c	7% ^c	3%	9%	1%	8% ⁱ	6%	4%	7%	3%	7%	7%	5%	6%
April	45	9	3	9	5	28	16	-	9	4	32	36	8	1	-	8	19	13	5
	4%	3%	1%	3%	2%	4%	4%	-	6%	2%	4%	4%	9%	1%	-	2%	5%	6%	4%
May	64	29	37	33	26	34	30	-	2	1	59	53	5	2	1	31	18	6	9
	6%	8%	12% ^{Ze}	11%	12%	5%	7%	-	2%	1%	8% ⁱ	6%	6%	3%	3%	7%	5%	3%	6%
June	54	17	12	11	5	28	11	3	6	7	36	38	6	6	3	6	30	9	9
	5%	5%	4%	4%	2%	4%	3%	7%	4%	4%	5%	4%	6%	7%	19%	1%	9% ^o	4%	6% ^o
July	99	24	23	23	18	68	50	6	21	19	50	82	8	6	-	27	28	30	13
	9%	7%	8%	7%	8%	11%	12%	15%	14%	12%	6%	9%	9%	7%	-	6%	8%	14% ^t	9%
August	81	23	16	23	17	48	23	-	8	23	43	64	2	9	3	20	27	24	11
	7%	6%	5%	7%	8%	7%	6%	-	5%	14% ^{Zj}	6%	7%	2%	10%	19%	5%	7%	11%	7%
September	143	40	39	37	20	82	40	2	27	21	92	115	10	6	-	63	44	17	18
	12%	11%	13%	12%	9%	13%	10%	4%	19%	13%	12%	13%	11%	7%	-	15%	12%	8%	12%
October	120	37	34	34	19	60	49	7	10	14	87	101	15	4	-	60	30	17	13
	10%	10%	11%	11%	9%	9%	12%	18%	7%	9%	11%	11%	16%	5%	-	14%	8%	8%	9%
November	61	9	11	14	10	38	19	5	3	5	46	41	5	7	4	19	16	16	10
	5%	2%	4%	5%	5%	6%	5%	13%	2%	3%	6%	5%	6%	8%	25%	4%	4%	7%	7%
December	111	47	31	33	27	63	33	4	4	12	89	76	1	29	-	51	34	16	10
	10%	13%	10%	11%	12%	10%	8%	9%	3%	7%	11%	9%	1%	34%	-	12%	10%	7%	7%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	6	3	2	3	2	2	2	1	*	2	2	5	-	-	-	2	2	1	1
	1%	1%	1%	1%	1%	*	1%	1%	*	1%	*	1%	-	-	-	1%	1%	*	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 420
Int_Arrive: Month of arrival
Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	742	550	186	421	12	110	37	122	5	60	18	94	340	662	80	639
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
January	135	92	42	81	-	11	4	29	-	-	3	36	72	126	6	123
	12%	11%	14%	13%	-	6%	7%	14%	-	-	9%	15%	13%	12%	5%	12%
February	72	59	13	43	3	12	*	12	-	-	1	7	48	67	3	67
	6%	7%	4%	7%	21%	6%	*	6%	-	-	3%	3%	9%	6%	3%	7%
March	77	48	29	33	-	6	4	27	1	2	-	20	44	74	4	72
	7% c	6%	9%	5%	-	3%	7%	13% u	11%	4%	-	8%	8%	7%	4%	7%
April	45	38	7	16	-	10	5	15	-	3	2	6	20	42	7	38
	4%	5%	2%	2%	-	6%	8%	7%	-	4%	5%	2%	4%	4%	6%	4%
May	64	58	5	39	-	8	4	7	2	2	2	5	33	61	3	60
	6%	7% t	2%	6%	-	4%	7%	3%	23%	3%	8%	2%	6%	6%	3%	6%
June	54	36	18	27	*	11	3	8	2	2	-	5	31	52	1	51
	5%	4%	6%	4%	2%	6%	6%	4%	28%	3%	-	2%	6%	5%	1%	5%
July	99	79	18	62	2	6	12	15	-	5	1	9	49	89	15	82
	9%	9%	6%	10%	17%	4%	20%	7%	-	7%	2%	4%	9%	8%	14%	8%
August	81	64	16	46	*	12	6	12	-	4	2	11	35	76	3	73
	7%	8%	5%	7%	3%	7%	10%	6%	-	6%	8%	5%	6%	7%	3%	7%
September	143	106	37	103	3	10	4	19	-	3	-	41	73	140	13	125
	12%	13%	12%	16% w	22%	5%	6%	9%	-	4%	-	18%	13%	13%	11%	12%
October	120	81	39	67	3	27	7	14	-	4	8	19	60	114	9	108
	10%	10%	13%	11%	22%	15%	12%	7%	-	6%	30%	8%	11%	11%	9%	11%
November	61	43	18	34	2	16	1	4	-	4	3	21	22	54	6	52
	5%	5%	6%	5%	14%	9%	2%	2%	-	7%	10%	9%	4%	5%	5%	5%
December	111	59	52	47	-	28	2	30	-	1	4	52	45	110	10	101
	10%	7%	17% Zqrs	7%	-	16%	4%	15%	-	2%	14%	22% ZDE	8%	10%	9%	10%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	6	4	*	5	-	-	-	-	-	1	-	-	1	4	1	5
	1%	*	*	1%	-	-	-	-	-	1%	-	-	*	*	1%	*

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 421

Int_Arrive: Month of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	742	74	668	246	403	320	221	49	20
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
January	135	-	135	64	67	70	40	4	2
	12%a	-	13%a	13%	12%	12%	13%	10%	10%
February	72	-	72	37	33	40	22	-	1
	6%	-	7%	7%	6%	7%	7%	-	7%
March	77	-	77	50	27	32	14	1	2
	7%	-	7%	10%	5%	6%	5%	2%	9%
April	45	*	45	17	23	18	13	5	1
	4%	1%	4%	4%	4%	3%	4%	13%	6%
May	64	-	64	28	34	37	16	1	1
	6%	-	6%	6%	6%	6%	5%	3%	6%
June	54	-	54	20	32	24	19	1	-
	5%	-	5%	4%	6%	4%	6%	3%	-
July	99	-	99	34	61	36	34	4	2
	9%	-	9%	7%	11%	6%	11%	10%	8%
August	81	-	81	25	54	47	9	2	1
	7%	-	8%	5%	10%	8%	3%	4%	3%
September	143	*	143	60	78	70	33	7	5
	12%a	*	13%a	12%	14%	12%	11%	17%	24%
October	120	-	120	51	69	64	36	4	2
	10%	-	11%a	10%	13%	11%	11%	11%	9%
November	61	-	61	24	37	24	23	3	*
	5%	-	6%	5%	7%	4%	7%	9%	2%
December	111	-	111	81	29	69	27	*	-
	10%	-	10%	17%Zd	5%	12%	9%	*	-
Don't know	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Prefer not to say	6	-	6	-	5	-	1	-	-
	1%	-	1%	-	1%	-	*	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing

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Table 422

Int_Arrive: Month of arrival

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
742	341	96	143	18	27	10	9	30	45
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
135	76	12	35	1	-	-	1	*	7
12%	12%	7%	16%	4%	-	-	8%	5%	11%
72	49	7	11	*	*	*	1	*	4
6%	8%	4%	5%	1%	2%	7%	6%	3%	5%
77	39	16	15	1	*	*	2	*	3
7%	6%	9%	7%	5%	5%	15%	10%	2%	4%
45	24	7	7	2	*	*	-	*	3
4%	4%	4%	3%	11%	2%	15%	-	7%	5%
64	30	14	4	-	-	1	-	*	12
6%	5%	8%	2%	-	-	17%	-	2%	18%
54	22	7	13	3	*	-	6	*	2
5%	4%	4%	6%	14%	1%	-	37%	4%	3%
99	45	23	24	2	*	-	2	1	2
9%	7%	13%	11%	7%	6%	-	11%	17%	3%
81	56	9	8	2	*	1	-	*	4
7%	9%	5%	4%	8%	5%	26%	-	7%	6%
143	75	22	33	3	*	*	-	1	2
12%	12%	12%	15%	11%	5%	15%	-	21%	3%
120	76	13	20	2	2	*	2	1	3
10%	12%	7%	9%	8%	33%	5%	14%	18%	5%
61	24	16	15	3	*	-	1	*	-
5%	4%	9%	7%	13%	2%	-	7%	7%	-
111	63	28	15	-	*	-	1	*	3
10%	10%	16%	7%	-	4%	-	7%	4%	5%
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
6	1	-	1	-	-	-	-	-	*
1%	*	-	*	-	-	-	-	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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26 Feb 2025

Table 423
Int_Arrive: Year of arrival
Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	742	598	45	25	21	46	27	10	14	654	155	194	216	143	73	9	251	168	60
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
2023	188	185	-	-	-	2	-	-	2	187	2	15	66	41	24	-	92	27	-
	16% CDE	18% krs	-	-	-	7% r	-	-	10% r	17% jk	1% r	6% r	13% r	11% r	20% r	-	27% Zl mq	12% r	-
2022	285	278	*	-	-	6	*	-	6	281	27	33	125	102	22	1	91	55	*
	25% E	27% krD	1% r	-	-	23% r	2% r	-	34% r	26% jk	13% r	13% r	25% r	27% r	18% r	11% r	26% r	24% r	1% r
2021	123	119	2	*	1	1	*	-	1	115	19	25	87	71	16	-	18	17	*
	11% E	12% r	3% r	5% r	6% r	5% r	2% r	-	6% r	11% r	9% r	10% r	17% Zpqr	19% Zpqr	13% r	-	5% r	7% r	*
2020	41	36	2	-	2	3	*	*	2	35	3	8	17	14	3	-	10	8	2
	4% r	3% r	3% r	-	11% r	11% r	2% r	15% r	13% r	3% r	1% r	3% r	3% r	4% r	3% r	-	3% r	3% r	8% r
2019	19	18	-	1	*	*	*	*	-	18	3	1	7	3	4	-	3	9	*
	2% r	2% r	-	14% r	1% r	1% r	2% r	7% r	-	2% r	2% r	*	1% r	1% r	3% r	-	1% r	4% r	1% r
2018	22	22	-	*	-	-	-	-	-	22	5	5	6	2	4	-	7	5	1
	2% r	2% r	-	5% r	-	-	-	-	-	2% r	3% r	2% r	1% r	1% r	3% r	-	2% r	2% r	3% r
2017	21	19	1	-	1	-	-	-	-	19	1	5	8	8	-	-	8	6	-
	2% r	2% r	2% r	-	7% r	-	-	-	-	2% r	1% r	2% r	2% r	2% r	-	-	2% r	2% r	-
2016	25	22	2	-	-	1	1	-	-	21	10	8	9	9	1	-	6	4	3
	2% r	2% r	3% r	-	-	3% r	12% r	-	-	2% r	5% r	3% r	2% r	2% r	1% r	-	2% r	2% r	12% Zl mnpq
2015	40	26	12	-	-	2	1	-	1	39	20	20	17	9	8	-	14	7	1
	3% r	3% r	18% r	-	-	8% r	12% r	-	7% r	4% r	10% Zi	8% r	3% r	2% r	7% r	-	4% r	3% r	3% r
2014	16	12	3	*	*	-	-	-	*	16	5	4	9	5	5	-	4	3	-
	1% r	1% r	4% r	4% r	1% r	-	-	-	2% r	1% r	2% r	2% r	2% r	1% r	4% r	-	1% r	1% r	-
2013	15	12	1	*	*	1	-	1	-	13	5	4	5	5	*	-	5	3	1
	1% r	1% r	2% r	5% r	*	3% r	-	23% r	-	1% r	3% r	2% r	1% r	1% r	*	-	1% r	1% r	4% r
2012	16	12	1	*	*	-	-	-	-	16	7	7	6	6	-	-	1	6	-
	1% r	1% r	1% r	3% r	1% r	-	-	-	-	1% r	3% r	3% r	1% r	2% r	-	-	*	2% r	-
2011	12	9	1	*	1	-	-	-	-	11	3	3	1	-	1	*	4	4	1
	1% r	1% r	1% r	2% r	5% r	-	-	-	-	1% r	1% r	1% r	*	-	1% r	3% r	1% r	2% r	3% Im
2010	13	11	1	*	-	*	-	*	-	12	4	4	8	7	1	2	*	-	2
	1% r	1% r	2% r	5% r	-	1% r	-	9% r	-	1% r	2% r	2% r	2% r	2% r	1% r	24% r	*	-	9% Zl mnpq
2009	15	13	-	*	-	1	-	-	1	15	8	8	9	8	*	-	4	3	-
	1% r	1% r	-	8% r	-	4% r	-	-	7% r	1% r	4% r	3% r	2% r	2% r	*	-	1% r	1% r	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 423
Int_Arrive: Year of arrival
Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	742	91	617	13	21	103	150	243	116	128	30	15	35	15	341	96	143	18
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
2023	188	-	177	11	-	103	66	12	6	1	-	1	-	-	121	19	45	1
	16% DE	16% DE	17% DE	29% DE	-	59% DE	23% DE	3% DE	4% DE	*	-	4% DE	-	-	20% DE	11% DE	21% DE	2% DE
2022	285	15	259	8	4	37	144	96	2	1	-	-	*	-	190	34	48	5
	25% DE	28% DE	25% DE	19% DE	27% DE	21% DE	49% DE	24% DE	1% DE	1% DE	-	-	1% DE	-	31% DE	19% DE	22% DE	22% DE
2021	123	1	117	4	1	6	28	76	11	1	*	1	1	-	65	37	17	-
	11% DE	2% DE	11% DE	10% DE	6% DE	4% DE	10% DE	19% DE	7% DE	1% DE	4% DE	5% DE	2% DE	-	11% DE	20% DE	8% DE	-
2020	41	2	37	-	1	7	6	24	3	-	-	2	-	-	25	2	8	-
	4% DE	5% DE	4% DE	-	7% DE	4% DE	2% DE	6% DE	2% DE	-	-	9% DE	-	-	4% DE	1% DE	4% DE	-
2019	19	*	17	-	1	4	2	12	-	2	1	-	-	-	5	4	8	-
	2% DE	* DE	2% DE	-	8% DE	2% DE	1% DE	3% DE	-	1% DE	12% DE	-	-	-	1% DE	2% DE	4% DE	-
2018	22	1	21	-	*	1	5	9	6	1	*	-	-	-	11	2	8	1
	2% DE	1% DE	2% DE	-	2% DE	1% DE	2% DE	2% DE	4% DE	1% DE	4% DE	-	-	-	2% DE	1% DE	4% DE	6% DE
2017	21	-	15	5	1	1	-	11	8	-	-	1	-	-	14	-	6	-
	2% DE	-	1% DE	12% DE	4% DE	1% DE	-	3% DE	5% DE	-	-	6% DE	-	-	2% DE	-	3% DE	-
2016	25	3	19	-	3	1	2	18	4	-	-	-	1	1	8	8	5	1
	2% DE	6% DE	2% DE	-	19% DE	* DE	1% DE	5% DE	3% DE	-	-	-	2% DE	5% DE	1% DE	5% DE	2% DE	5% DE
2015	40	2	38	-	-	1	-	9	26	2	-	-	12	-	22	2	-	2
	3% DE	3% DE	4% DE	-	-	1% DE	-	2% DE	17% DE	1% DE	-	-	24% DE	-	4% DE	1% DE	-	8% DE
2014	16	-	16	-	-	-	*	7	6	2	1	-	3	-	9	1	2	-
	1% DE	-	2% DE	-	-	-	* DE	2% DE	4% DE	1% DE	9% DE	-	6% DE	-	1% DE	1% DE	1% DE	-
2013	15	1	13	-	-	*	5	5	*	5	*	-	1	-	5	4	3	-
	1% DE	2% DE	1% DE	-	-	* DE	2% DE	1% DE	* DE	4% DE	5% DE	-	2% DE	-	1% DE	2% DE	1% DE	-
2012	16	-	16	-	-	-	4	4	7	1	*	-	4	-	4	3	5	-
	1% DE	-	2% DE	-	-	-	1% DE	1% DE	5% DE	*	2% DE	-	8% DE	-	1% DE	2% DE	2% DE	-
2011	12	1	10	-	-	-	2	3	4	3	*	1	-	1	6	1	2	-
	1% DE	3% DE	1% DE	-	-	-	1% DE	1% DE	2% DE	3% DE	2% DE	4% DE	-	7% DE	1% DE	* DE	1% DE	-
2010	13	1	11	-	-	-	-	10	3	1	*	-	1	-	7	2	2	-
	1% DE	3% DE	1% DE	-	-	-	-	2% DE	2% DE	1% DE	4% DE	-	3% DE	-	1% DE	1% DE	1% DE	-
2009	15	-	15	-	-	-	8	*	3	4	*	-	1	-	5	4	3	1
	1% DE	-	1% DE	-	-	-	3% DE	* DE	2% DE	3% DE	7% DE	-	1% DE	-	1% DE	2% DE	1% DE	5% DE

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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Table 423
Int_Arrive: Year of arrival
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	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
2008	14 1%	13 1%	1 1%	* 2%	1 6%	- -	- -	- -	- -	13 1%	3 1%	2 1%	6 1%	5 1%	1 1%	- -	5 1%	2 1%	- -
2007	13 1%	12 1%	- -	* 5%	* 1%	* 1%	* 3%	- -	* 1%	12 1%	7 4%	6 3%	4 1%	4 1%	- -	- -	1 *	8 3%p	* 2%
2006	11 1%	9 1%	1 1%	* 6%	* 1%	- -	- -	- -	- -	10 1%	2 1%	4 2%	5 1%	4 1%	1 1%	- -	3 1%	3 1%	- -
2005	28 2%	25 2%	2 3%	* 4%	- -	* 1%	- -	- 10%	- -	25 2%	7 3%	3 1%	17 3%	13 3%	4 3%	- -	7 2%	2 1%	* 1%
2004	21 2%	20 2%	- -	- -	- -	1 3%	1 10%	- -	* 2%	19 2%	3 1%	7 3%	7 1%	6 2%	1 1%	* 3%	4 1%	9 4%	1 3%
2003	14 1%	7 1%	4 6%	- -	- -	3 11%	1 11%	* 7%	2 10%	13 1%	6 3%	3 1%	4 1%	2 *	2 2%	- -	- -	9 4%p	1 3%p
2002	6 *	5 1%	* *	- -	- -	- -	- -	- -	- -	6 1%	3 1%	2 1%	2 *	2 1%	- -	* 3%	1 *	- -	- -
2001	9 1%	5 1%	- -	* 7%	* 1%	1 4%	- -	- -	1 6%	6 1%	2 1%	4 2%	4 1%	- -	4 3%	- -	5 1%	- -	* 1%m
2000	11 1%	8 1%	2 4%	- -	- -	- -	- -	- -	- -	8 1%	* *	3 1%	5 1%	5 1%	- -	- -	5 1%	- -	- -
1999	9 1%	7 1%	1 1%	- -	- -	- -	- -	- -	- -	8 1%	1 1%	1 *	7 1%	7 2%	- -	- -	- -	1 *	- -
1998	14 1%	13 1%	- -	- -	- -	- -	- -	- -	- -	14 1%	5 3%	8 3%	6 1%	4 1%	2 2%	- -	7 2%	1 *	- -
1997	6 1%	4 *	1 1%	- -	- -	1 3%	- -	1 24%	- -	5 *	1 *	1 *	2 *	- -	2 1%	- -	2 1%	- -	2 6%Zimpq
1996	4 *	3 *	1 1%	- -	- -	- -	- -	- -	- -	4 *	2 1%	1 1%	1 *	- -	1 1%	- -	1 *	1 *	1 3%Zimp
1995	1 *	1 *	- -	* 4%	- -	- -	- -	- -	- -	* *	* *	1 *	* *	- -	* *	- -	- -	1 *	- -
1994	4 *	- -	3 5%	- -	3 19%	* 1%	* 4%	- -	- -	- -	4 2%i	* *	- -	- -	- -	3 42%	- -	- -	- -

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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Table 423

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	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
2008	14	-	13	-	*	-	-	3	5	6	*	1	-	-	10	1	1	-
	1%	-	1%	-	3%	-	-	1%	3%B	4%B	2%	5%	-	-	2%	1%	1%	-
2007	13	1	12	-	-	-	2	4	4	4	*	-	*	-	-	6	6	-
	1%	1%	1%	-	-	-	1%	1%	2%	3%	6%	-	*	-	-	3%J	3%J	-
2006	11	-	11	-	-	-	*	8	1	2	*	1	1	-	7	-	2	-
	1%	-	1%	-	-	-	*	2%	*	2%	5%	3%	1%	-	1%	-	1%	-
2005	28	1	27	-	-	-	*	3	6	18	*	-	2	-	14	9	2	-
	2%	1%	3%	-	-	-	*	1%	4%B	14%ZABCD	3%	-	5%	-	2%	5%	1%	-
2004	21	2	18	-	*	-	1	6	3	11	*	-	-	-	7	7	5	-
	2%	4%	2%	-	3%	-	*	1%	2%	8%ZABC	5%	-	-	-	1%	4%	2%	-
2003	14	1	13	-	-	-	4	2	3	4	-	-	4	-	6	-	1	-
	1%	1%	1%	-	-	-	1%	1%	2%	3%	-	-	8%	-	1%	-	*	-
2002	6	*	5	-	-	-	-	2	3	*	-	-	*	-	-	2	3	-
	*	*	1%	-	-	-	-	*	2%	*	-	-	*	-	-	1%	1%	-
2001	9	*	9	-	-	1	3	1	4	*	*	2	-	*	1	4	-	-
	1%	1%	1%	-	-	1%	1%	*	1%	3%C	6%	8%	-	2%	*	2%	-	-
2000	11	2	9	-	*	4	*	2	-	5	-	-	-	3	4	4	*	*
	1%	4%	1%	-	2%	2%	1%	1%	-	4%B	-	-	-	22%	1%	2%	*	1%
1999	9	-	9	-	-	-	-	5	-	4	-	1	1	-	7	-	-	-
	1%	-	1%	-	-	-	-	1%	-	3%	-	3%	1%	-	1%	-	-	-
1998	14	-	11	2	-	-	-	6	2	5	-	-	1	-	5	4	1	2
	1%	-	1%	6%	-	-	-	1%	2%	4%B	-	-	2%	-	1%	2%	*	11%
1997	6	2	3	2	-	1	-	2	2	1	-	-	1	1	-	1	1	2
	1%	3%Zt	*	5%	-	*	-	1%	2%	1%	-	-	2%	7%	-	1%	*	9%
1996	4	2	1	-	1	-	-	1	1	2	-	-	1	-	1	*	1	-
	*	3%Zt	*	-	5%	-	-	*	1%	2%	-	-	2%	-	*	*	1%	-
1995	1	*	1	-	-	-	-	1	-	*	*	-	-	-	-	-	1	-
	*	1%	*	-	-	-	-	*	-	*	3%	-	-	-	-	-	*	-
1994	4	-	3	-	*	-	3	-	*	-	-	3	-	-	-	-	-	-
	*	-	*	-	2%	-	1%	-	*	-	-	16%	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
1993	2	-	1	*	2	*	-	*	-	*	2	*	-	-	-	-	*	1	*
	*	-	2%	5%	10%	1%	-	5%	-	*	1%	*	-	-	-	-	*	1%	1%
1992	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	1%	-
1991	1	1	-	*	*	-	-	-	-	1	*	-	*	-	*	-	1	*	-
	*	*	-	3%	1%	-	-	-	-	*	*	-	*	-	*	-	*	*	-
1990	2	1	-	*	-	-	-	-	-	2	1	1	-	-	-	1	-	1	-
	*	*	-	2%	-	-	-	-	-	*	*	*	-	-	-	7%	-	*	-
1989	2	2	-	-	*	-	-	-	*	2	*	1	-	-	-	*	2	-	-
	*	*	-	-	1%	-	-	-	1%	*	*	*	-	-	-	5%	1%	-	-
1988	*	-	-	-	-	-	-	-	-	-	*	*	-	-	-	-	-	-	-
	*	-	-	-	-	-	-	-	-	-	*	*	-	-	-	-	-	-	-
1987	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1986	6	5	1	-	-	-	-	-	-	6	1	1	-	-	-	-	3	3	-
	1%	1%	1%	-	-	-	-	-	-	1%	*	*	-	-	-	-	1%	1%	-
1985	3	2	1	-	-	-	-	-	-	2	-	-	-	-	-	-	2	1	-
	*	*	1%	-	-	-	-	-	-	*	-	-	-	-	-	-	1%	*	-
1984	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	*	-
1983	2	2	-	-	-	*	*	-	-	2	-	*	-	-	-	-	*	1	1
	*	*	-	-	-	1%	3%	-	-	*	-	*	-	-	-	-	*	*	2%Zimp
1982	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1981	8	8	-	-	-	-	-	-	-	8	2	6	6	6	-	-	-	3	-
	1%	1%	-	-	-	-	-	-	-	1%	1%	2%	1%	2%	-	-	-	1%	-
1980	2	2	-	*	-	-	-	-	-	2	*	2	*	*	-	-	-	2	-
	*	*	-	8%	-	-	-	-	-	*	*	1%	*	*	-	-	-	1%	-
1979	4	4	-	-	-	-	-	-	-	4	1	3	1	-	1	-	-	2	-
	*	*	-	-	-	-	-	-	-	*	1%	1%	*	-	1%	-	-	1%	-
1978	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	1%	-	-
1977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1976	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-
	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	-	-	*	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
1993	2*	*	2	-	-	-	-	1	-	*	*	1	-	-	-	-	-	-
	*	*	*	-	-	-	-	*	-	*	4%	7%	-	-	-	-	-	-
1992	2*	-	2	-	-	-	-	-	-	2	-	-	-	-	-	2	-	-
	*	-	*	-	-	-	-	-	-	1%	-	-	-	-	-	1%	-	-
1991	1*	*	1	-	-	-	-	1	-	*	*	-	-	-	1	-	-	-
	*	1%	*	-	-	-	-	*	-	*	2%	-	-	-	*	-	-	-
1990	2*	1	1	-	-	-	-	2	-	*	*	-	1	-	-	-	1	-
	*	1%	*	-	-	-	-	*	-	*	2%	-	1%	-	-	-	*	-
1989	2*	*	*	2	-	-	-	-	-	2	*	-	-	-	-	-	*	2
	*	1%	*	4%	-	-	-	-	-	2%	3%	-	-	-	-	-	*	7%
1988	*	-	*	-	-	-	-	-	-	*	-	*	-	-	-	-	-	-
	*	-	*	-	-	-	-	-	-	*	-	2%	-	-	-	-	-	-
1987	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1986	6*	-	6	-	-	-	-	4	-	2	-	-	1	-	5	-	-	-
	1%	-	1%	-	-	-	-	1%	-	1%	-	-	1%	-	1%	-	-	-
1985	3*	1	2	-	-	2	-	-	-	1	-	-	-	1	2	-	-	-
	*	2%	*	-	-	1%	-	-	-	1%	-	-	-	6%	*	-	-	-
1984	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-
	*	-	*	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-
1983	2*	*	1	-	1	-	-	1	*	1	-	-	-	-	1	-	1	-
	*	*	*	-	6%	-	-	*	*	1%	-	-	-	-	*	-	*	-
1982	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1981	8*	-	8	-	-	-	-	-	3	6	-	-	-	-	6	2	1	-
	1%	-	1%	-	-	-	-	-	2%	5%ZBC	-	-	-	-	1%	1%	*	-
1980	2*	-	2	-	-	-	-	-	-	2	*	-	-	-	-	-	2	-
	*	-	*	-	-	-	-	-	-	2%	7%	-	-	-	-	-	1%	-
1979	4*	-	4	-	-	1	-	-	-	3	-	-	-	-	1	-	3	-
	*	-	*	-	-	1%	-	-	-	2%	-	-	-	-	*	-	1%	-
1978	2*	-	1	1	-	-	1	1	-	-	-	-	-	-	-	1	-	1
	*	-	*	4%	-	-	*	*	-	-	-	-	-	-	-	1%	-	6%
1977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1976	1*	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	-	*	-	-	-	-	-	*	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 423
Int_Arrive: Year of arrival
Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
1975	1*	1*	-	-	-	-	-	-	-	1*	1*	1*	-	-	-	-	1*	-	-
1974	1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	1*	-
1973	1*	1*	-	-	-	-	-	-	-	1*	-	-	1*	-	1%	-	-	-	-
1972	2*	2*	-	-	-	-	-	-	-	2*	-	-	1*	1*	-	-	1*	-	-
1971	1*	1*	-	-	-	-	-	-	-	1*	1*	-	-	-	-	-	1*	-	-
1970	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1967	2*	2*	-	-	-	-	-	-	-	2*	-	-	-	-	-	-	2%	-	-
1966	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1965	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1964	1*	1*	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1*	-
1963	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1962	1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	-	1%
1961	1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	-	2%
1960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1959	1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	-	1%
1958	2*	2*	-	-	-	-	-	-	-	2*	-	-	-	-	-	-	-	2%	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 423

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
1975	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-
	*	-	*	-	-	-	-	-	-	*	-	-	-	-	-	*	-	-
1974	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-
	*	-	*	-	-	-	-	-	-	1%	-	-	-	-	-	-	*	-
1973	1*	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
	*	-	*	-	-	-	*	-	-	-	-	-	-	-	-	1%	-	-
1972	2	-	2	-	-	-	-	-	1	1	-	-	-	-	2	-	-	-
	*	-	*	-	-	-	-	-	*	1%	-	-	-	-	*	-	-	-
1971	1*	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
	*	-	*	-	-	-	-	*	-	-	-	-	-	-	-	*	-	-
1970	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1967	2*	-	2	-	-	-	-	-	2	-	-	-	-	-	2	-	-	-
	*	-	*	-	-	-	-	-	1%	-	-	-	-	-	*	-	-	-
1966	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1965	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1964	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-
	*	-	*	-	-	-	-	-	-	1%	-	-	-	-	-	*	-	-
1963	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1962	1*	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-
	*	2%Zt	-	-	-	-	-	*	-	-	-	-	-	-	-	-	*	-
1961	1*	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-
	*	-	*	-	-	-	-	-	-	1%	-	-	-	-	-	-	*	-
1960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1959	1*	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-
	*	1%Zt	-	-	-	-	-	-	-	*	-	-	-	-	-	-	*	-
1958	2*	-	2	-	-	-	-	1	-	1	-	-	-	-	1	-	1	-
	*	-	*	-	-	-	-	*	-	1%	-	-	-	-	*	-	1%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 423

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36
1957	1*	-	1 1%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1 3%Zimpq
1956	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1955	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1954	1*	-	-	-	-	-	-	-	-	-	1*	-	1*	-	1 1%	-	-	-	-
1953	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1952	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1951	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1950	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1949	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1945	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	4*	-	*	-	-	-	-	-	-	*	*	3 1%	-	-	-	*	-	4 2%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 423

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
1957	1	1	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-
	*	2%Zt	-	-	-	-	-	-	-	1%	-	-	-	6%	-	-	-	-
1956	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1955	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1954	1	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-
	*	-	*	-	-	-	-	-	-	1%	-	4%	-	-	-	-	-	-
1953	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1952	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1951	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1950	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1949	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1945	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	4	*	4	-	-	-	2	-	2	*	-	-	*	2	-	-	-	-
	*	*	*	-	-	-	1%	-	2%	*	-	-	*	11%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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22-090620-01 ASC Workforce Survey - PUBLIC - Final V4 IPSOS 2023

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	742	212	165	178	113	374	248	25	77	117	502	578	73	37	15	155	231	193	161
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
2023	188	54	42	42	29	116	63	-	45	12	130	142	15	8	4	88	73	21	6
	16%r	15%	14%	13%	13%	18%	15%	-	31%Zij	8%	17%	16%	16%	9%	23%	20%qr	21%qr	10%	4%
2022	285	92	84	82	63	158	92	1	41	25	215	233	19	16	2	142	109	29	5
	25%qr	26%	28%	26%	29%	25%	23%	2%	29%	16%	28%	26%	21%	19%	13%	33%qrs	31%qrs	13%r	3%
2021	123	48	48	47	24	84	49	1	7	5	110	92	10	8	-	68	47	6	2
	11%qrw	14%	16%	15%	11%	13%	12%	2%	5%	3%	14%l	10%	11%	10%	-	16%qr	13%qr	3%	1%
2020	41	10	10	7	10	24	3	8	-	7	25	19	4	16	1	26	6	6	3
	4%	3%	3%	2%	4%	4%	1%	19%	-	5%	3%	2%	4%	19%	4%	6%	2%	3%	2%
2019	19	6	6	5	3	10	6	4	1	4	10	13	1	3	1	7	4	7	1
	2%	2%	2%	2%	1%	2%	1%	9%	1%	2%	1%	1%	1%	4%	3%	2%	1%	3%	1%
2018	22	5	2	5	1	6	4	1	1	1	14	21	*	-	-	9	5	6	2
	2%	2%	1%	2%	*	1%	1%	2%	1%	1%	2%	2%	*	-	-	2%	1%	3%	2%
2017	21	1	1	1	1	16	5	-	3	7	10	13	4	2	-	1	5	12	2
	2%	*	*	*	*	2%	1%	-	2%	4%	1%	1%	5%	2%	-	*	1%	5%Zot	2%
2016	25	3	6	8	5	11	10	-	1	9	15	22	2	-	*	7	6	8	3
	2%	1%	2%	3%	2%	2%	3%	-	1%	5%	2%	2%	2%	-	2%	2%	2%	4%	2%
2015	40	14	13	18	12	24	26	-	6	11	22	35	3	-	-	13	10	6	11
	3%D	4%	4%	6%	6%	4%	7%	-	4%	7%	3%	4%	3%	-	-	3%	3%	3%	8%Zpt
2014	16	3	4	4	4	11	5	1	-	2	11	12	-	3	-	2	4	5	5
	1%	1%	1%	1%	2%	2%	1%	1%	-	2%	1%	1%	-	4%	-	1%	1%	2%	3%
2013	15	1	1	1	1	3	2	-	6	*	8	13	*	-	1	3	3	1	7
	1%	*	*	*	1%	*	*	-	4%	*	1%	1%	1%	-	7%	1%	1%	1%	5%Zopqs
2012	16	7	2	4	2	7	7	-	1	4	11	15	-	-	1	3	9	3	1
	1%	2%	1%	1%	1%	1%	2%	-	*	2%	1%	2%	-	-	3%	1%	3%	2%	*
2011	12	6	3	5	3	5	3	-	1	3	8	8	-	2	1	5	2	2	3
	1%	2%	1%	2%	1%	1%	1%	-	1%	2%	1%	1%	-	3%	3%	1%	1%	1%	2%
2010	13	*	*	*	*	8	3	-	4	3	5	13	-	-	-	2	2	7	1
	1%	*	*	*	*	1%	1%	-	3%	2%	1%	1%	-	-	-	*	1%	3%t	1%
2009	15	3	1	3	2	11	10	-	2	5	4	7	1	5	2	4	5	3	3
	1%	1%	*	1%	1%	2%	2%	-	2%	3%j	*	1%	1%	6%	14%	1%	1%	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	742	550	186	421	12	110	37	122	5	60	18	94	340	662	80	639
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
2023	188	139	49	104	-	15	7	58	2	2	2	36	141	185	3	184
	16%r	17%r	16%r	16%	-	8%	12%	28%Zuw	20%	2%	5%	15%	26%ZE	17%	2%	18%F
2022	285	176	108	196	4	25	7	45	2	-	11	92	173	281	9	270
	25%qr	21%r	35%Zqrs	31%w	32%	14%	12%	22%	28%	-	38%	39%ZE	31%	26%	8%	27%F
2021	123	80	42	93	3	2	-	19	-	1	2	55	63	122	8	109
	11%qrw	10%qr	13%qr	15%w	21%	1%	-	9%	-	1%	9%	23%ZDE	11%	12%	8%	11%
2020	41	22	19	15	*	19	-	5	-	1	1	19	11	40	5	35
	4%	3%	6%	2%	2%	11%Zu	-	2%	-	1%	5%	8%D	2%	4%	4%	3%
2019	19	16	2	11	-	4	-	3	-	1	3	-	9	18	4	15
	2%	2%	1%	2%	-	2%	-	2%	-	1%	9%	-	2%	2%	3%	1%
2018	22	14	8	14	-	4	2	1	-	3	1	*	10	19	-	21
	2%	2%	3%	2%	-	2%	3%	1%	-	5%	3%	*	2%	2%	-	2%
2017	21	20	1	6	-	2	9	2	-	1	2	-	10	20	3	18
	2%	2%	*	1%	-	1%	16%	1%	-	1%	8%	-	2%	2%	3%	2%
2016	25	21	5	16	-	2	2	4	-	2	-	4	4	19	3	23
	2%	2%	1%	2%	-	1%	4%	2%	-	4%	-	2%	1%	2%	2%	2%
2015	40	32	7	24	-	3	5	5	-	-	2	4	3	40	3	34
	3%D	4%	2%	4%	-	2%	8%	2%	-	-	8%	2%	1%	4%D	3%	3%
2014	16	12	3	9	1	3	-	2	-	-	-	-	3	14	-	14
	1%	1%	1%	1%	8%	2%	-	1%	-	-	-	-	*	1%	-	1%
2013	15	11	4	4	*	2	-	6	-	*	-	1	9	14	5	7
	1%	1%	1%	1%	1%	1%	-	3%	-	1%	-	*	2%	1%	4%G	1%
2012	16	12	4	5	-	6	-	2	-	-	1	-	5	13	1	12
	1%	1%	1%	1%	-	3%	-	1%	-	-	3%	-	1%	1%	1%	1%
2011	12	9	3	6	*	4	-	*	-	-	-	-	3	12	3	8
	1%	1%	1%	1%	3%	2%	-	*	-	-	-	-	*	1%	3%	1%
2010	13	13	*	6	-	*	4	-	-	-	-	1	2	11	-	13
	1%	2%	*	1%	-	*	8%	-	-	-	-	*	*	1%	-	1%
2009	15	13	2	7	-	-	5	2	-	-	-	3	5	14	-	15
	1%	2%	1%	1%	-	-	9%	1%	-	-	-	1%	1%	1%	-	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 424

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	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
2008	14	2	4	2	2	11	5	5	-	5	3	12	1	*	-	2	5	6	2
	1%	1%	1%	*	1%	2%	1%	11%	-	3%j	*	1%	1%	1%	-	*	1%	3%	1%
2007	13	7	7	3	7	5	4	-	2	1	10	11	2	-	-	8	2	1	2
	1%	2%	2%	1%	3%	1%	1%	-	1%	1%	1%	1%	2%	-	-	2%	1%	*	1%
2006	11	5	2	4	1	8	4	-	-	7	4	11	-	-	-	-	*	9	2
	1%	1%	1%	1%	*	1%	1%	-	-	4%Zj	1%	1%	-	-	-	-	*	4%Zops	1%
2005	28	7	2	6	*	18	8	-	4	5	18	21	1	5	-	-	13	10	5
	2%	2%	1%	2%	*	3%	2%	-	3%	3%	2%	2%	1%	6%	-	-	4%o	4%o	3%o
2004	21	9	5	8	7	9	1	-	-	4	16	15	4	*	-	2	11	4	3
	2%	3%	2%	3%	3%	1%	*	-	-	2%	2%	2%	4%	*	-	1%	3%	2%	2%
2003	14	12	6	8	2	1	5	*	1	2	10	12	1	-	-	4	-	3	7
	1%	3%e	2%	2%e	1%	*	1%	1%	1%	1%	1%	1%	1%	-	-	1%	-	1%	5%Zpt
2002	6	-	-	-	-	2	2	1	-	2	3	4	2	-	-	-	-	5	1
	*	-	-	-	-	*	1%	1%	-	1%	*	*	2%	-	-	-	-	2% ^s	1%
2001	9	5	5	5	5	3	2	-	-	4	4	5	*	3	-	1	*	4	4
	1%	1%	2%	2%	2%	1%	*	-	-	3%	*	1%	*	4%	-	*	*	2%	2%p
2000	11	5	5	5	5	10	5	-	2	6	4	9	2	*	-	-	2	3	6
	1%	1%	2%	1%	2%	2%	1%	-	2%	3%j	*	1%	2%	*	-	-	1%	2%	4%Zo
1999	9	2	1	1	1	7	5	-	2	1	5	4	-	4	-	-	-	8	1
	1%	*	*	*	*	1%	1%	-	1%	1%	1%	*	-	5%	-	-	-	3%Zopt	1%
1998	14	-	3	2	-	9	7	7	4	1	2	11	2	-	-	-	-	11	3
	1%	-	1%	1%	-	1%	2%	16%	3%j	1%	*	1%	3%	-	-	-	-	5%Zopst	2%op
1997	6	-	1	-	-	-	-	-	2	1	3	5	1	-	-	-	2	2	2
	1%	-	*	-	-	-	-	-	2%	*	*	1%	1%	-	-	-	1%	1%	1%
1996	4	-	-	-	-	1	*	1	1	-	1	3	*	1	-	-	-	3	*
	*	-	-	-	-	*	*	1%	1%	-	*	*	*	1%	-	-	-	2%	*
1995	1	*	-	-	*	-	-	-	-	*	1	*	1	-	-	-	-	1	*
	*	*	-	-	*	-	-	-	-	*	*	*	1%	-	-	-	-	*	*
1994	4	-	-	-	-	-	-	3	-	-	*	3	*	-	-	4	-	-	-
	*	-	-	-	-	-	-	8%	-	-	*	*	*	-	-	1%	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 424

Int_Arrive: Year of arrival

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	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
2008	14 1%	13 2%	1 *	6 1%	-	3 2%	-	1 *	-	-	-	*	6 1%	14 1%	-	14 1%
2007	13 1%	10 1%	2 1%	10 2%	-	3 2%	-	* *	-	-	*	-	-	9 1%	7 6%G	6 1%
2006	11 1%	8 1%	3 1%	3 *	-	1 1%	2 3%	5 2%	-	-	-	-	7 1%	11 1%	4 4%G	7 1%
2005	28 2%	23 3%	5 2%	7 1%	-	15 9%Zuy	1 1%	2 1%	-	1 2%	1 2%	5 2%	11 2%	24 2%	4 3%	23 2%
2004	21 2%	16 2%	5 2%	8 1%	* 3%	11 6%u	-	1 1%	-	-	*	1 *	14 2%	21 2%	2 2%	18 2%
2003	14 1%	13 2%	1 *	6 1%	-	2 1%	-	2 1%	1 14%	3 5%	-	2 1%	4 1%	10 1%	3 3%	11 1%
2002	6 *	2 *	3 1%	* 14%	2	1	-	3 1%	-	* *	-	-	5 1%	5 1%	2 2%	4 *
2001	9 1%	9 1%	* *	5 1%	-	2 1%	-	2 1%	-	-	-	1 *	7 1%	9 1%	4 3%	5 1%
2000	11 1%	9 1%	2 1%	2 *	-	3 1%	-	6 3%	-	-	-	-	6 1%	10 1%	* *	11 1%
1999	9 1%	9 1%	-	2 *	-	3 1%	-	-	-	1 2%	-	-	3 1%	7 1%	3 3%	5 1%
1998	14 1%	13 1%	1 *	2 *	2 15%	3 2%	-	7 3%u	-	1 2%	-	2 1%	-	13 1%	2 2%	10 1%
1997	6 1%	5 1%	2 1%	4 1%	-	-	-	2 1%	-	1 1%	-	1 *	2 *	5 1%	-	6 1%
1996	4 *	3 *	1 *	2 *	-	1 1%	-	1 *	-	2 3%	-	-	-	2 *	1 1%	1 *
1995	1 *	1 *	-	1 *	-	* *	-	-	-	-	-	-	* *	1 *	-	1 *
1994	4 *	3 *	* *	* *	-	3 2%	-	-	-	* *	-	3 1%	-	3 *	-	4 *

Fieldwork Dates: 17th August to 27th October 2023

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WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
1993	2	*	2	*	*	-	-	-	-	-	2	2	-	-	-	-	-	*	2
	*	*	1%	*	*	-	-	-	-	-	*	*	-	-	-	-	-	*	1%
1992	2	-	-	-	-	2	2	-	-	-	2	2	-	-	-	-	-	-	2
	*	-	-	-	-	*	*	-	-	-	*	*	-	-	-	-	-	-	1%
1991	1	*	*	*	*	-	1	-	-	-	1	1	-	-	-	-	-	1	*
	*	*	*	*	*	-	*	-	-	-	*	*	-	-	-	-	-	*	*
1990	2	1	*	*	-	-	-	-	-	-	2	1	1	-	-	-	-	1	1
	*	*	*	*	-	-	-	-	-	-	*	*	1%	-	-	-	-	1%	*
1989	2	*	*	*	-	*	*	2	-	*	*	1	2	-	-	-	-	2	*
	*	*	*	*	-	*	*	4%	-	*	*	*	2%	-	-	-	-	1%	*
1988	*	-	-	-	-	-	-	-	-	-	*	-	*	-	-	-	-	-	*
	*	-	-	-	-	-	-	-	-	-	*	-	1%	-	-	-	-	-	*
1987	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1986	6	4	4	4	1	3	3	2	-	-	4	6	-	-	-	-	4	-	2
	1%	1%	1%	1%	*	*	1%	5%	-	-	1%	1%	-	-	-	-	1%	-	1%
1985	3	2	-	-	-	2	2	-	-	-	3	2	-	1	-	-	2	-	1
	*	1%	-	-	-	*	1%	-	-	-	*	*	-	1%	-	-	1%	-	1%
1984	1	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1
	*	-	-	-	-	-	-	-	*	-	-	*	-	-	-	-	-	-	*
1983	2	1	*	*	*	*	*	-	-	-	2	2	*	-	-	-	*	-	2
	*	*	*	*	*	*	*	-	-	-	*	*	*	-	-	-	*	-	1%
1982	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1981	8	3	1	2	3	6	6	-	-	1	8	7	2	-	-	-	6	-	3
	1%	1%	*	1%	1%	1%	1%	-	-	*	1%	1%	2%	-	-	-	2%	-	2%
1980	2	2	2	-	2	*	2	2	-	-	*	*	-	2	-	-	-	-	2
	*	1%	1%	-	1%	*	1%	5%	-	-	*	*	-	2%	-	-	-	-	2%
1979	4	3	3	3	2	1	3	2	-	-	2	4	-	-	-	-	1	-	2
	*	1%	1%	1%	1%	*	1%	5%	-	-	*	*	-	-	-	-	*	-	1%
1978	2	-	-	-	-	1	1	-	-	-	2	2	-	-	-	-	-	1	1
	*	-	-	-	-	*	*	-	-	-	*	*	-	-	-	-	-	*	1%
1977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1976	1	1	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1	-
	*	*	-	-	-	-	-	-	-	-	*	*	-	-	-	-	-	*	-

Fieldwork Dates: 17th August to 27th October 2023

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EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
1993	2*	2	-	2	-	-	-	-	-	-	-	-	1	2	-	2
1992	2*	2	-	2	-	-	-	-	-	-	-	2 1%	-	2	-	2
1991	1*	1	*	*	-	1	-	-	-	*	-	-	-	1	-	1
1990	2*	2	-	1	-	1	-	-	-	*	-	-	-	2	-	2
1989	2*	-	1	2	*	-	-	-	-	2	-	-	*	1	-	2
1988	*	*	-	*	3%	-	-	-	-	3%	-	-	*	*	-	*
1987	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1986	6 1%	3	3	4	-	2	-	-	-	-	-	2 1%	3 1%	6 1%	-	6 1%
1985	3*	1	2	3	-	-	-	-	-	1 1%	-	-	2	2	-	3
1984	1*	1	-	-	-	1	-	-	-	-	-	-	-	1	-	1
1983	2*	2	-	1	-	-	1 1%	-	-	*	-	-	2	2	*	2
1982	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1981	8 1%	8	-	-	-	6 3%u	3 4%	-	-	-	-	-	-	8 1%	-	8 1%
1980	2*	2	-	2	-	-	-	-	-	*	-	-	-	2	-	2
1979	4*	3	1	4	-	-	-	-	-	-	-	-	1	4	1	3
1978	2*	2	-	1	-	1 1%	-	-	-	1 2%	-	-	1	1	-	2
1977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1976	1*	-	1	-	-	1	-	-	-	-	-	-	1	1	-	1

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
1975	1*	-	-	-	-	1*	1*	-	-	1*	-	1*	-	-	-	-	-	-	1*
1974	1*	1*	-	-	-	-	-	-	-	-	1*	-	-	1*	-	-	-	1*	-
1973	1*	-	-	-	-	1*	-	-	-	-	1*	1*	-	-	-	-	-	1*	-
1972	2*	-	-	-	-	2*	-	-	-	-	2*	2*	-	-	-	-	-	1*	1*
1971	1*	-	-	-	-	1*	-	-	-	-	1*	1*	-	-	-	-	-	1*	-
1970	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1967	2*	-	-	-	-	2*	-	-	-	-	2*	-	-	-	2*	-	-	-	2*
1966	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1965	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1964	1*	-	1*	-	-	-	-	-	1*	-	-	1*	-	-	-	-	-	-	1*
1963	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1962	1*	-	-	-	-	-	-	-	-	1*	-	-	1*	-	-	-	-	-	1*
1961	1*	-	-	-	-	-	-	-	-	-	1*	1*	-	-	-	-	-	-	1*
1960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1959	1*	-	-	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	-	1*
1958	2*	1*	1*	1*	-	-	-	-	-	-	1*	1*	-	-	-	-	-	-	2*
1957	1*	-	-	-	-	-	-	-	-	1*	-	-	1*	-	-	-	-	-	1*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
1975	1*	1	-	-	-	1	-	-	-	-	-	-	1	1	-	1
	*	*	-	-	-	*	-	-	-	-	-	-	*	*	-	*
1974	1*	1	-	-	-	-	1	-	-	-	-	-	1	1	-	1
	*	*	-	-	-	-	1%	-	-	-	-	-	*	*	-	*
1973	1*	1	-	-	-	-	-	1	-	-	-	-	1	1	-	1
	*	*	-	-	-	-	-	1%	-	-	-	-	*	*	-	*
1972	2*	2	-	2	-	-	-	-	-	-	-	-	1	2	1	1
	*	*	-	*	-	-	-	-	-	-	-	-	*	*	1%	*
1971	1*	-	1	-	-	1	-	-	-	-	-	-	1	1	-	1
	*	-	*	-	-	*	-	-	-	-	-	-	*	*	-	*
1970	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1967	2*	2	-	-	-	-	-	2	-	-	-	-	-	2	-	2
	*	*	-	-	-	-	-	1%	-	-	-	-	-	*	-	*
1966	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1965	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1964	1*	-	1	-	-	-	1	-	-	1	-	-	-	-	1	-
	*	-	*	-	-	-	1%	-	-	1%	-	-	-	-	1%	-
1963	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1962	1*	1	-	-	-	-	1	-	-	1	-	-	-	-	-	1
	*	*	-	-	-	-	1%	-	-	1%	-	-	-	-	-	*
1961	1*	-	1	-	-	-	-	1	-	-	-	-	-	1	-	1
	*	-	*	-	-	-	-	*	-	-	-	-	-	*	-	*
1960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1959	1*	-	1	-	-	-	1	-	-	1	-	-	-	-	-	1
	*	-	*	-	-	-	1%	-	-	1%	-	-	-	-	-	*
1958	2*	1	1	1	-	-	1	-	-	1	-	-	-	1	-	2
	*	*	*	*	-	-	2%	-	-	2%	-	-	-	*	-	*
1957	1*	1	-	-	-	-	1	-	-	1	-	-	-	-	-	1
	*	*	-	-	-	-	1%	-	-	1%	-	-	-	-	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
1956	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1955	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1954	1	-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	-	1
	*	-	-	-	-	*	*	-	-	-	*	*	-	-	-	-	-	-	1%
1953	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1952	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1951	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1950	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1949	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1945	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	4	2	2	2	2	2	2	-	*	2	2	4	-	-	-	2	2	-	*
	*	1%	1%	1%	1%	*	1%	-	*	1%	*	*	-	-	-	*	1%	-	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 424

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
1956	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1955	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1954	1 *	1 *	-	1 *	-	-	-	-	-	1 1%	-	-	-	-	-	1 *
1953	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1952	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1951	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1950	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1949	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1945	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	4 *	2 *	* *	4 1%	-	-	-	-	-	* *	-	-	-	2 *	-	4 *

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 425

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	742	74	668	246	403	320	221	49	20
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
2023	188	-	188	142	42	99	44	3	-
	16%ad	-	18%a	29%Zd	8%	17%	14%	8%	-
2022	285	-	285	208	72	155	79	6	-
	25%ad	-	27%a	42%Zd	13%	27%	26%	15%	-
2021	123	-	123	98	21	63	34	1	3
	11%ad	-	12%a	20%Zd	4%	11%	11%	2%	16%
2020	41	-	41	15	24	21	9	2	-
	4%	-	4%	3%	4%	4%	3%	4%	-
2019	19	-	19	3	13	11	3	-	1
	2%	-	2%	1%	2%	2%	1%	-	3%
2018	22	-	22	5	15	11	8	1	-
	2%	-	2%	1%	3%	2%	3%	4%	-
2017	21	-	21	-	18	12	4	1	2
	2%	-	2%	-	3%c	2%	1%	2%	8%
2016	25	-	25	1	24	2	11	2	2
	2%	-	2%	*	4%c	*	4%e	-	12%
2015	40	-	40	1	37	16	14	1	-
	3%c	-	4%	*	7%c	3%	5%	4%	-
2014	16	-	16	1	15	7	8	*	-
	1%	-	1%	*	3%c	1%	2%	1%	-
2013	15	*	14	4	11	8	1	*	-
	1%	1%	1%	1%	2%	1%	*	*	-
2012	16	-	16	-	16	6	9	-	-
	1%	-	1%	-	3%c	1%	3%	-	-
2011	12	-	12	1	11	3	5	1	1
	1%	-	1%	*	2%	*	2%	3%	7%
2010	13	-	13	-	13	5	3	*	-
	1%	-	1%	-	2%c	1%	1%	1%	-
2009	15	-	15	1	14	9	2	2	-
	1%	-	1%	*	3%	2%	1%	5%	-
2008	14	-	14	-	14	5	5	2	1
	1%	-	1%	-	2%c	1%	2%	5%	7%
2007	13	-	13	-	11	3	6	*	-
	1%	-	1%	-	2%	1%	2%	1%	-
2006	11	-	11	1	11	3	6	1	-
	1%	-	1%	*	2%	1%	2%	2%	-
2005	28	-	28	1	27	16	4	1	1
	2%	-	3%	*	5%c	3%	1%	1%	6%
2004	21	-	21	-	21	12	3	-	-
	2%	-	2%	-	4%c	2%	1%	-	-
2003	14	-	14	-	14	3	1	2	1
	1%	-	1%	-	2%c	1%	*	6%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing

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Table 425

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
2002	6	-	6	-	6	5	*	-	-
	*	-	1%	-	1%	1%	*	-	-
2001	9	-	9	1	7	8	*	*	*
	1%	-	1%	*	1%	1%	*	*	2%
2000	11	-	11	-	11	9	2	-	-
	1%	-	1%	-	2%	2%	1%	-	-
1999	9	-	9	-	9	8	1	-	-
	1%	-	1%	-	2%	1%	*	-	-
1998	14	-	14	-	14	-	5	5	1
	1%	-	1%	-	2% ^c	-	2%	14%	5%
1997	6	-	6	-	6	1	2	-	1
	1%	-	1%	-	1%	*	1%	-	4%
1996	4	*	3	-	4	1	1	-	-
	*	*	*	-	1%	*	*	-	-
1995	1	-	1	-	1	1	-	*	*
	*	-	*	-	*	*	-	1%	1%
1994	4	-	4	-	4	-	4	-	-
	*	-	*	-	1%	-	1%	-	-
1993	2	-	2	-	2	1	*	-	-
	*	-	*	-	*	*	*	-	-
1992	2	-	2	-	2	-	2	-	-
	*	-	*	-	*	-	1%	-	-
1991	1	-	1	-	1	1	*	-	-
	*	-	*	-	*	*	*	-	-
1990	2	-	2	-	2	1	1	-	-
	*	-	*	-	*	*	*	-	-
1989	2	-	2	-	2	2	*	*	-
	*	-	*	-	*	*	*	1%	-
1988	*	-	*	-	*	-	-	-	*
	*	-	*	-	*	-	-	-	2%
1987	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1986	6	-	6	3	3	6	-	-	-
	1%	-	1%	1%	*	1%	-	-	-
1985	3	-	3	2	1	-	2	1	-
	*	-	*	*	*	-	1%	2%	-
1984	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
1983	2	-	2	-	2	2	*	-	-
	*	-	*	-	*	*	*	-	-
1982	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1981	8	-	8	-	8	6	1	-	2
	1%	-	1%	-	2%	1%	*	-	9%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing

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Table 425

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
1980	2	-	2	-	2	-	2	*	-
	*	-	*	-	*	-	1%	1%	-
1979	4	-	4	1	3	-	3	-	-
	*	-	*	*	1%	-	1%	-	-
1978	2	-	2	1	1	1	-	-	-
	*	-	*	*	*	*	-	-	-
1977	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1976	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
1975	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
1974	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
1973	1	-	1	1	-	-	1	-	-
	*	-	*	*	-	-	*	-	-
1972	2	-	2	-	1	2	-	-	-
	*	-	*	-	*	*	-	-	-
1971	1	-	1	-	1	-	-	-	-
	*	-	*	-	*	-	-	-	-
1970	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1969	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1968	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1967	2	-	2	2	-	2	-	-	-
	*	-	*	*	-	*	-	-	-
1966	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1965	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1964	1	-	1	-	1	1	-	-	-
	*	-	*	-	*	*	-	-	-
1963	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1962	1	-	1	-	1	-	-	-	-
	*	-	*	-	*	-	-	-	-
1961	1	-	1	-	1	-	-	-	-
	*	-	*	-	*	-	-	-	-
1960	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1959	1	-	1	-	1	-	-	-	-
	*	-	*	-	*	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 425

Int_Arrive: Year of arrival

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	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
1958	2	-	2	-	2	2	-	-	-
	*	-	*	-	*	*	-	-	-
1957	1	-	1	-	1	-	-	-	-
	*	-	*	-	*	-	-	-	-
1956	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1955	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1954	1	-	1	-	1	-	-	1	-
	*	-	*	-	*	-	-	2%	-
1953	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1952	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1951	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1950	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1949	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1948	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1947	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1946	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
1945	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Prefer not to say	4	-	4	-	4	-	-	-	-
	*	-	*	-	1%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 426

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
	742	341	96	143	18	27	10	9	30	45
1154		615	179*	215*	23**	7**	3**	16**	6**	67**
414		211	60	82	14	17	9	7	23	21
188		121	19	45	1	-	-	2	-	-
16%		20%	11%	21%	2%	-	-	11%	-	-
285		190	34	48	5	*	-	6	-	*
25%		31%	19%	22%	22%	2%	-	37%	-	1%
123		65	37	17	-	*	-	1	*	2
11%		11%	20%Zac	8%	-	2%	-	7%	4%	3%
41		25	2	8	-	*	*	2	-	2
4%		4%	1%	4%	-	2%	15%	14%	-	3%
19		5	4	8	-	*	*	-	1	-
2%		1%	2%	4%	-	2%	7%	-	12%	-
22		11	2	8	1	-	-	-	*	-
2%		2%	1%	4%	6%	-	-	-	4%	-
21		14	-	6	-	-	-	-	-	1
2%		2%	-	3%	-	-	-	-	-	2%
25		8	8	5	1	1	-	-	-	2
2%		1%	5%	2%	5%	12%	-	-	-	3%
40		22	2	-	2	1	-	1	-	12
3%		4%	1%	-	8%	12%	-	8%	-	18%
16		9	1	2	-	-	-	-	1	3
1%		1%	1%	1%	-	-	-	-	9%	4%
15		5	4	3	-	-	1	-	*	1
1%		1%	2%	1%	-	-	23%	-	5%	2%
16		4	3	5	-	-	-	-	*	1
1%		1%	2%	2%	-	-	-	-	2%	1%
12		6	1	2	-	-	-	-	*	1
1%		1%	*	1%	-	-	-	-	2%	1%
13		7	2	2	-	-	*	-	*	1
1%		1%	1%	1%	-	-	9%	-	4%	2%
15		5	4	3	1	-	-	1	*	-
1%		1%	2%	1%	5%	-	-	7%	7%	-
14		10	1	1	-	-	-	-	*	1
1%		2%	1%	1%	-	-	-	-	2%	1%
13		-	6	6	-	*	-	-	*	-
1%		-	3%a	3%a	-	3%	-	-	6%	-
11		7	-	2	-	-	-	-	*	1
1%		1%	-	1%	-	-	-	-	5%	1%
28		14	9	2	-	-	*	-	*	2
2%		2%	5%	1%	-	-	10%	-	3%	3%
21		7	7	5	-	1	-	-	*	-
2%		1%	4%	2%	-	10%	-	-	5%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 426

Int_Arrive: Year of arrival

Base : All respondents who are a citizen of another country

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
14	6	-	1	-	1	*	2	-	4
1%	1%	-	*	-	11%	7%	11%	-	6%
6	-	2	3	-	-	-	-	-	*
*	-	1%	1%	-	-	-	-	-	*
9	1	4	-	-	-	-	1	*	-
1%	*	2%	-	-	-	-	6%	6%	-
11	4	4	*	*	-	-	-	-	2
1%	1%	2%	*	1%	-	-	-	-	4%
9	7	-	-	-	-	-	-	-	1
1%	1%	-	-	-	-	-	-	-	1%
14	5	4	1	2	-	-	-	-	-
1%	1%	2%	*	11%	-	-	-	-	-
6	-	1	1	2	-	1	-	-	1
1%	-	1%	*	9%	-	24%	-	-	1%
4	1	*	1	-	-	-	-	-	1
*	*	*	1%	-	-	-	-	-	1%
1	-	-	1	-	-	-	-	*	-
*	-	-	*	-	-	-	-	3%	-
4	-	-	-	-	*	-	-	-	3
*	-	-	-	-	4%	-	-	-	5%
2	-	-	-	-	-	*	-	*	1
*	-	-	-	-	-	5%	-	4%	2%
2	-	2	-	-	-	-	-	-	-
*	-	1%	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	*	-
*	*	-	-	-	-	-	-	2%	-
2	-	-	1	-	-	-	-	*	-
*	-	-	*	-	-	-	-	2%	-
2	-	-	*	2	-	-	-	*	-
*	-	-	*	7%	-	-	-	3%	-
*	-	-	-	-	-	-	-	-	-
*	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
6	5	-	-	-	-	-	-	-	1
1%	1%	-	-	-	-	-	-	-	1%
3	2	-	-	-	-	-	-	-	1
*	*	-	-	-	-	-	-	-	1%
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-
2	1	-	1	-	*	-	-	-	-
*	*	-	*	-	3%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 426

Int_Arrive: Year of arrival

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	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
8	6	2	1	-	-	-	-	-	-
1%	1%	1%	*	-	-	-	-	-	-
2	-	-	2	-	-	-	-	*	-
*	-	-	1%	-	-	-	-	7%	-
4	1	-	3	-	-	-	-	-	-
*	*	-	1%	-	-	-	-	-	-
2	-	1	-	1	-	-	-	-	-
*	-	1%	-	6%	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
1	-	1	-	-	-	-	-	-	-
*	-	*	-	-	-	-	-	-	-
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-
1	-	1	-	-	-	-	-	-	-
*	-	1%	-	-	-	-	-	-	-
2	2	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
1	-	1	-	-	-	-	-	-	-
*	-	*	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
2	2	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
1	-	1	-	-	-	-	-	-	-
*	-	*	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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1154	615	179*	215*	23**	7**	3**	16**	6**	67**
414	211	60	82	14	17	9	7	23	21
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
1	-	-	1	-	-	-	-	-	-
*	-	-	*	-	-	-	-	-	-
2	1	-	1	-	-	-	-	-	-
*	*	-	7%	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	1
*	-	-	-	-	-	-	-	-	1%
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	-
*	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 427

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	742	598	45	25	21	46	27	10	14	654	155	194	216	143	73	9	251	168	60	
WeightedBase	1154	1032	67**	5**	18**	26**	7**	3**	18**	1083	204*	244*	497	373	123*	8**	346	230	28*	
EffectiveBase	414	364	21	19	9	16	17	9	8	378	75	91	137	100	37	4	154	107	36	
Yes	493	478	4	1	1	9	*	-	9	480	49	70	239	185	53	1	176	59	2	
	43% sDEL	46% jkqr	5%	10%	6%	35%	6%	-	51%	44% jk	24%	29%	48% qr	50% qr	43% qr	11%	51% qr	26% r	6%	
No	548	468	43	4	12	13	4	3	7	502	125	137	207	152	55	7	139	149	19	
	48% B	45%	64%	83%	65%	50%	57%	100%	42%	46%	61% ZI	56%	42%	41%	45%	89%	40%	65% Zlmnp	69% Zlmnp	
Don't know	18	18	-	-	-	-	-	-	-	18	2	2	9	7	2	-	4	4	-	
	2%	2%	-	-	-	-	-	-	-	2%	1%	1%	2%	2%	2%	-	1%	2%	-	
Prefer not to say	8	7	-	*	*	1	*	-	1	8	2	2	5	5	-	-	*	2	*	
	1%	1%	-	5%	1%	5%	2%	-	7%	1%	1%	1%	1%	1%	-	-	*	1%	1%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 427

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	742	91	617	13	21	103	150	243	116	128	30	15	35	15	341	96	143	18
WeightedBase	1154	53*	1049	39**	13**	174*	295*	397	152*	131*	6**	21**	49**	15**	615	179*	215*	23**
EffectiveBase	414	43	367	11	15	66	90	134	71	61	23	11	14	10	211	60	82	14
Yes	493	10	457	23	3	103	195	177	15	3	1	2	3	-	318	91	67	2
	43%jkqr	18%	44%st	58%	24%	59%ZDE	66%ZCDE	45%DE	10%	2%	9%	9%	6%	-	52%ZL	51%L	31%	9%
No	548	33	495	12	8	63	90	168	111	110	5	14	33	10	251	75	126	16
	48%B	63%t	47%	31%	59%	36%	31%	42%	73%ZABC	84%ZABC	85%	68%	67%	66%	41%	42%	59%J	70%
Don't know	18	-	17	-	1	5	3	5	3	2	-	-	-	-	8	6	4	1
	2%	-	2%	-	8%	3%	1%	1%	2%	2%	-	-	-	-	1%	3%	2%	2%
Prefer not to say	8	*	8	-	*	-	1	3	1	2	*	-	-	-	4	-	2	-
	1%	*	1%	-	2%	-	*	1%	1%	2%	4%	-	-	-	1%	-	1%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 428

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	742	212	165	178	113	374	248	25	77	117	502	578	73	37	15	155	231	193	161
WeightedBase	1154	358	303	313	220*	645	406	41**	144*	161*	781	894	93*	85**	16**	431	355	220	147
EffectiveBase	414	119	101	108	69	228	143	15	44	66	279	336	47	19	12	104	156	113	105
Yes	493	160	138	136	93	297	159	-	42	30	414	390	31	36	6	246	183	49	15
	43% ^{iq} rw	45%	46%	43%	42%	46%	39%	-	29%	19%	53% ^{Zhi}	44%	34%	43%	39%	57% ^{Zqrs}	52% ^{qrs}	22% ^r	10%
No	548	163	134	148	99	288	192	37	89	112	292	426	46	46	7	150	149	145	102
	48% ^{jo} CD	45%	44%	47%	45%	45%	47%	91%	62% ^j	70% ^{Zj}	37%	48%	49%	54%	47%	35%	42%	66% ^{Zops}	70% ^{Zopst}
Don't know	18	1	3	1	3	13	6	1	7	1	9	10	7	-	-	5	7	4	2
	2%	*	1%	*	1%	2%	2%	3%	5%	1%	1%	1%	7% ^{Zk}	-	-	1%	2%	2%	1%
Prefer not to say	8	5	3	3	2	4	3	-	*	-	8	4	*	-	-	1	3	3	1
	1%	1%	1%	1%	1%	1%	1%	-	*	-	1%	*	*	-	-	*	1%	1%	*

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 428

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	742	550	186	421	12	110	37	122	5	60	18	94	340	662	80	639
WeightedBase	1154	838	310*	640	13**	179*	58**	206*	8**	65**	28**	235*	552	1061	110*	1012
EffectiveBase	414	312	100	237	8	52	25	71	4	22	11	60	206	378	45	355
Yes	493	332	160	310	5	45	11	111	2	1	16	149	314	485	23	457
	43% iqrw	40% qr	52% qrs	48% w	34%	25%	20%	54% w	20%	1%	57%	63% ZE	57% ZE	46%	21%	45% F
No	548	414	130	281	9	111	36	74	3	29	10	76	209	499	53	482
	48% oCD	49% o	42%	44%	66%	62% uy	63%	36%	42%	45%	34%	32%	38%	47% CD	48%	48%
Don't know	18	15	2	9	-	-	3	4	-	-	-	5	5	16	5	12
	2%	2%	1%	1%	-	-	6%	2%	-	-	-	2%	1%	2%	4%	1%
Prefer not to say	8	5	3	3	-	*	-	1	-	*	-	3	5	8	-	7
	1%	1%	1%	1%	-	*	-	1%	-	*	-	1%	1%	1%	-	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 429

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	742	74	668	246	403	320	221	49	20
WeightedBase	1154	87*	1067	493	548	570	310	39**	21**
EffectiveBase	414	31	383	151	228	193	120	24	15
Yes	493	-	493	493	-	269	128	10	4
	43% ^{ad}	-	46% ^a	100% ^{Zd}	-	47%	41%	27%	21%
No	548	1	547	-	548	245	156	21	13
	48% ^{ac}	1%	51% ^a	-	100% ^{Zc}	43%	50%	56%	62%
Don't know	18	-	18	-	-	11	3	-	-
	2%	-	2%	-	-	2%	1%	-	-
Prefer not to say	8	-	8	-	-	6	*	-	-
	1%	-	1%	-	-	1%	*	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base; ** very small base (under 30) ineligible for sig testing



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Table 430

Int_Visa Are you working in social care on a Health and Care Worker visa?

Base : All respondents who are a citizen of another country

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	742	341	96	143	18	27	10	9	30	45
WeightedBase	1154	615	179*	215*	23**	7**	3**	16**	6**	67**
EffectiveBase	414	211	60	82	14	17	9	7	23	21
Yes	493	318	91	67	2	*	-	9	1	4
	43% ^c	52% ^{Zc}	51% ^c	31%	9%	6%	-	54%	9%	5%
No	548	251	75	126	16	4	3	6	5	43
	48%	41%	42%	59% ^a	70%	57%	100%	38%	85%	64%
Don't know	18	8	6	4	1	-	-	-	-	-
	2%	1%	3%	2%	2%	-	-	-	-	-
Prefer not to say	8	4	-	2	-	*	-	1	*	-
	1%	1%	-	1%	-	2%	-	8%	4%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-	
WeightedBase	7**	7**	-**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**	
EffectiveBase	2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-	
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Åland Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
American Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Anguilla	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Antarctica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Armenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Aruba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Australia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Austria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bahamas (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Åland Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
American Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Anguilla	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antarctica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Aruba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Austria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahamas (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Bangladesh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Belgium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bermuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bonaire, Sint Eustatius and Saba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bouvet Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Brazil	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
British Indian Ocean Territory (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Bangladesh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belgium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bermuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bonaire, Sint Eustatius and Saba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bouvet Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
British Indian Ocean Territory (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	-.**	-.**	-.**	-.**	-.**	-.**	7**	-.**	-.**	7**	7**	-.**	-.**	-.**	-.**	-.**		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Cabo Verde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cameroon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Canada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cayman Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Central African Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
China	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Christmas Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cocos (Keeling) Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Comoros (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Congo (the Democratic Republic of the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Congo (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cook Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Cabo Verde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Canada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cayman Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Central African Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
China	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Christmas Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cocos (Keeling) Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Comoros (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the Democratic Republic of the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cook Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

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26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7**	7**	-**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**
EffectiveBase	2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-
Curaçao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cote d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Djibouti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Falkland Islands (the) [Malvinas]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Faroe Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Curaçao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cote d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Djibouti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Falkland Islands (the) [Malvinas]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Faroe Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
France	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
French Guiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
French Polynesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
French Southern Territories (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Gambia (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Ghana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Gibraltar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Greenland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guadeloupe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guernsey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
France	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Guiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Polynesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Southern Territories (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ghana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gibraltar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guadeloupe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guernsey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Guyana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Heard Island and McDonald Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Holy See (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hong Kong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
India	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Indonesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Ireland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Isle of Man	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Italy	4 56%	4 56%	-	-	-	-	-	-	4 56%	-	-	4 56%	4 56%	-	-	-	-	-		
Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Japan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heard Island and McDonald Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Holy See (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hong Kong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indonesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Isle of Man	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Italy	4 56%	-	4 56%	-	-	-	4 100%	-	-	-	-	-	-	-	-	4 100%	-	-
Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Jersey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Jordan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kenya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Korea (the Democratic People's Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Korea (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kosovo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kuwait	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lao People's Democratic Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Latvia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Libya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Liechtenstein	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Luxembourg	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Jersey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jordan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kenya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Democratic People's Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kosovo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kuwait	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Latvia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Libya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liechtenstein	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431
Int_Visa_country Which passport is your visa attached to?
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Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
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Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Macao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madagascar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malawi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Martinique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritius	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mayotte	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Moldova (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montserrat	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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26 Feb 2025

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WeightedBase	7**	7**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-
Morocco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Netherlands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Caledonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Zealand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norfolk Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern Mariana Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
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WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Morocco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Netherlands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Caledonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Zealand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norfolk Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern Mariana Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Palestine, State of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Philippines (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pitcairn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Portugal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Russian Federation (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RÅ@union	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Saint BarthÅ@lemy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Saint Helena, Ascension and Tristan da Cunha	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palestine, State of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pitcairn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Russian Federation (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RÅ@union	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint BarthÅ@lemy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Helena, Ascension and Tristan da Cunha	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)	
Total (Z)	7**	7**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**	
2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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-	-	-	-	-	-	-	-	-	-										

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Martin (French part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Pierre and Miquelon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sint Maarten (Dutch part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovakia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
WeightedBase	7**	7**	..	..	..	..	..	..	7**	..	..	7**	7**	..	..	..	..	..		
EffectiveBase	2	2	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-		
South Georgia and the South Sandwich Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Spain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sudan (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Svalbard and Jan Mayen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Syrian Arab Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Taiwan (Province of China)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tanzania, the United Republic of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tokelau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tonga	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
South Georgia and the South Sandwich Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sudan (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Svalbard and Jan Mayen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Syrian Arab Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taiwan (Province of China)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tanzania, the United Republic of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tokelau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tonga	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 431
Int_Visa_country Which passport is your visa attached to?
Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
Total (Z)	7**	-**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**
2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 431

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Tunisia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkmenistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turks and Caicos Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tuvalu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Arab Emirates (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States Minor Outlying Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States of America (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uruguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uzbekistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vanuatu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vietnam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (British)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (U.S.)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wallis and Futuna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Western Sahara	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 431
Int_Visa_country Which passport is your visa attached to?
Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse // AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	7**	7**	-**	-**	-**	-**	-**	-**	-**	7**	-**	-**	7**	7**	-**	-**	-**	-**	-**
EffectiveBase	2	2	-	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	3	3	-	-	-	-	-	-	-	3	-	-	3	3	-	-	-	-	-
44%	44%	-	-	-	-	-	-	-	-	44%	-	-	44%	44%	-	-	-	-	-



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Table 431
Int_Visa_country Which passport is your visa attached to?
Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	7**	..	7**	..	..	..	4**	3**	..	..	..	..	..	..	..	4**	3**	..
EffectiveBase	2	-	2	-	-	-	1	1	-	-	-	-	-	-	-	1	1	-
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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Prefer not to say	3	-	3	-	-	-	-	3	-	-	-	-	-	-	-	-	3	-
	44%	-	44%	-	-	-	-	100%	-	-	-	-	-	-	-	-	100%	-



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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Åland Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
American Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Anguilla	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antarctica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Aruba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Austria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahamas (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
WeightedBase	7**	7**	-**	3**	-**	-**	-**	4**	-**	-**	-**	-**	7**	7**	7**	-**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Å...land Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
American Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Anguilla	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antarctica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Aruba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Austria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahamas (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Bangladesh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belgium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bermuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bonaire, Sint Eustatius and Saba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bouvet Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
British Indian Ocean Territory (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Bangladesh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belgium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bermuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bonaire, Sint Eustatius and Saba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bouvet Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
British Indian Ocean Territory (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Cabo Verde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Canada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cayman Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Central African Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
China	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Christmas Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cocos (Keeling) Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Comoros (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the Democratic Republic of the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cook Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Cabo Verde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Canada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cayman Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Central African Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
China	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Christmas Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cocos (Keeling) Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Comoros (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the Democratic Republic of the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cook Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	..	3**	3*	..	3**	..	..	..	7**	4**	3**	..	..	3**	..	..	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Curaçao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cote d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Djibouti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Falkland Islands (the) [Malvinas]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Faroe Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	..**	3**	..**	..**	..**	4**	..**	..**	..**	..**	7**	7**	7**	..**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Curaçao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cote d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Djibouti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Falkland Islands (the) [Malvinas]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Faroe Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
France	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Guiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Polynesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Southern Territories (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ghana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gibraltar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guadeloupe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guernsey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	..**	3**	..**	..**	..**	4**	..**	..**	..**	..**	7**	7**	7**	..**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
France	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Guiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Polynesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
French Southern Territories (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ghana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gibraltar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guadeloupe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guernsey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heard Island and McDonald Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Holy See (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hong Kong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indonesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Isle of Man	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Italy	4 56%	-	-	-	-	-	-	-	-	-	4 56%	4 100%	-	-	-	-	-	-	4 100%
Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	..**	3**	..**	..**	..**	4**	..**	..**	..**	..**	7**	7**	7**	..**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heard Island and McDonald Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Holy See (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hong Kong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indonesia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Isle of Man	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Italy	4	4	-	-	-	-	-	4	-	-	-	-	4	4	4	-
	56%	56%	-	-	-	-	-	100%	-	-	-	-	56%	56%	56%	-
Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	..	3**	3*	..	3**	..	..	..	7**	4**	3**	..	..	3**	..	..	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Jersey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jordan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kenya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Democratic People's Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kosovo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kuwait	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Latvia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Libya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liechtenstein	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Jersey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jordan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kenya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Democratic People's Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Korea (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kosovo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kuwait	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Latvia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Libya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liechtenstein	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Macao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madagascar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malawi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Martinique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritius	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mayotte	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Moldova (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montserrat	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Macao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madagascar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malawi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Martinique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritius	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mayotte	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Moldova (the Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montserrat	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Morocco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Netherlands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Caledonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Zealand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norfolk Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern Mariana Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Morocco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Netherlands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Caledonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Zealand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norfolk Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern Mariana Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palestine, State of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pitcairn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Russian Federation (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RÅ©union	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint BarthÅ©lemy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Helena, Ascension and Tristan da Cunha	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palestine, State of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pitcairn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Russian Federation (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RÅ@union	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint BarthÅ@lemy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Helena, Ascension and Tristan da Cunha	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Martin (French part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Pierre and Miquelon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sint Maarten (Dutch part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovakia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Martin (French part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Pierre and Miquelon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sint Maarten (Dutch part)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovakia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
South Georgia and the South Sandwich Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sudan (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Svalbard and Jan Mayen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Syrian Arab Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taiwan (Province of China)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tanzania, the United Republic of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tokelau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tonga	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
South Georgia and the South Sandwich Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sudan (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Svalbard and Jan Mayen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Syrian Arab Republic (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taiwan (Province of China)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tanzania, the United Republic of	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tokelau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tonga	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	-**	3**	3*	-**	3**	-**	-**	-**	7**	4**	3**	-**	-**	3**	-**	-**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Tunisia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkmenistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turks and Caicos Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tuvalu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Arab Emirates (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States Minor Outlying Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States of America (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uruguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uzbekistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vanuatu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vietnam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (British)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (U.S.)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wallis and Futuna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Western Sahara	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	-.**	3**	-.**	-.**	-.**	4**	-.**	-.**	-.**	-.**	7**	7**	7**	-.**
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Tunisia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkmenistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turks and Caicos Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tuvalu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Arab Emirates (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States Minor Outlying Islands (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States of America (the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uruguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uzbekistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vanuatu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vietnam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (British)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Virgin Islands (U.S.)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wallis and Futuna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Western Sahara	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 432

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	7**	3**	**	3**	3*	**	3**	**	**	**	7**	4**	3**	**	**	3**	**	**	4**
EffectiveBase	2	1	-	1	1	-	1	-	-	-	2	1	1	-	-	1	-	-	1
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	3	3	-	3	3	-	3	-	-	-	3	-	3	-	-	3	-	-	-
	44%	100%	-	100%	100%	-	100%	-	-	-	44%	-	100%	-	-	100%	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Int_Visa_country Which passport is your visa attached to?
Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	7**	7**	..*	3**	..*	..*	..*	4**	..*	..*	..*	..*	7**	7**	7**	..*
EffectiveBase	2	2	-	1	-	-	-	1	-	-	-	-	2	2	2	-
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	3	3	-	3	-	-	-	-	-	-	-	-	3	3	3	-
	44%	44%	-	100%	-	-	-	-	-	-	-	-	44%	44%	44%	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	2	-	2	2	-	1	-	-	-
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Afghanistan	-	-	-	-	-	-	-	-	-
Å...land Islands	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-
American Samoa	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-
Anguilla	-	-	-	-	-	-	-	-	-
Antarctica	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	-	-	-	-
Armenia	-	-	-	-	-	-	-	-	-
Aruba	-	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-	-
Austria	-	-	-	-	-	-	-	-	-
Azerbaijan	-	-	-	-	-	-	-	-	-
Bahamas (the)	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-
Bangladesh	-	-	-	-	-	-	-	-	-
Barbados	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Belgium	-	-	-	-	-	-	-	-	-
Belize	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-
Bermuda	-	-	-	-	-	-	-	-	-
Bhutan	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-
Bonaire, Sint Eustatius and Saba	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-
Bouvet Island	-	-	-	-	-	-	-	-	-
Brazil	-	-	-	-	-	-	-	-	-
British Indian Ocean Territory (the)	-	-	-	-	-	-	-	-	-
Brunei Darussalam	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-
Burkina Faso	-	-	-	-	-	-	-	-	-
Burundi	-	-	-	-	-	-	-	-	-
Cabo Verde	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-
Cameroon	-	-	-	-	-	-	-	-	-
Canada	-	-	-	-	-	-	-	-	-
Cayman Islands (the)	-	-	-	-	-	-	-	-	-
Central African Republic (the)	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Chad	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	-	-	-	-
China	-	-	-	-	-	-	-	-	-
Christmas Island	-	-	-	-	-	-	-	-	-
Cocos (Keeling) Islands (the)	-	-	-	-	-	-	-	-	-
Colombia	-	-	-	-	-	-	-	-	-
Comoros (the)	-	-	-	-	-	-	-	-	-
Congo (the Democratic Republic of the)	-	-	-	-	-	-	-	-	-
Congo (the)	-	-	-	-	-	-	-	-	-
Cook Islands (the)	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	-	-	-	-
Cuba	-	-	-	-	-	-	-	-	-
Curaçao	-	-	-	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-
Cote d'Ivoire	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-
Djibouti	-	-	-	-	-	-	-	-	-
Dominica	-	-	-	-	-	-	-	-	-
Dominican Republic (the)	-	-	-	-	-	-	-	-	-
Ecuador	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Egypt	-	-	-	-	-	-	-	-	-
El Salvador	-	-	-	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	-	-	-	-
Falkland Islands (the) [Malvinas]	-	-	-	-	-	-	-	-	-
Faroe Islands (the)	-	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-
Finland	-	-	-	-	-	-	-	-	-
France	-	-	-	-	-	-	-	-	-
French Guiana	-	-	-	-	-	-	-	-	-
French Polynesia	-	-	-	-	-	-	-	-	-
French Southern Territories (the)	-	-	-	-	-	-	-	-	-
Gabon	-	-	-	-	-	-	-	-	-
Gambia (the)	-	-	-	-	-	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	-
Germany	-	-	-	-	-	-	-	-	-
Ghana	-	-	-	-	-	-	-	-	-
Gibraltar	-	-	-	-	-	-	-	-	-
Greece	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Greenland	-	-	-	-	-	-	-	-	-
Grenada	-	-	-	-	-	-	-	-	-
Guadeloupe	-	-	-	-	-	-	-	-	-
Guam	-	-	-	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-	-	-	-
Guernsey	-	-	-	-	-	-	-	-	-
Guinea	-	-	-	-	-	-	-	-	-
Guinea-Bissau	-	-	-	-	-	-	-	-	-
Guyana	-	-	-	-	-	-	-	-	-
Haiti	-	-	-	-	-	-	-	-	-
Heard Island and McDonald Islands	-	-	-	-	-	-	-	-	-
Holy See (the)	-	-	-	-	-	-	-	-	-
Honduras	-	-	-	-	-	-	-	-	-
Hong Kong	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-
Iceland	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	-	-	-	-
Indonesia	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-
Iraq	-	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-	-
Isle of Man	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Israel	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Italy	4	-	4	4	-	-	-	-	-
	56%	-	56%	56%	-	-	-	-	-
Jamaica	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Jersey	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Jordan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kazakhstan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kenya	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kiribati	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Korea (the Democratic People's Republic of)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Korea (the Republic of)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kosovo	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kuwait	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Kyrgyzstan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Latvia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Lebanon	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Lesotho	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Liberia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Libya	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Liechtenstein	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Lithuania	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

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Table 433

Int_Visa_country Which passport is your visa attached to?

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	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..	7**	7**	..	3**	..	..	..
EffectiveBase	2		2	2	-	1	-	-	-
Luxembourg	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Macao	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Madagascar	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Malawi	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Malaysia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Maldives	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mali	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Malta	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Marshall Islands (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Martinique	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mauritania	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mauritius	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mayotte	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mexico	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Moldova (the Republic of)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Monaco	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Montenegro	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Montserrat	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Morocco	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Mozambique	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

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WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Myanmar	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Nauru	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Nepal	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Netherlands (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
New Caledonia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
New Zealand	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Nicaragua	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Niger (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Nigeria	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Niue	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Norfolk Island	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
North Macedonia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Northern Mariana Islands (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Norway	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Palau	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Palestine, State of	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Panama	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Papua New Guinea	-	-	-	-	-	-	-	-	-
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Paraguay	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Peru	-	-	-	-	-	-	-	-	-
Philippines (the)	-	-	-	-	-	-	-	-	-
Pitcairn	-	-	-	-	-	-	-	-	-
Poland	-	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-
Puerto Rico	-	-	-	-	-	-	-	-	-
Qatar	-	-	-	-	-	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-
Russian Federation (the)	-	-	-	-	-	-	-	-	-
Rwanda	-	-	-	-	-	-	-	-	-
RÅ@union	-	-	-	-	-	-	-	-	-
Saint BarthÃ@lemy	-	-	-	-	-	-	-	-	-
Saint Helena, Ascension and Tristan da Cunha	-	-	-	-	-	-	-	-	-
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-
Saint Lucia	-	-	-	-	-	-	-	-	-
Saint Martin (French part)	-	-	-	-	-	-	-	-	-
Saint Pierre and Miquelon	-	-	-	-	-	-	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-
Samoa	-	-	-	-	-	-	-	-	-
San Marino	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Senegal	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Serbia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Seychelles	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Sierra Leone	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Singapore	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Sint Maarten (Dutch part)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Slovakia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Slovenia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
South Georgia and the South Sandwich Islands	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
South Sudan	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Spain	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Sudan (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Suriname	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Svalbard and Jan Mayen	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Sweden	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Switzerland	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Syrian Arab Republic (the)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Taiwan (Province of China)	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	..**	7**	7**	..**	3**	..**	..**	..**
EffectiveBase	2	-	2	2	-	1	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-
Tanzania, the United Republic of	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-
Timor-Leste	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-
Tokelau	-	-	-	-	-	-	-	-	-
Tonga	-	-	-	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-
Tunisia	-	-	-	-	-	-	-	-	-
Turkey	-	-	-	-	-	-	-	-	-
Turkmenistan	-	-	-	-	-	-	-	-	-
Turks and Caicos Islands (the)	-	-	-	-	-	-	-	-	-
Tuvalu	-	-	-	-	-	-	-	-	-
Uganda	-	-	-	-	-	-	-	-	-
Ukraine	-	-	-	-	-	-	-	-	-
United Arab Emirates (the)	-	-	-	-	-	-	-	-	-
United States Minor Outlying Islands (the)	-	-	-	-	-	-	-	-	-
United States of America (the)	-	-	-	-	-	-	-	-	-
Uruguay	-	-	-	-	-	-	-	-	-
Uzbekistan	-	-	-	-	-	-	-	-	-
Vanuatu	-	-	-	-	-	-	-	-	-
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 433
Int_Visa_country Which passport is your visa attached to?
Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
WeightedBase	7**	-**	7**	7**	-**	3**	-**	-**	-**
EffectiveBase	2	-	2	2	-	1	-	-	-
Vietnam	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Virgin Islands (British)	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Virgin Islands (U.S.)	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Wallis and Futuna	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Western Sahara	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Yemen	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Zambia	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Zimbabwe	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
Prefer not to say	3	-	3	3	-	3	-	-	-
	44%	-	44%	44%	-	100%	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h
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Table 434

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
2	-	1	1	-	-	-	-	-	-
7**	..**	4**	3**	..**	..**	..**	..**	..**	..**
2	-	1	1	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
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-	-	-	-	-	-	-	-	-	-
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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 434

Int_Visa_country Which passport is your visa attached to?

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Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7**	..	4**	3**	..	..	..	..	..	..
2	-	1	1	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Int_Visa_country Which passport is your visa attached to?

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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Int_Visa_country Which passport is your visa attached to?

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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Fieldwork Dates: 17th August to 27th October 2023

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Table 434

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 434

Int_Visa_country Which passport is your visa attached to?

Base : All respondents who are working on a Health and Care Worker visa and are a citizen of to other countries other than the UK

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Fieldwork Dates: 17th August to 27th October 2023

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Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 435
Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Yes	2412	1828	264	28	76	115	35	32	53	2077	705	831	865	350	514	56	529	611	208
	33%pABJ	33%	33%	29%	30%	32%	34%	32%	32%	33%	35%	37%Zi	34%	29%	38%Zmp	38%mp	30%	35%mp	36%mp
No	4440	3335	520	68	173	227	65	65	106	3807	1221	1322	1558	805	753	81	1181	1042	348
	61%nDL	61%	64%	69%Zaf	69%Za	64%	62%	65%	64%	61%	61%	59%	61%	66%Znoqr	56%	55%	66%ZInoqr	59%	60%
I would prefer not to say	380	320	23	2	3	14	4	3	7	354	82	101	128	58	70	10	79	115	27
	5%bcdFG	6%bcd	3%	2%	1%	4%	4%cd	3%	4%	6%	4%	4%	5%	5%	5%	7%	4%	7%p	5%



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Table 435
Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Yes	2412	300	1921	160	32	92	165	711	577	865	32	106	212	101	799	295	588	144
	33%pABJ	33%	34%	28%	42%u	22%	24%	33%AB	36%AB	36%ZAB	29%	32%	35%	35%	30%	33%	40%ZJKM	31%
No	4440	549	3472	378	41	316	490	1303	912	1403	76	223	367	179	1685	552	788	303
	61%hDL	60%	61%	67%	54%	75%ZCDE	71%ZCDE	61%	57%	59%	69%ZH	67%	61%	61%	64%L	63%L	53%	65%L
I would prefer not to say	380	60	291	27	2	16	32	113	101	114	2	4	27	11	162	34	102	21
	5%bcdFG	7%t	5%	5%	3%	4%	5%	5%	6%	5%	2%	1%	4%G	4%	6%	4%	7%K	5%



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Table 436

Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Yes	2412	813	670	670	518	926	824	128	283	759	1202	1312	630	207	138	712	407	557	725
DE	33%kpuC	35%e	37%e	36%e	38%	31%	35%e	36%	32%	37%Zj	32%	29%	41%Zk	36%k	51%Zklm	36%pt	27%	35%p	35%pt
No	4440	1407	1071	1112	806	1925	1437	213	554	1183	2375	2971	797	334	121	1163	1036	977	1257
	61%InvwxA	60%	59%	60%	59%	64%Zabc	61%	60%	62%	57%	63%i	67%Zlmn	52%	58%n	44%	58%	69%Zoqrs	61%	60%
I would prefer not to say	380	117	90	73	49	135	97	14	52	123	186	183	96	32	14	121	60	79	108
	5%kE	5%	5%	4%	4%	5%	4%	4%	6%	6%	5%	4%	6%k	6%	5%	6%	4%	5%	5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 436
Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Yes	2412	1962	404	642	207	616	591	167	65	2117	45	55	79	255	2412	-
	33%kpuCDE	34%p	30%	27%	40%Zuy	38%Zuy	42%Zuy	28%	32%	40%ZCDE	35%CDE	12%	10%	14%D	100%G	-
No	4440	3541	860	1624	283	920	746	399	125	2865	79	395	710	1467	-	4440
	61%lInvwxA	61%	64%o	69%ZvwxA	55%	57%	53%	67%vwxA	62%	55%	62%	86%ZAB	86%ZAB	82%ZAB	-	100%F
I would prefer not to say	380	269	71	92	24	69	74	27	11	270	3	12	32	60	-	-
	5%kE	5%	5%	4%	5%	4%	5%	5%	5%	5%E	3%	3%	4%	3%	-	-



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Table 437
Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Yes	2412	2314	81	23	53	844	746	194	64
	33%bcd	39%Zb	8%	5%	10%	34%	34%	34%	31%
No	4440	3363	957	457	482	1470	1354	367	137
	61%a	56%	90%Za	93%Z	88%Z	60%	63%	64%	65%
I would prefer not to say	380	314	29	13	14	134	66	16	8
	5%bfg	5%b	3%	3%	2%	5%fg	3%	3%	4%



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Table 438

Dis_1 Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Yes	2412	799	295	588	144	35	32	49	32	260
	33%a	30%	33%	40%Zabdefhi	31%	34%	32%	32%	29%	33%
No	4440	1685	552	788	303	65	65	97	76	516
	61%c	64%c	63%c	53%	65%c	62%c	65%c	64%	69%Zace	65%c
I would prefer not to say	380	162	34	102	21	4	3	6	2	23
	5%hi	6%hi	4%	7%bfhi	5%	4%	3%	4%	2%	3%



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Table 439

Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

Base : All participants who have a disability

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	2440	1456	271	178	150	302	185	88	47	1793	791	1064	546	213	333	87	472	635	532
WeightedBase	2412	1828	264	28	76*	115*	35	32*	53**	2077	705	831	865	350	514	56*	529	611	208
EffectiveBase	1226	863	149	119	52	93	130	70	23	1008	359	465	317	138	180	52	254	433	272
Yes, a lot	390	307	34	3	7	23	6	4	14	343	92	129	173	79	95	6	68	81	38
	16%G	17%	13%	12%	10%	20%	16%	13%	26%	17%	13%	16%	20%pq	22%pq	18%	12%	13%	13%	18%
Yes, a little	1351	1023	144	17	43	60	20	19	24	1154	413	488	460	186	274	32	304	353	121
	56%	56%	55%	61%	57%	52%	57%	60%	45%	56%	59%	59%	53%	53%	53%	57%	58%	58%	58%
Not at all	587	431	73	7	17	29	9	8	14	507	175	178	194	74	119	17	146	149	42
	24%	24%	28%	26%	23%	25%	24%	24%	26%	24%	25%	21%	22%	21%	23%	30%	28%r	24%	20%
I would prefer not to say	85	66	12	*	8	4	1	1	2	73	25	35	38	12	26	1	11	27	7
	4%	4%	5%	1%	10%Zac	3%	3%	2%	4%	4%	4%	4%	4%	3%	5%	1%	2%	4%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 439

Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

Base : All participants who have a disability

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	2440	761	1553	66	60	77	135	623	540	1063	196	132	182	149	615	220	531	85
WeightedBase	2412	300	1921	160*	32*	92*	165*	711	577	865	32	106*	212	101*	799	295	588	144*
EffectiveBase	1226	475	923	48	41	33	72	323	263	587	134	70	119	62	364	125	324	58
Yes, a lot	390 16%G	39 13%	313 16%	31 20%	7 22%	24 26%D	22 13%	105 15%	67 12%	171 20%D	4 13%	7 6%	23 11%	22 22%G	128 16%	56 19%	90 15%	31 22%
Yes, a little	1351 56%	180 60%	1066 55%	89 55%	17 52%	43 47%	89 54%	395 55%	355 62%E	469 54%	19 60%	65 61%	121 57%	53 53%	444 56%	166 56%	338 57%	75 52%
Not at all	587 24%	67 22%	471 25%	40 25%	8 24%	23 25%	46 28%	187 26%	136 23%	194 22%	8 27%	27 25%	65 30%	23 22%	198 25%	61 21%	134 23%	37 26%
I would prefer not to say	85 4%	14 5%	70 4%	- -	* 2%	3 3%	8 5%	24 3%	20 3%	30 4%	* 1%	8 7%H	3 2%	4 3%	29 4%	12 4%	26 4%	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 440

Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

Base : All participants who have a disability

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	2440	758	606	606	483	743	669	105	231	722	1339	1302	698	209	135	368	394	683	980
WeightedBase	2412	813	670	670	518	926	824	128*	283	759	1202	1312	630	207	138*	712	407	557	725
EffectiveBase	1226	433	357	355	277	405	359	75	122	379	630	660	359	112	56	225	202	407	587
Yes, a lot	390 16%j	124 15%	96 14%	93 14%	76 15%	150 16%	114 14%	13 10%	58 21%j	166 22%Zgj	148 12%	193 15%	100 16%	34 16%	37 27%Zkl	99 14%	76 19%	83 15%	129 18%
Yes, a little	1351 56%	458 56%	354 53%	363 54%	286 55%	515 56%	478 58%	78 61%	167 59%	424 56%	664 55%	720 55%	384 61%	110 53%	73 53%	404 57%	202 50%	348 62%Zprt	394 54%
Not at all	587 24%iy	190 23%	180 27%	182 27%	128 25%	218 24%	193 23%	34 27%	51 18%	143 19%	341 28%hi	349 27%n	135 21%	54 26%	20 14%	186 26%	107 26%	109 20%	180 25%
I would prefer not to say	85 4%	41 5%	40 6%Z	32 5%	28 5%	42 5%	39 5%	3 2%	6 2%	26 3%	49 4%	49 4%	11 2%	10 5%	9 6%l	24 3%	22 5%	16 3%	23 3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 440
Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?
Base : All participants who have a disability

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	2440	2008	393	858	226	545	499	149	50	2163	42	52	74	239	2440	-
WeightedBase	2412	1962	404	642	207	616	591	167*	65*	2117	45**	55**	79*	255	2412	-**
EffectiveBase	1226	1001	209	324	120	331	282	70	35	1087	18	24	39	119	1226	-
Yes, a lot	390	316	63	122	37	73	100	30	13	330	9	19	10	55	390	-
	16% _j	16%	16%	19% _w	18%	12%	17%	18%	19%	16%	20%	34%	12%	22%	16%	-
Yes, a little	1351	1119	208	347	103	377	315	113	35	1200	19	22	48	129	1351	-
	56% _i	57%	51%	54%	50%	61% _{vx}	53%	68% _{uvx}	54%	57%	43%	41%	60%	51%	56%	-
Not at all	587	452	124	161	48	142	153	22	17	511	16	14	19	67	587	-
	24% _{iy}	23%	31% _{qs}	25% _y	23%	23%	26% _y	13%	27%	24%	36%	26%	24%	26%	24%	-
I would prefer not to say	85	75	10	12	19	24	23	1	-	76	1	-	3	4	85	-
	4%	4%	2%	2%	9% _{Zuwxy}	4%	4%	1%	-	4%	1%	-	4%	2%	4%	-



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Table 441
Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?
Base : All participants who have a disability

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	2440	2368	58	12	44	719	777	285	83
WeightedBase	2412	2314	81*	23**	53**	844	746	194	64*
EffectiveBase	1226	1184	37	8	28	397	360	126	41
Yes, a lot	390	370	12	-	11	162	109	17	6
	16%g	16%	15%	-	20%	19%g	15%	9%	9%
Yes, a little	1351	1298	45	12	32	469	425	113	39
	56%	56%	56%	49%	60%	56%	57%	58%	61%
Not at all	587	561	23	12	11	183	191	57	17
	24%	24%	29%	51%	20%	22%	26%	29%	26%
I would prefer not to say	85	84	-	-	-	29	20	7	2
	4%	4%	-	-	-	3%	3%	4%	3%



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Table 442
Dis_2 Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?
Base : All participants who have a disability

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	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
2440	615	220	531	85	185	88	29	196	264
2412	799	295	588	144*	35	32*	49**	32	260
1226	364	125	324	58	130	70	20	134	146
390	128	56	90	31	6	4	13	4	34
16%	16%	19%	15%	22%	16%	13%	26%	13%	13%
1351	444	166	338	75	20	19	22	19	141
56%	56%	56%	57%	52%	57%	60%	44%	60%	54%
587	198	61	134	37	9	8	12	8	72
24%	25%	21%	23%	26%	24%	24%	25%	27%	28%
85	29	12	26	-	1	1	2	*	12
4%	4%	4%	4%	-	3% d	2%	4%	1%	5%



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Table 443

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
No	4466	3392	504	63	161	218	64	56	106	3856	1250	1378	1617	808	808	86	1134	1050	353
	62%EM	62%	62%	65%	64%	61%	62%	56%	64%	62%	62%	61%	63%	67%qr	60%	59%	63%	59%	60%
Yes, 9 hours a week or less	1050	721	139	18	46	71	23	27	23	853	358	387	294	117	177	25	257	277	122
	15%lmBJ	13%	17%a	18%Za	18%a	20%Za	22%Za	28%Zabc deh	14%	14%	18%Zi	17%Zi	12%	10%	13%	17%lm	14%lm	16%lm	21%Zlmnpq
Yes, 10 to 19 hours a week	473	348	48	7	13	24	7	8	10	407	129	162	144	66	78	12	105	137	45
	7%	6%	6%	7%	5%	7%	7%	8%	6%	7%	6%	7%	6%	5%	6%	8%	6%	8%	8%
Yes 20 to 34 hours a week	305	235	26	3	8	22	4	3	16	265	83	106	90	44	47	5	80	85	25
	4%	4%	3%	3%	3%	6%b	4%	3%	10%Zabcd	4%	4%	5%	4%	4%	3%	3%	4%	5%	4%
Yes, 35 to 49 hours a week	268	229	23	2	6	5	2	3	1	252	48	59	107	62	45	4	67	70	6
	4%cjrs	4%ce	3%	2%	2%	2%	2%	3%	1%	4%jk	2%	3%	4%r	5%r	3%r	3%	4%r	4%r	1%
Yes, 50 or more hours a week	274	205	39	2	11	9	3	1	5	232	69	92	97	37	60	6	74	61	18
	4%C	4%	5%g	2%	4%	2%	2%	1%	3%	4%	3%	4%	4%	3%	4%	4%	4%	3%	3%
Don't know	130	122	5	*	2	3	*	1	3	124	16	15	74	22	51	3	18	30	4
	2%cfjkr F	2%bcf	1%	*	1%	1%	*	1%	2%	2%jk	1%	1%	3%Zpr	2%	4%Zpqr	2%	1%	2%	1%
Prefer not to say	268	231	24	3	6	3	1	1	1	249	56	53	128	58	70	6	55	58	11
	4%efgkr	4%efg	3%	3%e	2%	1%	1%	1%	1%	4%k	3%	2%	5%pr	5%r	5%pr	4%	3%	3%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 443

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
No	4466	542	3572	312	40	283	498	1343	989	1334	71	205	375	174	1735	519	879	249
	62%EM	60%	63% s	55%	54%	67% E	72% ZCDE	63% E	62% E	56%	64%	61%	62%	60%	66% ZKLM	59%	59%	53%
Yes, 9 hours a week or less	1050	171	770	91	18	42	55	315	229	409	20	67	105	56	286	116	223	95
	15% ImBJ	19% Zt	14%	16%	24% Zt	10%	8%	15% B	14% B	17% ZAB	18%	20% Z	17%	19%	11%	13%	15% J	20% JK
Yes, 10 to 19 hours a week	473	75	358	36	4	27	30	134	96	186	8	18	48	22	158	48	116	26
	7%	8% Zt	6%	6%	6%	6%	4%	6%	6%	8% B	7%	5%	8%	7%	6%	5%	8%	5%
Yes 20 to 34 hours a week	305	37	234	30	4	18	22	98	47	119	4	13	19	11	109	37	64	25
	4%	4%	4%	5%	5%	4%	3%	5%	3%	5% D	3%	4%	3%	4%	4%	4%	4%	5%
Yes, 35 to 49 hours a week	268	17	208	42	2	8	29	82	66	84	2	7	17	7	83	61	63	22
	4% cjrs	2%	4% s	7% Zst	3%	2%	4%	4%	4%	4%	2%	2%	3%	2%	3%	7% ZJ	4%	5%
Yes, 50 or more hours a week	274	29	214	28	2	18	11	49	71	125	3	16	23	16	87	28	56	34
	4% C	3%	4%	5%	3%	4%	2%	2%	4% BC	5% ZBC	2%	5%	4%	6%	3%	3%	4%	7% ZJK
Don't know	130	9	97	21	3	5	16	44	33	28	*	2	2	1	66	30	20	6
	2% cfjkr	1%	2%	4% s	4% s	1%	2%	2%	2%	1%	*	*	*	*	2%	3% ZL	1%	1%
Prefer not to say	268	30	231	6	2	22	27	62	59	97	3	7	18	6	121	41	57	11
	4% efgkr	3%	4%	1%	2%	5%	4%	3%	4%	4%	3%	2%	3%	2%	5%	5%	4%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 444

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?
Please think about care for family or friends.

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
No	4466	1408	1089	1102	797	1925	1524	237	517	1230	2398	4466	-	-	-	1296	997	915	1242
	62%lmnq vA	60%	59%	59%	58%	64%abc	65%abc	67%	58%	60%	64%hi	100%Zlmn	-	-	-	65%qr	66%Zqrs	57%	59%
Yes, 9 hours a week or less	1050	333	261	263	209	342	300	47	115	331	520	-	1050	-	-	268	173	283	326
	15%ekmn ptCDE	14%e	14%	14%	15%	11%	13%	13%	13%	16%	14%	-	69%Zkmn	-	-	13%	11%	18%Zopt	16%pt
Yes, 10 to 19 hours a week	473	170	144	147	110	168	138	21	70	127	243	-	473	-	-	124	75	116	157
	7%kmnDE	7%	8%e	8%e	8%	6%	6%	6%	8%	6%	6%	-	31%Zkmn	-	-	6%	5%	7%	8%p
Yes 20 to 34 hours a week	305	89	72	82	66	124	107	15	39	124	116	-	-	305	-	64	48	84	109
	4%jklmD E	4%	4%	4%	5%	4%	5%	4%	4%	6%Zj	3%	-	-	53%Zklin	-	3%	3%	5%opt	5%opt
Yes, 35 to 49 hours a week	268	107	87	89	72	125	80	12	42	54	157	-	-	268	-	77	58	67	65
	4%klin	5%	5%	5%	5%	4%	3%	3%	5%	3%	4%i	-	-	47%Zklin	-	4%	4%	4%	3%
Yes, 50 or more hours a week	274	105	87	81	68	106	89	11	49	77	127	-	-	-	274	43	67	70	90
	4%klmou DE	4%	5%	4%	5%	4%	4%	3%	6%	4%	3%	-	-	-	100%Zklm	2%	4%o	4%o	4%o
Don't know	130	29	30	28	13	75	36	1	14	47	68	-	-	-	-	59	31	23	17
	2%klmr	1%	2%	1%	1%	2%a	2%	*	2%	2%	2%	-	-	-	-	3%qrs	2%r	1%	1%
Prefer not to say	268	95	62	63	39	122	84	12	43	75	132	-	-	-	-	66	54	57	84
	4%klmnu	4%	3%	3%	3%	4%	4%	3%	5%	4%	4%	-	-	-	-	3%	4%	4%	4%



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Table 444

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
No	4466	3542	864	1562	270	958	843	398	126	3085	77	294	636	1264	1312	2971
	62%lmnq vA	61%q	65%qr	66%Zvw x	52%	60%v	60%v	67%vw x	63%	59%	60%	64%	77%ZABC E	71%ZA	54%	67%F
Yes, 9 hours a week or less	1050	890	133	348	124	237	214	62	19	876	16	29	61	149	454	543
	15%ekmn ptCDE	15%pt	10%	15%	24%Zuw yz	15%	15%	10%	9%	17%ZCDE	13%	6%	7%	8%	19%G	12%
Yes, 10 to 19 hours a week	473	357	104	144	42	111	99	32	16	390	8	22	28	72	176	253
	7%kmnDE	6%	8%p	6%	8%	7%	7%	5%	8%	7%DE	7%	5%	3%	4%	7%	6%
Yes 20 to 34 hours a week	305	266	34	87	19	73	68	24	17	253	3	18	13	43	115	174
	4%jklnd E	5%t	3%	4%	4%	5%	5%	4%	9%Zuv	5%DE	2%	4%	2%	2%	5%	4%
Yes, 35 to 49 hours a week	268	204	64	74	13	61	68	18	4	166	5	43	35	93	92	160
	4%klin	4%	5%	3%	3%	4%	5%	3%	2%	3%	4%	9%ZAD	4%	5%A	4%	4%
Yes, 50 or more hours a week	274	236	34	54	30	85	64	22	3	239	8	8	6	32	138	121
	4%klmou DE	4%o	3%	2%	6%u	5%u	5%u	4%	2%	5%DE	6%DE	2%	1%	2%	6%G	3%
Don't know	130	90	38	39	2	28	19	9	6	72	-	35	4	49	50	72
	2%klmr	2%r	3%rs	2%	*	2%	1%	1%	3%v	1%	-	7%ZABDE	1%	3%AD	2%	2%
Prefer not to say	268	186	64	50	16	51	37	27	8	170	10	13	39	79	76	146
	4%klmnu	3%	5%	2%	3%	3%	3%	5%u	4%	3%	8%A	3%	5%	4%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 445

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
No	4466	3527	829	390	426	1534	1356	394	130
	62%a	59%	78%Za	79%Z	78%Z	63%	63%	68%Z	62%
Yes, 9 hours a week or less	1050	989	50	20	27	297	347	97	42
	15%bcd	17%Zb	5%	4%	5%	12%	16%e	17%e	20%e
Yes, 10 to 19 hours a week	473	435	34	11	18	173	146	29	10
	7%bc	7%b	3%	2%	3%	7%	7%	5%	5%
Yes 20 to 34 hours a week	305	280	24	4	20	110	94	22	9
	4%c	5%b	2%	1%	4%	4%	4%	4%	4%
Yes, 35 to 49 hours a week	268	203	58	33	26	133	65	9	5
	4%g	3%	5%a	7%	5%	5%Zfg	3%	1%	2%
Yes, 50 or more hours a week	274	255	14	6	7	78	89	17	8
	4%b	4%b	1%	1%	1%	3%	4%	3%	4%
Don't know	130	96	22	11	10	43	29	8	-
	2%	2%	2%	2%	2%	2%	1%	1%	-
Prefer not to say	268	205	36	18	13	79	40	2	5
	4%fg	3%	3%	4%	2%	3%fg	2%g	*	2%g

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 446

UNPAID_CARE Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
4466	1735	519	879	249	64	56	98	71	500
62%d	66%Zbcd	59%	59%	53%	62%	56%	64%	64%d	63%d
1050	286	116	223	95	23	27	21	20	135
15%a	11%	13%	15%a	20%ab	22%Zabc	28%Zabcghi	14%	18%a	17%a
473	158	48	116	26	7	8	9	8	48
7%	6%	5%	8%	5%	7%	8%	6%	7%	6%
305	109	37	64	25	4	3	15	4	26
4%	4%	4%	4%	5%	4%	3%	10%Zaci	3%	3%
268	83	61	63	22	2	3	1	2	23
4%	3%	7%Zaeghi	4%h	5%	2%	3%	*	2%	3%
274	87	28	56	34	3	1	5	3	38
4%	3%	3%	4%	7%Zabefh	2%	1%	3%	2%	5%f
130	66	30	20	6	*	1	3	*	5
2%eh	2%ehi	3%Zcehi	1%	1%	*	1%	2%	*	1%
268	121	41	57	11	1	1	1	3	24
4%ef	5%ef	5%ef	4%ef	2%	1%	1%	1%	3%	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 447

QChildnum Are there any children or young people under age 18 living in your household?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
No children under 18 in household	4781	3634	530	64	170	205	62	51	99	4133	1308	1447	1670	760	910	107	1150	1205	363	
	66%efgr AB	66%efg	66%eg	66%eg	67%eg	58%	60%	51%	60%	66%	65%	64%	65%	63%	68%r	73%mpr	64%	68%mr	62%	
Yes child(ren) aged 0-4	701	551	70	9	16	39	11	17	12	622	188	238	228	110	118	14	194	170	63	
	10%EG	10%	9%	10%	6%	11%	11%	17%Zabcd h	7%	10%	9%	11%	9%	9%	9%	9%	11%	10%	11%	
Yes child(ren) aged 5-10	952	696	112	14	37	68	17	19	33	803	284	322	345	156	190	9	282	184	88	
	13%oqE	13%	14%	15%	15%	19%Za	16%a	19%Za	20%	13%	14%	14%	14%oq	13%o	14%oq	6%	16%Zoq	10%	15%oq	
Yes child(ren) aged 11-14	859	629	106	12	31	64	15	17	34	738	250	293	337	176	161	8	223	179	77	
	12%o	11%	13%	12%	12%	18%Zac	15%	17%Za	21%Za	12%	12%	13%	13%oq	15%oq	12%o	6%	12%o	10%	13%oq	
Yes child(ren) aged 15-17	667	495	91	11	32	32	11	14	9	559	208	233	237	124	113	13	176	159	61	
	9%E	9%	11%	11%	13%	9%	11%	14%Zah	6%	9%	10%	10%	9%	10%	8%	9%	10%	9%	11%	
Prefer not to say	169	139	14	1	8	4	2	*	2	145	43	36	68	37	31	3	38	42	11	
	2%cF	3%c	2%	1%	3%	1%	2%	*	1%	2%	2%	2%	3%	3%	2%	2%	2%	2%	2%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 447

QChildnum Are there any children or young people under age 18 living in your household?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
No children under 18 in household	4781	585	3775	371	51	232	411	1349	1018	1757	71	224	405	199	1746	553	1019	306
	66%efgr AB	64%	66%	66%	68%	55%	60%	63%A	64%A	74%ZABC D	64%	67%	67%	68%	66%	63%	69%K	65%
Yes child(ren) aged 0-4	701	93	553	50	5	66	108	235	172	117	10	19	58	24	270	99	142	40
	10%EG	10%	10%	9%	6%	16%ZE	16%ZCDE	11%E	11%E	5%	9%	6%	10%	8%	10%	11%	10%	8%
Yes child(ren) aged 5-10	952	131	706	109	6	85	102	314	202	247	16	50	83	37	331	123	162	80
	13%oqE	14%	12%	19%Ztv	8%	20%ZDE	15%E	15%E	13%	10%	14%	15%	14%	13%	13%	14%	11%	17%L
Yes child(ren) aged 11-14	859	108	668	74	9	47	93	260	199	257	14	41	80	30	319	94	149	67
	12%o	12%	12%	13%	12%	11%	14%	12%	13%	11%	13%	12%	13%	10%	12%	11%	10%	14%
Yes child(ren) aged 15-17	667	87	525	46	9	60	67	202	167	169	14	43	55	26	224	104	125	43
	9%E	10%	9%	8%	12%	14%ZE	10%	9%E	11%E	7%	13%Z	13%	9%	9%	8%	12%	8%	9%
Prefer not to say	169	19	145	4	2	13	20	44	41	51	1	9	6	5	71	33	27	8
	2%cF	2%	3%	1%	2%	3%	3%	2%	3%	2%	*	3%	1%	2%	3%	4%	2%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 448

QChildnum Are there any children or young people under age 18 living in your household?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
No children under 18 in household	4781	1569	1164	1194	871	1894	1547	214	532	1330	2591	2941	1069	374	158	1241	550	1058	1913
	66%hnpCDE	67%	64%	64%	63%	63%	66%	60%	60%	64%	69%Zghi	66%	70%Zkn	65%	58%	62%p	37%	66%p	92%Zopqst
Yes child(ren) aged 0-4	701	248	211	192	159	285	223	43	114	181	349	513	91	35	26	409	232	36	25
	10%lqry	11%	12%	10%	12%	10%	9%	12%	13%ij	9%	9%	11%Zlm	6%	6%	10%	20%Zpqrst	15%Zqrst	2%r	1%
Yes child(ren) aged 5-10	952	295	281	274	213	434	346	60	161	301	420	618	178	69	52	309	493	113	37
	13%jqr	13%	15%	15%	15%	15%	15%	17%j	18%Zj	15%j	11%	14%	12%	12%	19%l	16%qrt	33%Zoqrst	7%r	2%
Yes child(ren) aged 11-14	859	284	231	237	168	401	294	56	106	317	374	502	192	74	57	198	403	226	33
	12%jrt	12%	13%	13%	12%	13%	12%	16%j	12%	15%Zj	10%	11%	13%	13%	21%Zklm	10%r	27%Zoqrst	14%ort	2%
Yes child(ren) aged 15-17	667	216	184	200	147	327	224	37	90	199	322	395	133	64	52	79	254	268	64
	9%ort	9%	10%	11%	11%	11%	10%	11%	10%	10%	9%	9%	9%	11%	19%Zklm	4%	17%Zorst	17%Zorst	3%
Prefer not to say	169	40	37	38	26	78	41	8	18	43	91	63	24	14	3	44	33	45	37
	2%kwxA	2%	2%	2%	2%	3%	2%	2%	2%	2%	2%	1%	2%	2%	1%	2%	2%	3%S	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 448

QChildnum Are there any children or young people under age 18 living in your household?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
No children under 18 in household	4781	3779	924	1528	346	1045	982	431	134	3675	78	246	408	989	1773	2776
	66%hnpC DE	65%p	69%op	65%	67%	65%	70%u	73%Zuw	67%	70%ZCDE	61%	53%	50%	55%	73%G	63%
Yes child(ren) aged 0-4	701	546	146	267	51	159	120	34	14	438	16	78	141	255	168	497
	10%lqrry	9%qr	11%qr	11%y	10%	10%y	9%	6%	7%	8%	12%	17%ZA	17%ZA	14%ZA	7%	11%F
Yes child(ren) aged 5-10	952	794	146	331	54	233	182	58	24	630	14	79	163	293	260	653
	13%lqrr	14%qr	11%qr	14%	10%	15%	13%	10%	12%	12%	11%	17%	20%ZA	16%ZA	11%	15%F
Yes child(ren) aged 11-14	859	734	118	273	57	195	180	75	18	588	19	66	140	261	269	548
	12%lrrt	13%rt	9%r	12%	11%	12%	13%	13%	9%	11%	15%	14%	17%ZA	15%ZA	11%	12%
Yes child(ren) aged 15-17	667	588	73	210	53	158	122	57	19	446	23	41	100	206	199	444
	9%ort	10%ort	5%r	9%	10%	10%	9%	10%	9%	8%	18%ZA	9%	12%A	12%A	8%	10%
Prefer not to say	169	99	48	54	8	18	13	8	3	63	8	24	33	77	23	104
	2%kwxA	2%	4%rs	2%x	2%	1%	1%	1%	2%	1%	6%ZA	5%ZA	4%A	4%ZA	1%	2%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 449

QChildnum Are there any children or young people under age 18 living in your household?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
No children under 18 in household	4781	4101	589	258	318	1657	1336	356	144
	66%bcd	68%Zb	55%	52%	58%	68%fg	62%	62%	69%
Yes child(ren) aged 0-4	701	519	174	108	63	233	257	72	11
	10%	9%	16%Za	22%Zd	11%	10%	12%Zh	12%h	5%
Yes child(ren) aged 5-10	952	755	174	85	83	288	377	82	39
	13%	13%	16%a	17%	15%	12%	17%Ze	14%	18%e
Yes child(ren) aged 11-14	859	702	141	67	67	247	334	92	29
	12%	12%	13%	14%	12%	10%	15%Ze	16%Ze	14%
Yes child(ren) aged 15-17	667	537	120	40	75	215	221	68	17
	9%	9%	11%	8%	14%Z	9%	10%	12%	8%
Prefer not to say	169	104	34	21	13	54	13	-	2
	2%fg	2%	3%a	4%	2%	2%fg	1%	-	1%

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Table 450
QChildnum Are there any children or young people under age 18 living in your household?
Base : All respondents working in adult social care in England

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Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
4781	1746	553	1019	306	62	51	92	71	526
66%ef	66%ef	63%f	69%bef	65%f	60%	51%	60%	64%f	66%f
701	270	99	142	40	11	17	11	10	67
10%	10%	11%	10%	8%	11%	17%Zacdghi	7%	9%	8%
952	331	123	162	80	17	19	31	16	111
13%	13%	14%	11%	17%c	16%c	19%Zac	20%c	14%	14%
859	319	94	149	67	15	17	32	14	104
12%	12%	11%	10%	14%	15%c	17%Zbc	21%Zabc	13%	13%
667	224	104	125	43	11	14	6	14	91
9%	8%	12%	8%	9%	11%	14%Zacg	4%	13%Zacg	11%
169	71	33	27	8	2	*	2	1	14
2%h	3%h	4%fh	2%	2%	2%	*	1%	*	2%



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Table 451

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
Your household's weekly income	289 4%kr	237 4%	19 2%	4 4%	9 3%	14 4%	5 4%	3 3%	8 5%	264 4%k	58 3%	60 3%	80 3%	35 3%	46 3%	6 4%	96 5%lmr	79 4%r	13 2%	
Your household's monthly income	4036 56%fv	3107 57%f	452 56%	54 55%	135 53%	191 54%	52 50%	50 51%	95 58%	3519 56%	1142 57%	1297 58%	1436 56%	693 57%	743 56%	77 53%	947 53%	1047 59%Zp	324 56%	
Your household's annual income	840 12%ainA JKL	403 7%	181 22%Za	28 29%Zabh	72 29%Zah	91 26%Za	31 30%Zabh	35 35%Zabe	28 17%ah	568 9%	371 18%Zi	411 18%Zi	229 9%	115 9%	114 9%	17 12%	203 11%	184 10%	132 23%Zimnopq	
Don't know	1124 16%bcde fgjkrs EFGHI	969 18%Zbcd efgh	81 10%c	3 3%	20 8%c	29 8%c	10 10%c	8 8%c	12 7%	1035 17%jk	239 12%	267 12%	453 18%qr	207 17%qr	246 18%qr	24 16%r	315 18%qr	220 12%r	50 9%	
Prefer not to say	945 13%bcde fgjkCFH	767 14%bcdef g	74 9%g	9 9%g	17 7%	30 9%g	6 6%	3 3%	22 13%g	851 14%jk	199 10%	219 10%	352 14%	164 14%	188 14%	23 15%	229 13%	239 13%	63 11%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 451

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Your household's weekly income	289	29	240	16	4	24	20	61	54	129	4	9	15	6	149	23	54	11
	4%kr	3%	4%	3%	6%	6%	3%	3%	3%	5%ZCD	4%	3%	3%	2%	6%ZKL	3%	4%	2%
Your household's monthly income	4036	485	3232	285	34	222	389	1224	863	1329	60	166	344	143	1447	534	867	257
	56%fv	53%	57%sv	50%	45%	52%	57%	58%	54%	56%	54%	50%	57%	49%	55%	61%J	59%	55%
Your household's annual income	840	176	594	59	11	27	70	250	227	267	31	104	129	71	151	59	135	57
	12%ailn	19%Ztu	10%	11%	14%	6%	10%	12%A	14%ZAE	11%A	28%ZH	31%ZH	21%Z	24%Z	6%	7%	9%J	12%JK
Don't know	1124	100	887	122	14	95	124	374	223	293	5	23	66	23	535	155	194	81
	16%bcde	11%	16%ts	22%Zs	18%st	22%ZDE	18%E	18%DE	14%	12%	4%	7%	11%F	8%	20%ZL	18%L	13%	17%
Prefer not to say	945	119	730	83	12	57	83	217	223	364	10	31	53	49	363	109	227	62
	13%bcde	13%	13%	15%	17%	13%	12%	10%	14%C	15%ZC	9%	9%	9%	17%FGH	14%	12%	15%	13%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 452

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Your household's weekly income	289 4%p	83 4%	65 4%	74 4%	45 3%	121 4%	98 4%	26 7%Zij	51 6%j	79 4%	118 3%	175 4%	68 4%	26 5%	16 6%	51 3%	37 2%	72 4%op	128 6%Zops
Your household's monthly income	4036 56%gh	1352 58%	1051 57%	1054 57%	771 56%	1639 55%	1298 55%	158 45%	427 48%	1240 60%Zgh	2140 57%gh	2533 57%	874 57%	318 55%	164 60%	1090 55%	873 58%	882 55%	1182 57%
Your household's annual income	840 12%imxy zDE	294 13%e	245 13%e	238 13%e	205 15%	290 10%	298 13%e	41 12%	79 9%	153 7%	545 14%Zhi	535 12%m	221 15%Zm	42 7%	30 11%	209 10%	228 15%Zors	193 12%	209 10%
Don't know	1124 16%lqru	350 15%	280 15%	297 16%	203 15%	544 18%Za	397 17%	81 23%Zij	153 17%	309 15%	554 15%	727 16%l	187 12%	115 20%ln	30 11%	481 24%Zpqr st	211 14%r	204 13%	224 11%
Prefer not to say	945 13%bcjk optuw	260 11%	189 10%	191 10%	148 11%	391 13%bc	266 11%	49 14%	179 20%Zij	283 14%j	406 11%	496 11%	173 11%	72 13%	34 12%	165 8%	153 10%	262 16%Zops t	347 17%Zopst

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 452

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Your household's weekly income	289 4% ^p	231 4%	55 4%	76 3%	15 3%	64 4%	65 5%	26 4%	20 10% ^y	211 4%	9 7%	14 3%	37 4%	75 4%	77 3%	196 4%
Your household's monthly income	4036 56% ^{gh}	3212 56%	781 58%	1320 56%	277 54%	943 59%	845 60% ^z	355 60%	115 57%	2941 56%	68 54%	225 49%	504 61% ^C	1008 57%	1394 58%	2449 55%
Your household's annual income	840 12% ^{imxy} zDE	643 11%	187 14% ^{rs}	438 19% ^{Zwxy} z	93 18% ^{Zwxy} z	169 10% ^{xyz}	89 6%	28 5%	8 4%	696 13% ^{ZBCDE}	5 4%	30 6%	54 7%	135 8%	304 13%	519 12%
Don't know	1124 16% ^{lqru}	917 16% ^{qr}	188 14% ^r	291 12%	66 13%	274 17% ^u	233 17% ^u	119 20% ^{uv}	34 17%	762 15%	24 19%	133 29% ^{ZADE}	127 15%	337 19% ^{ZA}	371 15%	697 16%
Prefer not to say	945 13% ^{bcjk} optuw	769 13% ^{opt}	125 9%	234 10%	64 12%	156 10%	180 13%	63 11%	24 12%	643 12%	20 16%	59 13%	101 12%	227 13%	266 11%	579 13%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 453

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Your household's weekly income	289	234	45	16	29	135	69	24	2
	4%	4%	4%	3%	5%	6%Zfh	3%	4%	1%
Your household's monthly income	4036	3319	661	310	335	1734	1520	217	112
	56%g	55%	62%Za	63%	61%	71%Zgh	70%Zgh	38%	53%g
Your household's annual income	840	761	63	25	38	109	330	288	57
	12%bcde	13%b	6%	5%	7%	4%	15%Ze	50%Zefh	27%Zef
Don't know	1124	887	201	98	97	313	194	36	31
	16%efg	15%	19%a	20%	18%	13%fg	9%	6%	15%fg
Prefer not to say	945	789	97	45	49	156	52	11	8
	13%befgh	13%b	9%	9%	9%	6%fg	2%	2%	4%

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Table 454

R27_A Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Your household's weekly income	289 4%	149 6%Zbci	23 3%	54 4%	11 2%	5 4%	3 3%	7 5%	4 4%	19 2%
Your household's monthly income	4036 56%e	1447 55%	534 61%aef	867 59%ef	257 55%	52 50%	50 51%	89 58%	60 54%	447 56%
Your household's annual income	840 12%abc	151 6%	59 7%	135 9%a	57 12%ab	31 30%Zabcdgi	35 35%Zabcdgi	25 16%ab	31 28%Zabcdgi	180 23%Zabcd
Don't know	1124 16%efhi	535 20%Zcefghi	155 18%cefghi	194 13%h	81 17%efghi	10 10%h	8 8%	10 7%	5 4%	81 10%h
Prefer not to say	945 13%efhi	363 14%efhi	109 12%ef	227 15%efhi	62 13%ef	6 6%	3 3%	21 14%f	10 9%f	72 9%f

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base

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Table 455

R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445	
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583	
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755	
week	289	237	19	4	9	14	5	3	8	264	58	60	80	35	46	6	96	79	13	
	4%kr	4%	2%	4%	3%	4%	4%	3%	5%	4%k	3%	3%	3%	3%	3%	4%	5%lmr	4%r	2%	
month	4036	3107	452	54	135	191	52	50	95	3519	1142	1297	1436	693	743	77	947	1047	324	
	56%fv	57%f	56%	55%	53%	54%	50%	51%	58%	56%	57%	58%	56%	57%	56%	53%	53%	59%Zp	56%	
year	840	403	181	28	72	91	31	35	28	568	371	411	229	115	114	17	203	184	132	
	12%ailnA JKL	7%	22%Za	29%Zabh	29%Zah	26%Za	30%Zabh	35%Zabe h	17%a	9%	18%Zi	18%Zi	9%	9%	9%	12%	11%	10%	23%Zimnopq	
month	1124	969	81	3	20	29	10	8	12	1035	239	267	453	207	246	24	315	220	50	
	16%bcde fgjkqrs EFGHI	18%Zbcd efgh	10%c	3%	8%c	8%c	10%c	8%c	7%	17%jk	12%	12%	18%qr	17%qr	18%qr	16%r	18%qr	12%r	9%	
month	945	767	74	9	17	30	6	3	22	851	199	219	352	164	188	23	229	239	63	
	13%bcde fgjkCFH	14%bcdef g	9%g	9%g	7%	9%g	6%	3%	13%g	14%jk	10%	10%	14%	14%	14%	15%	13%	13%	11%	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 455

R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- er ial role with no direct care (G)	Other manag- er ial and direct care (H)	Non- manag- er ial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
week	289	29	240	16	4	24	20	61	54	129	4	9	15	6	149	23	54	11
	4%kr	3%	4%	3%	6%	6%	3%	3%	3%	5%ZCD	4%	3%	3%	2%	6%ZKL	3%	4%	2%
month	4036	485	3232	285	34	222	389	1224	863	1329	60	166	344	143	1447	534	867	257
	56%fv	53%	57%sv	50%	45%	52%	57%	58%	54%	56%	54%	50%	57%	49%	55%	61%J	59%	55%
year	840	176	594	59	11	27	70	250	227	267	31	104	129	71	151	59	135	57
	12%ailn	19%Ztu	10%	11%	14%	6%	10%	12%A	14%ZAE	11%A	28%ZH	31%ZH	21%Z	24%Z	6%	7%	9%J	12%JK
month	1124	100	887	122	14	95	124	374	223	293	5	23	66	23	535	155	194	81
	16%bcde	11%	16%fs	22%Zs	18%fs	22%ZDE	18%E	18%DE	14%	12%	4%	7%	11%F	8%	20%ZL	18%L	13%	17%
month	945	119	730	83	12	57	83	217	223	364	10	31	53	49	363	109	227	62
	13%bcde	13%	13%	15%	17%	13%	12%	10%	14%C	15%ZC	9%	9%	9%	17%FGH	14%	12%	15%	13%
	fgjkCFH																	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 456

R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
week	289	83	65	74	45	121	98	26	51	79	118	175	68	26	16	51	37	72	128
	4%p	4%	4%	4%	3%	4%	4%	7%Zij	6%j	4%	3%	4%	4%	5%	6%	3%	2%	4%op	6%Zops
month	4036	1352	1051	1054	771	1639	1298	158	427	1240	2140	2533	874	318	164	1090	873	882	1182
	56%gh	58%	57%	57%	56%	55%	55%	45%	48%	60%Zgh	57%gh	57%	57%	55%	60%	55%	58%	55%	57%
year	840	294	245	238	205	290	298	41	79	153	545	535	221	42	30	209	228	193	209
	12%imxy	13%e	13%e	13%e	15%	10%	13%e	12%	9%	7%	14%Zhi	12%im	15%Zm	7%	11%	10%	15%Zors	12%	10%
month	1124	350	280	297	203	544	397	81	153	309	554	727	187	115	30	481	211	204	224
	16%lqru	15%	15%	16%	15%	18%Za	17%	23%Zij	17%	15%	15%	16%l	12%	20%ln	11%	24%Zpqrst	14%r	13%	11%
month	945	260	189	191	148	391	266	49	179	283	406	496	173	72	34	165	153	262	347
	13%bcjk	11%	10%	10%	11%	13%bc	11%	14%	20%Zij	14%j	11%	11%	11%	13%	12%	8%	10%	16%Zopst	17%Zopst
	optuw																	t	

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 456
R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]
Base : All respondents working in adult social care in England

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	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
week	289	231	55	76	15	64	65	26	20	211	9	14	37	75	77	196
	4%p	4%	4%	3%	3%	4%	5%	4%	10% Zuvwx y	4%	7%	3%	4%	4%	3%	4%
month	4036	3212	781	1320	277	943	845	355	115	2941	68	225	504	1008	1394	2449
	56%gh	56%	58%	56%	54%	59%	60%Z	60%	57%	56%	54%	49%	61%C	57%	58%	55%
year	840	643	187	438	93	169	89	28	8	696	5	30	54	135	304	519
	12%imxy zDE	11%	14%rs	19%Zwxy z	18%Zwxy z	10%xyz	6%	5%	4%	13%ZBCDE	4%	6%	7%	8%	13%	12%
month	1124	917	188	291	66	274	233	119	34	762	24	133	127	337	371	697
	16%lgru	16%qr	14%r	12%	13%	17%u	17%u	20%uv	17%	15%	19%	29%ZADE	15%	19%ZA	15%	16%
month	945	769	125	234	64	156	180	63	24	643	20	59	101	227	266	579
	13%bcjk optuw	13%opt	9%	10%	12%	10%	13%	11%	12%	12%	16%	13%	12%	13%	11%	13%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 457

R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
week	289	234	45	16	29	135	69	24	2
	4%	4%	4%	3%	5%	6%Zfh	3%	4%	1%
month	4036	3319	661	310	335	1734	1520	217	112
	56%g	55%	62%Za	63%	61%	71%Zgh	70%Zgh	38%	53%g
year	840	761	63	25	38	109	330	288	57
	12%bcde	13%b	6%	5%	7%	4%	15%Ze	50%Zefh	27%Zef
month	1124	887	201	98	97	313	194	36	31
	16%efg	15%	19%a	20%	18%	13%fg	9%	6%	15%fg
month	945	789	97	45	49	156	52	11	8
	13%befgh	13%b	9%	9%	9%	6%fg	2%	2%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 458

R27_A_DTS [year/month/week BASED ON R27_A=1, 2 OR 3 if R27_A IS 998 OR 999, USE MONTH]

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
289	149	23	54	11	5	3	7	4	19
4%	6%Zbci	3%	4%	2%	4%	3%	5%	4%	2%
4036	1447	534	867	257	52	50	89	60	447
56%e	55%	61%aef	59%ef	55%	50%	51%	58%	54%	56%
840	151	59	135	57	31	35	25	31	180
12%abc	6%	7%	9%a	12%ab	30%Zabcdgi	35%Zabcdgi	16%ab	28%Zabcdgi	23%Zabcd
1124	535	155	194	81	10	8	10	5	81
16%efhi	20%Zcefghi	18%cefghi	13%h	17%efghi	10%h	8%	7%	4%	10%h
945	363	109	227	62	6	3	21	10	72
13%efhi	14%efhi	12%ef	15%efhi	13%ef	6%	3%	14%f	9%f	9%f

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 459
R27_m_hhincome_new ANNUAL INCOME
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Up to £25,999	2447	2200	146	6	27	36	12	8	18	2303	453	604	994	510	484	41	600	624	98
	34%bcde fghjkl CFGHI	40%Zbcd efgh	18%cdefg	6%	11%	10%	11% c	8%	11%	37%Zjk	23%	27% j	39%Zopr	42%Zopq r	36% r	28% r	34% r	35% r	17%
£26,000 up to £51,999	2165	1457	346	45	108	148	42	41	67	1811	774	834	721	319	402	38	520	539	207
	30%avj	27%	43% Za	46% Za	43% Za	42% Za	41% Za	42% Za	41% Za	29%	39% Zi	37% Zi	28%	26%	30%	26%	29%	30%	35% Zimnopq
£52,000 up to £99,999	576	232	143	26	60	73	28	23	26	351	285	293	173	80	94	13	124	115	101
	8%aijkl	4%	18% Za	27% Zab h	24% Za	21% Za	27% Zab h	24% Za	16% Za	6%	14% Zi	13% Zi	7%	7%	7%	9%	7%	7%	17% Zimnopq
£100,000 and above	210	110	26	5	11	24	5	8	13	141	86	82	67	28	40	4	38	43	27
	3%aj	2%	3%	5% Za	5% a	7% Zab	4% a	8% Zab	8% Za	2%	4% Zi	4% i	3%	2%	3%	3%	2%	2%	5% Zimpq
Don't know	1126	970	83	3	20	29	10	8	12	1037	240	268	453	207	246	24	316	221	50
	16%bcde fghjkl EFGHI	18%Zbcd efgh	10% c	3%	8% c	8% c	10% c	8% c	7%	17% jk	12%	12%	18% qr	17% qr	18% qr	16% r	18% qr	13% r	9%
Prefer not to say	998	792	82	10	20	37	7	7	24	884	220	237	364	171	193	25	245	246	77
	14%bcdf gjkCFH	14%bcdf g	10%	10%	8%	10%	7%	7%	14%	14% jk	11%	11%	14%	14%	14%	17%	14%	14%	13%
Not stated	511	405	48	7	22	24	5	7	13	445	134	137	129	67	62	15	137	152	53
	7%InB	7%	6%	7%	9%	7%	5%	7%	8%	7%	7%	6%	5%	6%	5%	10% lmn	8% ln	9% lmn	9% lmn

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 459
R27_m_hhincome_new ANNUAL INCOME
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Up to £25,999	2447	201	2026	200	21	201	286	644	519	792	6	32	115	50	1166	338	546	147
	34%bcde fghjkr s CFGHI	22%	36% s	35% s	28%	47% ZCDE	42% ZCDE	30%	33%	33%	6%	10%	19% FG	17% FG	44% ZLM	38%	37%	31%
£26,000 up to £51,999	2165	282	1703	166	14	98	207	725	472	662	47	124	273	96	620	271	419	146
	30%av J	31% v	30% v	29%	19%	23%	30%	34% ZADE	30%	28%	43% ZI	37% Z	45% ZI	33%	23%	31% J	28% J	31% J
£52,000 up to £99,999	576	138	401	30	7	23	40	184	153	177	31	88	93	53	77	40	75	39
	8%ai JK L	15% Ztu	7%	5%	10%	5%	6%	9%	10%	7%	28% ZHI	26% ZHI	15% Z	18% Z	3%	5%	5% J	8% J
£100,000 and above	210	42	156	8	4	10	8	58	53	81	6	25	23	19	48	23	33	6
	3%a J	5% Ztu	3%	1%	5% u	2%	1%	3%	3%	3%	5% Z	8% ZH	4%	6% Z	2%	3%	2%	1%
Don't know	1126	100	889	122	14	95	125	374	223	294	5	23	67	23	536	155	194	81
	16%bcde fghjkr s EFGHI	11%	16% s	22% Zs	18% s	22% ZDE	18% E	18% DE	14%	12%	4%	7%	11% F	8%	20% ZL	18% L	13%	17%
Prefer not to say	998	134	765	87	13	58	84	232	235	390	11	38	59	55	372	112	236	66
	14%bcd f gjkCFH	15%	13%	15%	18%	14%	12%	11%	15% C	16% ZC	10%	11%	10%	19% ZFGH	14%	13%	16%	14%
Not stated	511	75	395	35	7	26	24	137	107	214	9	24	31	16	186	59	128	32
	7%in B	8%	7%	6%	9%	6%	3%	6%	7% B	9% ZBC	8%	7%	5%	6%	7%	7%	9%	7%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 460

R27_m_hhincome_new ANNUAL INCOME

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Up to £25,999	2447	805	628	668	468	1066	758	99	330	772	1200	1534	470	243	78	685	508	529	721
	34%uA	34%	34%	36%	34%	36%	32%	28%	37%g	37%Zgj	32%	34%	31%	42%Zkin	29%	34%	34%	33%	35%
£26,000 up to £51,999	2165	781	605	568	449	883	771	114	177	573	1265	1356	493	159	89	651	544	453	516
	30%hrxz	33%Ze	33%	31%	33%	30%	33%	32%h	20%	28%h	34%Zhi	30%	32%	28%	33%	33%r	36%Zqrs	28%r	25%
£52,000 up to £99,999	576	179	155	160	138	210	207	26	27	130	379	394	126	31	17	170	144	129	129
	8%hrxyC	8%	8%	9%	10%	7%	9%	7%h	3%	6%h	10%Zhi	9%	8%	5%	6%	9%	10%r	8%	6%
£100,000 and above	210	53	44	38	27	78	58	12	23	48	119	130	52	14	8	39	48	38	83
	3%	2%	2%	2%	2%	3%	2%	4%	3%	2%	3%	3%	3%	2%	3%	2%	3%	2%	4%Zoqs
Don't know	1126	351	282	299	204	546	398	81	153	309	556	728	187	115	30	482	212	204	224
	16%lqru	15%	15%	16%	15%	18%Za	17%	23%Zij	17%	15%	15%	16%l	12%	20%ln	11%	24%Zpqrst	14%r	13%	11%
Prefer not to say	998	276	201	202	155	406	280	53	183	296	437	530	188	74	36	169	160	279	370
	14%bcjkoptuw	12%	11%	11%	11%	14%	12%	15%	21%Zij	14%j	12%	12%	12%	13%	13%	8%	11%	17%Zopst	18%Zopst
Not stated	511	150	119	123	83	182	151	19	76	160	234	297	125	27	32	67	87	146	209
	7%otu	6%	6%	7%	6%	6%	6%	5%	9%	8%	6%	7%	8%	5%	12%Zkm	3%	6%o	9%Zopt	10%Zopst

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 460

R27_m_hhincome_new ANNUAL INCOME

Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Up to £25,999	2447	1919	492	715	150	529	573	228	97	1572	65	203	412	820	844	1470
	34%uA	33%	37%	30%	29%	33%	41%Zuvw	39%uv	48%Zuvw	30%	51%ZA	44%ZA	50%ZA	46%ZA	35%	33%
£26,000 up to £51,999	2165	1682	460	811	179	554	348	170	37	1667	27	98	218	457	746	1354
	30%hrxz	29%r	34%Zqrs	34%Zxz	35%xz	34%Zxz	25%	29%z	18%	32%CE	21%	21%	27%	26%	31%	30%
£52,000 up to £99,999	576	456	114	287	61	124	65	22	7	493	7	13	31	76	194	367
	8%hrxyC	8%r	9%	12%Zwxyz	12%Zwxyz	8%xy	5%	4%	4%	9%ZCDE	6%	3%	4%	4%	8%	8%
£100,000 and above	210	160	49	106	9	30	41	14	1	168	4	14	17	41	64	137
	3%	3%	4%	5%Zvwz	2%	2%	3%	2%	*	3%	3%	3%	2%	2%	3%	3%
Don't know	1126	919	188	293	66	274	233	119	34	763	24	133	128	338	371	699
	16%lqr	16%qr	14%r	12%	13%	17%u	17%u	20%uv	17%	15%	19%	29%ZADE	16%	19%ZA	15%	16%
Prefer not to say	998	813	133	263	73	159	186	66	24	691	20	60	102	231	281	614
	14%bcjk	14%opt	10%	11%	14%w	10%	13%w	11%	12%	13%	16%	13%	12%	13%	12%	14%
Not stated	511	443	59	123	32	103	117	45	24	395	11	28	40	95	165	300
	7%otu	8%ot	4%	5%	6%	6%	8%u	8%	12%uw	8%E	9%	6%	5%	5%	7%	7%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 461

R27_m_hhincome_new ANNUAL INCOME

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Up to £25,999	2447	1853	532	269	245	2447	-	-	-
		34%afgh	31%	55%Z	45%Z	100%Zfgh	-	-	-
£26,000 up to £51,999	2165	1845	287	128	156	-	2165	-	-
		30%egh	27%	26%	28%	-	100%Zegh	-	-
£52,000 up to £99,999	576	537	32	10	21	-	-	576	-
		8%bcdefh	9%b	2%	4%	-	-	100%Zeth	-
£100,000 and above	210	187	18	4	13	-	-	-	210
		3%efg	2%	1%	2%	-	-	-	100%Zefg
Don't know	1126	889	202	99	97	313	194	36	31
		16%efg	15%	20%	18%	13%fg	9%	6%	15%fg
Prefer not to say	998	841	99	45	51	156	52	11	8
		14%befgh	14%b	9%	9%	6%fg	2%	2%	4%
Not stated	511	451	51	18	32	-	-	-	-
		7%efgh	8%	4%	6%	-	-	-	-

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Table 462

R27_m_hhincome_new ANNUAL INCOME

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Up to £25,999	2447	1166	338	546	147	12	8	17	6	143
	34%efghi	44%Zcdefghi	38%efghi	37%efghi	31%efghi	11%h	8%	11%	6%	18%efh
£26,000 up to £51,999	2165	620	271	419	146	42	41	64	47	343
	30%a	23%	31%a	28%a	31%a	41%Zabcd	42%Zabcd	42%Zac	43%Zabcd	43%Zabcd
£52,000 up to £99,999	576	77	40	75	39	28	23	21	31	143
	8%abc	3%	5%	5%a	8%a	27%Zabcdgi	24%Zabcd	14%abc	28%Zabcdgi	18%Zabcd
£100,000 and above	210	48	23	33	6	5	8	12	6	26
	3%a	2%	3%	2%	1%	4%acd	8%Zabcdi	8%Zabcd	5%Zabcd	3%
Don't know	1126	536	155	194	81	10	8	10	5	83
	16%efhi	20%Zcefghi	18%cefghi	13%h	17%efghi	10%h	8%	7%	4%	10%h
Prefer not to say	998	372	112	236	66	7	7	22	11	81
	14%efhi	14%efhi	13%ef	16%efhi	14%ef	7%	7%	15%	10%	10%
Not stated	511	186	59	128	32	5	7	11	9	48
	7%	7%	7%	9%e	7%	5%	7%	7%	8%	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base



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Table 463
R27_m_hhincome_new.weekly Weekly ...
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	296	206	23	20	21	30	18	7	8	243	82	89	59	23	36	9	96	75	37
WeightedBase	289	237	19**	4**	9**	14**	5**	3**	8**	264	58*	60*	80*	35**	46**	6**	96*	79*	13**
EffectiveBase	177	135	16	14	13	16	12	6	6	155	42	41	37	16	20	7	63	53	26
Up to £49	*	-	-	-	-	*	*	-	-	-	-	*	-	-	-	-	-	-	*
	*	-	-	-	-	3%	8%	-	-	-	-	1%	-	-	-	-	-	-	3%
££50 up to £99	6	2	-	-	-	1	-	-	1	3	2	-	2	-	2	-	1	2	1
	2%	1%	-	-	-	7%	-	-	14%	1%	3%	-	3%	-	5%	-	1%	2%	6%
£100 up to £199	20	17	1	-	-	1	-	1	-	20	1	2	5	-	5	1	8	6	*
	7%	7%	7%	-	-	4%	-	19%	-	8%	2%	3%	6%	-	10%	20%	8%	8%	4%
£200 up to £299	27	25	1	-	-	*	*	*	-	25	4	3	3	2	1	1	11	9	1
	10%	10%	3%	-	-	3%	5%	8%	-	10%	6%	5%	3%	5%	2%	22%	12%	12%	6%
£300 up to £399	47	40	3	-	1	3	1	-	2	45	8	7	18	5	13	1	12	10	2
	16% ^C	17%	15%	-	10%	20%	23%	-	24%	17%	13%	12%	22%	13%	29%	15%	13%	13%	16%
£400 up to £499	35	26	5	*	2	*	*	-	-	31	12	13	7	4	3	*	10	16	*
	12%	11%	27%	10%	20%	2%	7%	-	-	12%	20%	22%	9%	12%	7%	8%	11%	20%	3%
£500 up to £599	23	20	1	*	1	*	*	-	-	20	3	4	6	4	2	-	11	4	1
	8%	8%	6%	12%	13%	1%	3%	-	-	8%	6%	6%	7%	12%	3%	-	11%	5%	11%
£600 up to £699	9	8	-	-	-	1	*	1	-	8	1	1	3	1	1	1	4	1	*
	3%	3%	-	-	-	5%	2%	24%	-	3%	2%	2%	3%	4%	3%	9%	4%	1%	1%
£700 up to £799	15	13	-	*	*	1	1	*	-	13	3	1	5	1	4	*	5	3	1
	5%	5%	-	9%	2%	6%	12%	13%	-	5%	5%	1%	6%	4%	8%	7%	5%	4%	11%
£800 up to £899	15	12	1	1	2	*	*	-	-	13	7	7	5	5	*	-	7	2	1
	5%	5%	5%	22%	19%	2%	6%	-	-	5%	12%	12%	6%	14%	*	-	7%	2%	5%
£900 up to £999	7	5	2	*	1	*	*	-	-	5	2	2	-	-	-	-	4	2	1
	2%	2%	10%	3%	14%	1%	2%	-	-	2%	4%	3%	-	-	-	-	4%	3%	6%
£1000 up to £1,439	16	14	-	1	-	*	*	-	-	15	3	2	3	-	3	*	7	5	1
	5%	6%	-	21%	-	3%	10%	-	-	6%	5%	4%	3%	-	6%	5%	7%	6%	5%
£1,440 up to £1,899	9	5	-	*	*	3	*	*	3	8	3	8	3	3	*	-	4	1	*
	3%	2%	-	6%	1%	23%	8%	8%	38%	3%	5%	13% ^Z	4%	8%	*	-	4%	1%	3%
£1,900 up to £2,899	2	1	-	-	-	*	*	-	-	2	-	1	1	-	1	-	-	-	1
	1%	1%	-	-	-	2%	5%	-	-	1%	-	1%	1%	-	2%	-	-	-	6%
£2,900 or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	14	13	-	-	-	*	-	*	*	14	*	2	7	2	6	-	1	4	*
	5%	6%	-	-	-	2%	-	11%	3%	5%	*	3%	9%	5%	12%	-	2%	5%	2%
Prefer not to say	45	36	5	1	2	2	*	*	2	43	9	8	14	8	6	1	10	15	2
	16%	15%	27%	17%	22%	15%	8%	16%	20%	16%	16%	13%	17%	23%	13%	14%	11%	19%	12%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 463
R27_m_hhincome_new.weekly Weekly ...
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	296	63	215	9	9	19	19	60	53	145	23	15	13	7	127	20	51	8
WeightedBase	289	29**	240	16**	4**	24**	20**	61*	54*	129*	4**	9**	15**	6**	149*	23**	54*	11**
EffectiveBase	177	27	143	7	6	11	11	39	31	87	16	11	11	5	87	12	32	5
Up to £49	*	-	*	-	-	-	-	-	*	-	-	-	-	-	-	-	-	-
	*	-	-	-	-	-	-	-	1%	-	-	-	-	-	-	-	-	-
££50 up to £99	6	1	5	-	-	-	-	2	-	3	-	-	-	2	1	-	2	-
	2%	3%	2%	-	-	-	-	3%	-	3%	-	-	-	34%	1%	-	3%	-
£100 up to £199	20	1	18	1	-	-	4	1	10	5	-	-	1	1	7	4	6	-
	7%	3%	8%	7%	-	-	19%	2%	19%ZCE	4%	-	-	9%	18%	4%	19%	12%	-
£200 up to £299	27	4	21	2	*	2	2	12	*	11	-	1	1	*	15	1	9	1
	10%	14%	9%	15%	5%	9%	10%	19%D	*	9%	-	13%	4%	4%	10%	2%	17%	6%
£300 up to £399	47	6	41	-	*	9	8	2	5	23	-	1	2	-	29	2	9	-
	16%C	20%	17%	-	8%	37%	38%	4%	9%	18%C	-	9%	14%	-	20%	10%	16%	-
£400 up to £499	35	2	31	1	*	*	1	14	5	15	*	2	6	-	13	4	7	2
	12%	6%	13%	9%	7%	1%	4%	22%	9%	12%	9%	18%	42%	-	9%	18%	12%	15%
£500 up to £599	23	4	18	2	-	1	1	8	2	11	*	1	-	*	16	1	1	2
	8%	13%	7%	11%	-	5%	6%	13%	4%	8%	10%	12%	-	3%	11%	3%	3%	15%
£600 up to £699	9	1	8	-	1	-	1	3	3	2	-	1	-	-	5	1	1	-
	3%	2%	3%	-	15%	-	6%	5%	5%	1%	-	7%	-	-	4%	5%	2%	-
£700 up to £799	15	2	12	-	*	4	*	3	3	5	*	-	-	1	9	-	3	*
	5%	8%	5%	-	6%	16%	1%	5%	5%	4%	8%	-	-	15%	6%	-	6%	2%
£800 up to £899	15	*	12	2	*	-	-	3	3	9	1	1	1	-	6	4	1	-
	5%	1%	5%	15%	7%	-	-	4%	5%	7%	19%	11%	5%	-	4%	19%	2%	-
£900 up to £999	7	1	5	1	-	*	1	1	2	1	*	1	1	-	3	-	*	1
	2%	3%	2%	9%	-	1%	7%	2%	5%	1%	3%	12%	6%	-	2%	-	1%	13%
£1000 up to £1,439	16	1	13	2	-	-	*	5	4	6	1	-	-	-	6	2	5	2
	5%	4%	5%	10%	-	-	1%	9%	8%	5%	18%	-	-	-	4%	8%	8%	14%
£1,440 up to £1,899	9	1	4	4	-	-	-	1	4	4	*	-	-	-	1	-	-	4
	3%	2%	2%	24%	-	-	-	1%	7%	3%	9%	-	-	-	1%	-	-	35%
£1,900 up to £2,899	2	2	-	-	-	1	-	-	1	-	-	-	-	-	1	-	1	-
	1%	5%	-	-	-	3%	-	-	1%	-	-	-	-	-	1%	-	1%	-
£2,900 or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	14	*	13	-	*	-	*	1	*	12	*	-	-	-	13	-	-	-
	5%	1%	6%	-	8%	-	1%	2%	*	9%	6%	-	-	-	9%	-	-	-
Prefer not to say	45	4	40	-	2	6	1	5	12	21	1	2	3	2	23	4	9	-
	16%	13%	17%	-	45%	27%	7%	9%	22%	16%	19%	18%	21%	25%	15%	15%	17%	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 464

R27_m_hhincome_new.weekly Weekly ...

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	296	84	67	71	48	116	102	20	40	84	137	173	75	29	12	29	39	75	153
WeightedBase	289	83*	65*	74*	45*	121*	98*	26**	51**	79*	118*	175	68*	26**	16**	51**	37**	72*	128*
EffectiveBase	177	53	39	42	28	74	61	12	24	60	76	104	47	18	7	21	24	45	93
Up to £49	*	-	-	-	-	-	-	-	-	-	-	*	-	-	-	-	-	*	-
	*	-	-	-	-	-	-	-	-	-	-	*	-	-	-	-	-	1%	-
££50 up to £99	6	2	2	2	-	2	1	-	-	3	2	4	2	-	-	-	4	1	1
	2%	2%	3%	2%	-	2%	1%	-	-	4%	1%	2%	3%	-	-	-	10%	1%	1%
£100 up to £199	20	6	-	-	-	12	11	-	8	6	7	10	3	5	3	7	4	6	3
	7%	7%	-	-	-	10%bc	12%bc	-	15%	7%	6%	5%	4%	19%	21%	14%	12%	8%	2%
£200 up to £299	27	8	8	10	5	7	8	3	6	12	6	18	6	2	*	3	2	10	12
	10%	10%	12%	13%	12%	6%	8%	12%	12%	15%j	5%	10%	10%	9%	1%	7%	4%	14%	10%
£300 up to £399	47	16	15	17	12	18	15	7	11	8	19	25	15	3	1	16	4	6	20
	16%	20%	23%	23%	27%	15%	15%	28%	21%	10%	16%	14%	23%	12%	6%	32%	11%	9%	16%
£400 up to £499	35	13	12	9	11	12	10	1	1	11	21	20	10	2	2	6	4	10	14
	12%	16%	18%	12%	24%	10%	10%	5%	2%	14%	18%	12%	15%	8%	12%	13%	12%	14%	11%
£500 up to £599	23	7	5	6	4	13	8	1	5	6	11	13	5	5	1	3	3	5	13
	8%	8%	7%	9%	9%	11%	8%	5%	9%	7%	10%	7%	7%	19%	3%	5%	7%	7%	10%
£600 up to £699	9	2	2	2	2	6	4	1	-	5	4	8	1	-	-	3	-	4	2
	3%	3%	3%	3%	4%	5%	4%	2%	-	6%	3%	4%	2%	-	-	6%	-	5%	2%
£700 up to £799	15	3	*	-	-	7	6	-	1	3	10	11	3	*	-	*	2	6	7
	5%	4%	*	-	-	5%	7%	-	2%	4%	9%	7%	5%	1%	-	1%	7%	8%	5%
£800 up to £899	15	4	5	5	3	9	9	6	3	2	3	10	1	1	2	-	6	5	4
	5%	5%	7%	6%	6%	8%	9%	23%	6%	2%	3%	6%	1%	3%	14%	-	16%	7%	3%
£900 up to £999	7	2	1	1	*	3	4	3	1	1	2	5	1	*	1	2	1	2	2
	2%	2%	2%	1%	*	3%	4%	12%	3%	1%	1%	3%	1%	1%	4%	3%	4%	3%	2%
£1000 up to £1,439	16	3	*	3	*	6	3	-	1	6	6	9	1	5	-	4	*	4	8
	5%	3%	*	3%	*	5%	3%	-	2%	8%	5%	5%	1%	20%	-	8%	*	5%	6%
£1,440 up to £1,899	9	1	1	1	-	2	*	-	4	1	3	7	1	-	-	4	-	*	4
	3%	1%	1%	1%	-	2%	*	-	8%	2%	3%	4%	2%	-	-	8%	-	*	3%
£1,900 up to £2,899	2	-	-	-	-	1	-	-	-	1	1	1	1	-	-	-	2	-	-
	1%	-	-	-	-	1%	-	-	-	1%	1%	*	1%	-	-	-	4%	-	-
£2,900 or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	14	8	8	8	3	5	1	1	4	1	6	12	-	*	-	-	2	3	9
	5%	10%	13%f	11%f	7%	4%	2%	5%	8%	1%	5%	7%	-	1%	-	-	5%	4%	7%
Prefer not to say	45	8	7	11	5	17	17	2	7	14	17	19	18	2	6	2	3	11	30
	16%	9%	10%	15%	11%	14%	18%	8%	13%	18%	15%	11%	26%k	7%	38%	4%	7%	15%	23%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 464
R27_m_hhincome_new.weekly Weekly ...
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	296	248	44	96	22	55	69	22	13	234	7	11	29	59	97	188
WeightedBase	289	231	55**	76*	15**	64*	65*	26**	20**	211	9**	14**	37**	75*	77*	196
EffectiveBase	177	146	29	48	12	38	48	13	10	149	4	7	18	34	60	113
Up to £49	*	*	-	*	-	-	-	-	-	-	-	-	-	*	*	-
££50 up to £99	6	3	3	3	-	-	2	1	-	5	-	-	1	1	-	6
	2%	1%	5%	4%	-	-	3%	3%	-	2%	-	-	3%	1%	-	3%
£100 up to £199	20	20	-	4	2	11	3	-	-	13	-	-	7	7	5	11
	7%	9%	-	6%	14%	18%Z	4%	-	-	6%	-	-	19%	9%	7%	6%
£200 up to £299	27	22	6	12	1	4	4	4	2	16	3	1	4	10	7	19
	10%	9%	10%	16%	10%	7%	6%	13%	8%	8%	36%	7%	12%	13%	9%	9%
£300 up to £399	47	35	12	14	2	5	14	6	3	31	1	5	6	16	12	34
	16%	15%	22%	18%	16%	8%	21%	24%	14%	15%	15%	35%	15%	21%	16%	18%
£400 up to £499	35	28	5	9	2	10	11	1	-	24	-	3	7	11	6	26
	12%	12%	10%	12%	16%	16%	18%	3%	-	11%	-	20%	19%	14%	8%	13%
£500 up to £599	23	17	6	10	*	6	3	2	1	18	-	2	2	5	9	12
	8%	7%	10%	13%	2%	10%	5%	7%	7%	8%	-	11%	5%	7%	11%	6%
£600 up to £699	9	7	2	1	*	3	2	2	-	8	-	-	1	1	3	6
	3%	3%	3%	2%	*	5%	4%	7%	-	4%	-	-	3%	2%	4%	3%
£700 up to £799	15	11	4	6	*	1	5	1	-	11	-	-	3	4	4	11
	5%	5%	7%	8%	1%	2%	8%	4%	-	5%	-	-	9%	6%	5%	5%
£800 up to £899	15	14	1	3	*	4	3	5	-	9	-	-	1	5	2	12
	5%	6%	2%	3%	2%	6%	4%	19%	-	4%	-	-	3%	7%	3%	6%
£900 up to £999	7	7	*	1	2	-	3	1	-	7	-	*	-	*	3	3
	2%	3%	1%	1%	11%	-	5%	5%	-	3%	-	2%	-	*	3%	2%
£1000 up to £1,439	16	14	2	1	*	3	3	1	4	12	*	*	3	4	6	8
	5%	6%	4%	2%	2%	5%	5%	4%	20%	6%	5%	2%	8%	5%	8%	4%
£1,440 up to £1,899	9	7	2	2	2	5	*	-	-	9	-	-	-	-	2	7
	3%	3%	3%	3%	11%	7%	*	-	-	4%	-	-	-	-	2%	3%
£1,900 up to £2,899	2	2	-	*	1	-	1	-	-	1	-	-	-	-	1	1
	1%	1%	-	*	4%	-	1%	-	-	*	-	-	-	-	1%	*
£2,900 or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	14	9	5	1	-	1	*	-	8	12	*	2	-	2	5	9
	5%	4%	8%	2%	-	2%	1%	-	37%	6%	3%	12%	-	3%	6%	5%
Prefer not to say	45	35	8	8	1	10	10	3	3	36	4	1	1	9	12	31
	16%	15%	15%	11%	10%	15%	15%	12%	13%	17%	41%	10%	4%	12%	16%	16%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
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Table 465

R27_m_hhincome_new.weekly Weekly ...

Base : All respondents working in adult social care in England

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
296	259	31	12	19	118	84	27	3
289	234	45**	16**	29**	135*	69*	24**	2**
177	162	19	8	11	76	50	13	3
*	-	*	-	*	*	-	-	-
*	-	1%	-	1%	*	-	-	-
6	6	-	-	-	6	-	-	-
2%	2%	-	-	-	4%	-	-	-
20	13	7	4	3	20	-	-	-
7%	6%	16%	24%	11%	15%Zf	-	-	-
27	19	7	1	6	27	-	-	-
10%f	8%	15%	3%	22%	20%Zf	-	-	-
47	37	9	2	7	47	-	-	-
16%f	16%	21%	14%	24%	35%Zf	-	-	-
35	28	6	4	2	35	-	-	-
12%f	12%	14%	27%	7%	26%Zf	-	-	-
23	21	2	1	1	-	23	-	-
8%e	9%	5%	7%	3%	-	33%Ze	-	-
9	8	1	1	-	-	9	-	-
3%	3%	3%	8%	-	-	13%Ze	-	-
15	11	4	2	2	-	15	-	-
5%e	5%	10%	16%	6%	-	22%Ze	-	-
15	9	5	-	5	-	15	-	-
5%e	4%	11%	-	17%	-	21%Ze	-	-
7	7	-	-	-	-	7	-	-
2%	3%	-	-	-	-	10%Ze	-	-
16	13	-	-	-	-	-	16	-
5%e	5%	-	-	-	-	-	65%	-
9	9	-	-	-	-	-	9	-
3%	4%	-	-	-	-	-	35%	-
2	2	-	-	-	-	-	-	2
1%	1%	-	-	-	-	-	-	100%
-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-
14	14	-	-	-	-	-	-	-
5%	6%	-	-	-	-	-	-	-
45	38	2	-	2	-	-	-	-
16%ef	16%	5%	-	8%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 466

R27_m_hhincome_new.weekly Weekly ...

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
296	127	20	51	8	18	7	5	23	23
289	149*	23**	54*	11**	5**	3**	7**	4**	19**
177	87	12	32	5	12	6	5	16	16
*	-	-	-	-	*	-	-	-	-
*	-	-	-	-	8%	-	-	-	-
6	1	-	2	-	-	-	1	-	-
2%	1%	-	3%	-	-	-	15%	-	-
20	7	4	6	-	-	1	-	-	1
7%	4%	19%	12%	-	-	19%	-	-	7%
27	15	1	9	1	*	*	-	-	1
10%	10%	2%	17%	6%	5%	8%	-	-	3%
47	29	2	9	-	1	-	2	-	3
16%	20%	10%	16%	-	23%	-	26%	-	15%
35	13	4	7	2	*	-	-	*	5
12%	9%	18%	12%	15%	7%	-	-	9%	27%
23	16	1	1	2	*	-	-	*	1
8%	11%	3%	3%	15%	3%	-	-	10%	6%
9	5	1	1	-	*	1	-	-	-
3%	4%	5%	2%	-	2%	24%	-	-	-
15	9	-	3	*	1	*	-	*	-
5%	6%	-	6%	2%	12%	13%	-	8%	-
15	6	4	1	-	*	-	-	1	1
5%	4%	19%	2%	-	6%	-	-	19%	5%
7	3	-	*	1	*	-	-	*	2
2%	2%	-	1%	13%	2%	-	-	3%	10%
16	6	2	5	2	*	-	-	1	-
5%	4%	8%	8%	14%	10%	-	-	18%	-
9	1	-	-	4	*	*	3	*	-
3%	1%	-	-	35%	8%	8%	40%	9%	-
2	1	-	1	-	*	-	-	-	-
1%	1%	-	1%	-	5%	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
14	13	-	-	-	-	*	-	*	-
5%	9%	-	-	-	-	11%	-	6%	-
45	23	4	9	-	*	*	1	1	5
16%	15%	15%	17%	-	8%	16%	19%	19%	27%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

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Table 467
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
	Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
4003	2405	476	344	289	456	267	136	88	3012	1358	1650	917	383	534	135	843	1078	783
4036	3107	452	54	135	191	52	50*	95*	3519	1142	1297	1436	693	743	77*	947	1047	324
1950	1389	250	226	143	133	178	95	39	1608	594	701	523	248	276	87	417	678	369
4*	4*	-	-	-	-	-	-	-	4*	-	-	3*	2*	1*	-	1*	-	-
331%	261%	61%	*1%	11%	1*	*1%	*1%	*1%	241%	3*	3*	121%	91%	3*	11%	101%	61%	31%
601%r	572%	1*	-	1*	*1%	*1%	-	-	521%	81%	131%	191%	112%	71%	11%	202%r	212%r	*1%
3158%bcdefg 10%bcdefg	29810%bcdefg	82%	*1%	13%	51%	*1%	*1%	55%	3049%jk	303%	564%	1359%or	8412%Znor	507%r	12%	829%or	868%or	31%
70617%bcdefghjrsFGHI	65321%Zbcdefgh	266%	12%	43%	74%	36%c	24%	22%	67919%jk	12911%	19315%	27719%r	12919%r	14820%r	1722%r	17218%r	19519%r	237%
61615%ceF	51116%cdef	6915%ce	47%	139%	158%	59%	59%	67%	55616%	16715%	20316%	23516%	11817%	11716%	1215%	12513%	16115%	4915%
43711%v	32610%	5111%	814%	1511%	2613%	815%	49%	1414%	37911%	12811%	13911%	14510%	639%	8211%	57%	10811%	12712%	3110%
3829%	2759%	4310%	611%	1511%	3116%Za	510%	917%Zab	1718%a	3269%	12411%	14011%	13910%	598%	8011%	56%	899%	818%	4012%q
2977%	1816%	5412%Za	713%Za	129%	2312%Za	47%	713%Za	1314%a	2497%	12211%Zi	1159%	1098%	467%	638%	811%	697%	666%	309%
2055%	1435%	327%	48%Za	118%	147%	35%	47%	88%	1735%	686%	746%	796%	375%	436%	23%	475%	515%	175%
2005%J	1114%	4710%Za	610%Zah	1410%Za	179%a	917%Zabe	613%Zah	22%	1564%	857%Zi	947%Zi	624%	264%	355%	34%	384%	545%	3210%Zimnpq
1714%aiJ	692%	4911%Za	714%Zah	2015%Zah	158%Za	812%Zaeh	612%Zah	33%	1053%	908%Zi	776%i	503%	264%	233%	34%	354%	343%	309%Zimnpq
471%	271%	82%	35%Zab	43%Za	42%	23%Za	22%	22%	351%	242%i	212%	171%	61%	122%	23%	121%	91%	62%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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R27_m_hhincome_new.MONTHLY Monthly ...

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	4003	1157	2666	103	77	171	266	1094	841	1627	379	218	308	204	1074	389	801	137
WeightedBase	4036	485	3232	285*	34*	222*	389	1224	863	1329	60	166	344	143*	1447	534	867	257*
EffectiveBase	1950	690	1528	70	52	86	147	558	422	775	254	155	173	92	625	230	502	76
Up to £216	4*	-	4*	-	-	1*	-	-	2*	1*	-	-	-	-	3*	1*	-	-
£217 up to £432	33 1%	3 1%	24 1%	5 2%	* 1%	1*	4 1%	3*	10 1%	15 1%	* 2%	1 1%	* 1%	5 3%ZH	12 1%	2*	6 1%	5 2%
£433 up to £866	60 1%r	6 1%	52 2%	- -	2 6%Zstu	3 1%	14 4%E	20 2%	9 1%	14 1%	- -	2 1%	1*	1*	32 2%	4 1%	21 2%	-
£867 up to £1,299	315 8%bcdef gjkorsF GHI	13 3%	265 8% s	32 11% s	4 11% s	23 10%	23 6%	71 6%	62 7%	136 10%ZC	* *	1 1%	8 2%	2 1%	161 11%ZK	35 6%	74 8%	29 11%
£1,300 up to £1,732	706 17%bcde fghjrsF GH	52 11%	595 18% s	51 18%	8 22% s	42 19%	73 19%	201 16%	172 20%	213 16%	1 2%	4 2%	22 6%F	15 10%FG	336 23%Z	110 21%	166 19%	39 15%
£1,733 up to £2,166	616 15%ceff	76 16%	497 15%	39 14%	4 13%	50 23%DE	95 24%ZCDE	176 14%	115 13%	181 14%	4 7%	16 10%	55 16%F	13 9%	258 18%	84 16%	139 16%	30 12%
£2,167 up to £2,599	437 11%v	46 10%	346 11%	44 16%v	1 2%	34 15%	31 8%	153 13%	90 10%	129 10%	8 13%	19 11%	36 11%	19 13%	127 9%	65 12%	100 12%	34 13%
£2,600 up to £3,032	382 9%	55 11%	291 9%	34 12%	2 6%	16 7%	46 12%	125 10%	60 7%	135 10%	6 10%	17 10%	32 9%	19 13%	120 8%	58 11%	71 8%	26 10%
£3,033 up to £3,466	297 7%	37 8%	253 8%	6 2%	1 2%	8 3%	30 8%	104 9%	63 7%	92 7%	7 12%Z	16 10%	55 16%Z	12 8%	82 6%	31 6%	54 6%	13 5%
£3,467 up to £3,899	205 5%	23 5%	164 5%	16 6%	2 5%	4 2%	21 5%	70 6%	55 6%	54 4%	5 8%	11 6%	22 6%	9 6%	58 4%	26 5%	40 5%	19 7%
£3,900 up to £4,332	200 5%J	35 7%Zt	151 5%	11 4%	2 7%	9 4%	15 4%	67 5%	51 6%	57 4%	6 10%Z	13 8%	35 10%Z	15 10%Z	41 3%	28 5%	32 4%	10 4%
£4,333 up to £6,249	171 4%aiJ	40 8%Ztu	127 4%	2 1%	2 5%u	9 4%	9 2%	56 5%	41 5%	54 4%	8 14%Z	31 18%ZHI	33 10%Z	12 8%	27 2%	11 2%	22 3%	8 3%
£6,250 up to £8,299	47 1%	7 1%	33 1%	7 2%	* *	* *	- -	16 1%	11 1%	19 1%	4 6%ZHI	7 4%Z	4 1%	2 1%	9 1%	10 2%L	2 *	7 3%L

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 467

R27_m_hhincome_new.MONTHLY Monthly ...

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	4036	3107	452	54	135	191	52	50*	95*	3519	1142	1297	1436	693	743	77*	947	1047	324
EffectiveBase	1950	1389	250	226	143	133	178	95	39	1608	594	701	523	248	276	87	417	678	369
£8,300 up to £12,499	19*	12*	3 1%	* 1%	1 1%	2 1%	* 1%	- 2%	2 2%	13*	5*	4*	8 1%	2*	6 1%	* 1%	2*	4*	1*
£12,500 or more	94 2%	60 2%	12 3%	2 3%	3 2%	11 6%Za	1 1%	* 1%	10 10%Zab	75 2%	35 3%	36 3%	37 3%	16 2%	22 3%	3 4%	13 1%	17 2%	7 2%
Don't know	61 2%	54 2%	5 1%	- 1%	1 1%	1 1%	- 1%	1 2%	- 2%	57 2%	11 1%	12 1%	15 1%	11 2%	4 1%	1 1%	17 2%	18 2%	7 2%nc
Prefer not to say	391 10%IB	301 10%	38 8%	6 12%	19 14%	20 11%	5 10%	5 11%	11 12%	332 9%	113 10%	115 9%	93 6%	46 7%	47 6%	14 18%Zlmn	108 11%lmn	116 11%lmn	44 14%Zlmn

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 467
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	4036	485	3232	285*	34*	222*	389	1224	863	1329	60	166	344	143*	1447	534	867	257*
EffectiveBase	1950	690	1528	70	52	86	147	558	422	775	254	155	173	92	625	230	502	76
£8,300 up to £12,499	19*	3	16	-	-	1	2	1	2	12	*	1	2	2	7	1	4	-
		1%	*	-	-	*	*	*	*	1% C	1%	1%	*	1%	*	*	*	-
£12,500 or more	94	18	71	3	2	1	3	30	25	35	2	6	11	4	24	13	18	4
	2%	4% t	2%	1%	6% u	1%	1%	2%	3%	3%	3%	4%	3%	3%	2%	3%	2%	2%
Don't know	61	11	49	1	-	4	3	15	13	26	-	1	3	1	23	8	22	2
	2%	2%	2%	1%	-	2%	1%	1%	2%	2%	-	1%	1%	1%	2%	1%	2%	1%
Prefer not to say	391	60	293	33	5	16	19	115	82	155	8	21	24	14	127	47	97	30
	10% tB	12% Zt	9%	12%	13%	7%	5%	9%	9%	12% B	13% H	13%	7%	10%	9%	9%	11%	12%



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Table 468
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	4003	1247	957	959	730	1337	1150	126	344	1185	2278	2415	1005	305	165	515	782	1096	1597
WeightedBase	4036	1352	1051	1054	771	1639	1298	158*	427	1240	2140	2533	874	318	164*	1090	873	882	1182
EffectiveBase	1950	665	524	524	375	729	596	73	164	635	1052	1171	484	162	81	307	425	618	984
Up to £216	4 *	4 *	4 *	4 *	3 *	- -	- -	- -	- -	1 *	3 *	3 *	- -	1 *	- -	- -	1 *	1 *	2 *
£217 up to £432	33 1%	9 1%	5 *	5 *	4 1%	7 *	7 1%	- -	5 1%	14 1%	13 1%	20 1%	11 1%	1 *	1 *	4 *	8 1%	7 1%	15 1%
£433 up to £866	60 1%	15 1%	12 1%	14 1%	9 1%	28 2%	15 1%	2 2%	33 8%Zij	11 1%	15 1%	44 2%	9 1%	3 1%	1 1%	25 2%	8 1%	10 1%	18 2%
£867 up to £1,299	315 8%ju	92 7%	73 7%	74 7%	50 7%	159 10%	96 7%	21 13%j	70 16%Zj	149 12%Zj	71 3%	193 8%	60 7%	32 10%	18 11%	71 7%	60 7%	68 8%	115 10%t
£1,300 up to £1,732	706 17%v	232 17%	187 18%	195 19%	128 17%	290 18%	224 17%	16 10%	70 16%	214 17%	394 18%	443 17%	145 17%	66 21%	18 11%	187 17%	140 16%	162 18%	216 18%
£1,733 up to £2,166	616 15%h	230 17%	174 17%	193 18%ef	132 17%	231 14%	173 13%	20 13%	40 9%	179 14%	366 17%h	389 15%	129 15%	58 18%	21 13%	206 19%qrs	129 15%	114 13%	166 14%
£2,167 up to £2,599	437 11%	163 12%	121 12%	102 10%	98 13%	201 12%	153 12%	27 17%	40 9%	153 12%	214 10%	249 10%	111 13%	36 11%	30 18%Zk	115 11%	104 12%	102 12%	116 10%
£2,600 up to £3,032	382 9%rx	122 9%	92 9%	91 9%	65 8%	159 10%	137 11%	18 12%	39 9%	122 10%	197 9%	233 9%	95 11%	29 9%	9 6%	133 12%qr	95 11%r	70 8%	84 7%
£3,033 up to £3,466	297 7%	114 8%	89 8%	82 8%	58 7%	128 8%	107 8%	5 3%	16 4%	81 7%	189 9%h	188 7%	60 7%	23 7%	14 8%	72 7%	82 9%	57 6%	85 7%
£3,467 up to £3,899	205 5%r	78 6%	62 6%	60 6%	45 6%	78 5%	70 5%	11 7%	14 3%	43 3%	133 6%l	155 6%	35 4%	10 3%	4 3%	79 7%r	47 5%r	42 5%	37 3%
£3,900 up to £4,332	200 5%	75 6%	58 6%	60 6%	46 6%	72 4%	72 6%	2 1%	8 2%	48 4%	137 6%hi	131 5%	43 5%	13 4%	11 7%	62 6%	46 5%	49 6%	42 4%
£4,333 up to £6,249	171 4%E	47 3%	46 4%	49 5%	41 5%	69 4%	64 5%	5 3%	6 1%	35 3%	121 6%hi	114 5%	38 4%	10 3%	3 2%	45 4%	46 5%	39 4%	40 3%
£6,250 up to £8,299	47 1%	10 1%	8 1%	9 1%	7 1%	20 1%	20 2%	8 5%Zhij	3 1%	13 1%	20 1%	36 1%	7 1%	2 1%	2 1%	11 1%	8 1%	12 1%	13 1%
£8,300 up to £12,499	19 *	7 *	3 *	2 *	2 *	5 *	4 *	- -	6 2%j	7 1%	4 *	11 *	4 *	* *	3 2%Z	2 *	3 *	2 *	11 1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 468
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	4003	3271	682	1578	324	823	713	316	88	3185	70	136	357	743	1375	2453
WeightedBase	4036	3212	781	1320	277	943	845	355	115*	2941	68*	225*	504	1008	1394	2449
EffectiveBase	1950	1577	354	603	189	460	414	152	58	1522	39	73	214	413	672	1186
Up to £216	4*	3*	1*	2*	-	1*	1*	-	-	2*	-	1*	1*	2*	2*	2*
£217 up to £432	331%	211%	111%	101%	1*	2*	152%w	2*	33%w	161%	34%ZA	11%	112%ZA	172%A	6*	261%
£433 up to £866	601%	401%	203%	201%	62%	61%	152%	82%	11%	311%	23%	104%ZA	112%	273%A	151%	412%
£867 up to £1,299	3158%ju	2739%t	415%	594%	248%u	748%u	9812%Zu	298%	1714%u	2207%	811%	2210%	4910%	919%	1199%	1827%
£1,300 up to £1,732	70617%v	56518%	13818%	21516%	3212%	16117%	18021%uv	6819%	2018%	46516%	1521%	5122%	10721%A	22122%ZA	25819%	39716%
£1,733 up to £2,166	61615%h	45614%	14919%qrs	18714%	4015%	14816%	12715%	5716%	2723%	42514%	1217%	4520%	9619%	18518%	21716%	37815%
£2,167 up to £2,599	43711%	34411%	9112%	13710%	3111%	11312%	8110%	4312%	1715%	34712%	58%	125%	5411%	889%	17513%	24410%
£2,600 up to £3,032	3829%rx	2939%	8110%	15111%x	2810%x	10912%x	496%	319%	43%	28010%	35%	198%	5010%	889%	1289%	23910%
£3,033 up to £3,466	2977%	2357%	567%	1169%x	218%	788%x	425%	278%	55%	2388%E	23%	63%	296%	525%	967%	1938%
£3,467 up to £3,899	2055%r	1585%r	476%r	776%	135%	505%	374%	154%	44%	1355%	46%	104%	245%	626%	473%	1526%F
£3,900 up to £4,332	2005%	1605%	375%	816%	176%z	505%	395%	134%	-	1585%	57%	115%	153%	414%	775%	1225%
£4,333 up to £6,249	1714%E	1465%	243%	836%Zwx	259%Zwxyz	283%	223%	93%	11%	1495%DE	**	42%	92%	212%	494%	1145%
£6,250 up to £8,299	471%	271%	203%Zs	262%	1*	81%	71%	21%	21%	351%	*1%	1*	51%	121%	121%	351%
£8,300 up to £12,499	19*	16*	3*	6*	-	61%	61%	-	-	171%	23%ZDE	-	-	2*	4*	141%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 468
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	4036	1352	1051	1054	771	1639	1298	158*	427	1240	2140	2533	874	318	164*	1090	873	882	1182
EffectiveBase	1950	665	524	524	375	729	596	73	164	635	1052	1171	484	162	81	307	425	618	984
£12,500 or more	94	19	15	12	8	32	22	6	10	25	51	59	22	8	3	15	14	14	51
	2%	1%	1%	1%	1%	2%	2%	4%	2%	2%	2%	2%	3%	3%	2%	1%	2%	2%	4%Zopqs
Don't know	61	18	17	20	13	22	14	3	10	15	31	34	13	8	4	12	14	18	18
	2%	1%	2%	2%	2%	1%	1%	2%	2%	1%	1%	1%	1%	2%	2%	1%	2%	2%t	2%
Prefer not to say	391	116	87	84	62	138	119	13	56	130	179	231	95	17	22	54	68	114	153
	10%otE	9%	8%	8%	8%	8%	9%	8%	13%	10%	8%	9%	11%m	5%	13%m	5%	8%	13%Zopt	13%Zopt

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 468
R27_m_hhincome_new.MONTHLY Monthly ...
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
WeightedBase	4036	3212	781	1320	277	943	845	355	115*	2941	68*	225*	504	1008	1394	2449
EffectiveBase	1950	1577	354	603	189	460	414	152	58	1522	39	73	214	413	672	1186
£12,500 or more	94	76	18	36	6	17	20	10	-	77	-	8	6	16	42	50
	2%	2%	2%	3%	2%	2%	2%	3%	-	3%	-	4%	1%	2%	3%	2%
Don't know	61	57	4	12	3	16	15	3	9	38	2	3	10	20	28	30
	2%	2%	1%	1%	1%	2%	2%	1%	8%Zuvwx y	1%	3%	2%	2%	2%	2%	1%
Prefer not to say	391	342	42	102	27	76	92	39	5	309	5	21	29	64	120	230
	10%otE	11%ot	5%	8%	10%	8%	11%	11%	4%	11%DE	7%	9%	6%	6%	9%	9%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 469

R27_m_hhincome_new.MONTHLY Monthly ...

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	4003	3552	414	163	240	1424	1589	329	135
WeightedBase	4036	3319	661	310	335	1734	1520	217	112*
EffectiveBase	1950	1710	252	110	135	766	724	136	72
Up to £216	4 *	3 *	1 *	1 *	- -	4 *	- -	- -	- -
£217 up to £432	33 1% f	28 1%	5 1%	4 1%	1 *	33 2% Zf	- -	- -	- -
£433 up to £866	60 1% f	38 1%	20 3% a	3 1%	17 5% Z	60 3% Zfg	- -	- -	- -
£867 up to £1,299	315 8% fgh	253 8%	53 8%	14 4%	36 11%	315 18% Zfgh	- -	- -	- -
£1,300 up to £1,732	706 17% fgh	538 16%	158 24% Za	87 28% Z	62 19%	706 41% Zfgh	- -	- -	- -
£1,733 up to £2,166	616 15% fgh	478 14%	137 21% Za	81 26% Z	56 17%	616 36% Zfgh	- -	- -	- -
£2,167 up to £2,599	437 11% begh	390 12% b	44 7%	16 5%	28 8%	- -	437 29% Zegh	- -	- -
£2,600 up to £3,032	382 9% egh	319 10%	51 8%	24 8%	27 8%	- -	382 25% Zegh	- -	- -
£3,033 up to £3,466	297 7% egh	251 8%	38 6%	22 7%	17 5%	- -	297 20% Zegh	- -	- -
£3,467 up to £3,899	205 5% eg	146 4%	56 8% Za	17 5%	36 11% Z	- -	205 13% Zegh	- -	- -
£3,900 up to £4,332	200 5% eg	178 5%	21 3%	11 4%	10 3%	- -	200 13% Zegh	- -	- -
£4,333 up to £6,249	171 4% ef	158 5% b	12 2%	8 3%	4 1%	- -	- -	171 78% Zefh	- -
£6,250 up to £8,299	47 1% ef	40 1%	7 1%	- -	7 2%	- -	- -	47 22% Zefh	- -
£8,300 up to £12,499	19 *	19 1%	- -	- -	- -	- -	- -	- -	19 17% Zefg
£12,500 or more	94 2% ef	80 2%	9 1%	3 1%	6 2%	- -	- -	- -	94 83% Zefg
Don't know	61 2% ef	52 2%	9 1%	2 1%	6 2%	- -	- -	- -	- -
Prefer not to say	391 10% efgh	347 10% b	40 6%	16 5%	23 7%	- -	- -	- -	- -

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 470

R27_m_hhincome_new.MONTHLY Monthly ...

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	4003	1074	389	801	137	267	136	53	379	467
WeightedBase	4036	1447	534	867	257*	52	50*	89*	60	447
EffectiveBase	1950	625	230	502	76	178	95	34	254	245
Up to £216	4	3	1	-	-	-	-	-	-	-
	*	*	*	-	-	-	-	-	-	-
£217 up to £432	33	12	2	6	5	*	*	-	*	6
	1%	1%	*	1%	2%	1%	*	-	*	1%
£433 up to £866	60	32	4	21	-	*	-	-	-	1
	1%	2%h	1%	2%hi	-	*	-	-	-	*
£867 up to £1,299	315	161	35	74	29	*	*	5	*	7
	8%efhi	11%Zbethi	6%efhi	8%efhi	11%efhi	1%	1%	5%	*	2%
£1,300 up to £1,732	706	336	110	166	39	3	2	1	2	25
	17%efghi	23%Zefghi	21%efghi	19%efghi	15%fhi	6%h	4%	2%	2%	6%h
£1,733 up to £2,166	616	258	84	139	30	5	5	6	4	69
	15%eh	18%efh	16%h	16%eh	12%	9%	9%	6%	7%	15%h
£2,167 up to £2,599	437	127	65	100	34	8	4	13	8	51
	11%	9%	12%	12%	13%	15%a	9%	15%	13%a	11%
£2,600 up to £3,032	382	120	58	71	26	5	9	17	6	41
	9%	8%	11%	8%	10%	10%	17%Zaci	19%ac	10%	9%
£3,033 up to £3,466	297	82	31	54	13	4	7	13	7	54
	7%	6%	6%	6%	5%	7%	13%Zabcd	14%a	12%Zabcd	12%Zabcd
£3,467 up to £3,899	205	58	26	40	19	3	4	8	5	31
	5%	4%	5%	5%	7%	5%	7%	9%	8%a	7%
£3,900 up to £4,332	200	41	28	32	10	9	6	2	6	47
	5%a	3%	5%	4%	4%	17%Zabcdgi	13%Zabcdg	2%	10%Zabcdg	11%Zabcd
£4,333 up to £6,249	171	27	11	22	8	8	6	2	8	48
	4%a	2%	2%	3%	3%	15%Zabcdg	12%Zabcdg	2%	14%Zabcdg	11%Zabcd
£6,250 up to £8,299	47	9	10	2	7	2	1	1	4	8
	1%	1%	2%c	*	3%c	3%Zac	2%c	1%	6%Zabci	2%c
£8,300 up to £12,499	19	7	1	4	-	*	-	2	*	3
	*	*	*	*	-	*	-	2%	1%	1%
£12,500 or more	94	24	13	18	4	1	*	10	2	12
	2%	2%	3%	2%	2%	1%	1%	11%Zabcdi	3%	3%
Don't know	61	23	8	22	2	-	1	-	-	5
	2%	2%	1%	2%h	1%	-	2%	-	-	1%
Prefer not to say	391	127	47	97	30	5	5	10	8	38
	10%	9%	9%	11%	12%	10%	11%	11%	13%a	9%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 471
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	1123	363	180	164	126	244	141	86	31	611	502	631	207	78	129	23	215	226	358
WeightedBase	840	403	181*	28	72*	91*	31	35*	28**	568	371	411	229*	115*	114*	17**	203	184	132
EffectiveBase	534	230	99	107	35	94	103	62	13	332	217	263	97	40	61	13	115	155	231
Up to £2,599	1*	1*	-	-	-	-	-	-	-	1*	-	-	-	-	-	-	1	-	-
																	1%	-	-
£2,600 up to £5,199	7	7	-	-	-	-	-	-	-	7	-	-	7	7	-	-	-	-	-
	1%	2%	-	-	-	-	-	-	-	1%	-	-	3%	6%Zpqr	-	-	-	-	-
£5,200 up to £10,399	11	9	-	-	-	-	-	-	-	11	3	3	4	1	3	-	5	-	-
	1%	2%	-	-	-	-	-	-	-	2%	1%	1%	2%	1%	2%	-	2%	-	-
£10,400 up to £15,599	16	16	-	-	-	-	-	-	-	16	-	1	1	-	1	-	12	2	1
	2%jk	4%b	-	-	-	-	-	-	-	3%jk	-	*	*	-	1%	-	6%Zlr	1%	1%
£15,600 up to £20,799	21	20	-	-	-	-	-	-	-	19	1	2	7	3	4	-	8	5	1
	2%j	5%bcef	-	-	-	-	-	-	-	3%jk	*	*	3%	3%	3%	-	4%	3%	1%
£20,800 up to £25,999	53	45	6	*	*	*	*	-	-	50	16	23	15	13	3	-	18	17	1
	6%cefg rsF	11%Zbcefg	3%	1%	1%	*	1%	-	-	9%j	4%	6%	7%r	11%r	2%	-	9%r	9%r	1%
£26,000 up to £31,199	55	35	13	1	3	1	*	1	-	47	22	27	10	3	7	2	15	17	6
	7%ef	9%ef	7%	4%	4%	2%	1%	3%	-	8%	6%	7%	4%	2%	6%	13%	8%	9%	5%
£31,200 up to £36,399	51	29	11	2	2	6	1	2	4	46	21	28	14	6	8	2	12	17	5
	6%	7%	6%	6%	3%	7%	4%	4%	13%	8%	6%	7%	6%	5%	7%	13%	6%	9%r	4%
£36,400 up to £41,599	67	41	11	3	4	5	2	2	1	55	27	27	25	9	16	2	14	15	3
	8%rs	10%	6%	9%	5%	5%	7%	5%	3%	10%	7%	7%	11%r	8%	14%r	10%	7%	8%r	2%
£41,600 up to £46,799	60	32	12	2	6	4	2	1	1	40	20	24	12	3	9	-	20	12	12
	7%	8%	7%	6%	8%	5%	8%	3%	4%	7%	5%	6%	5%	3%	8%	-	10%	7%	9%
£46,800 up to £51,999	98	49	25	3	12	9	3	2	4	68	47	60	31	24	6	1	17	23	12
	12%l	12%	14%	10%	16%	10%	10%	7%	13%	12%	13%	14%	13%	21%npqr	6%	7%	8%	13%	9%
£52,000 up to £74,999	194	60	60	8	24	31	9	9	13	113	109	117	58	21	37	6	30	43	38
	23%aJ	15%	33%Za	27%a	34%a	34%Za	31%a	27%a	47%	20%	29%i	28%i	25%	18%	33%p	34%	15%	23%	29%p
£75,000 up to £99,999	94	28	22	6	12	16	8	6	3	40	44	50	23	13	10	1	20	15	22
	11%i	7%	12%	22%Zab	16%	18%a	25%Zab	18%a	12%	7%	12%	12%i	10%	12%	8%	8%	10%	8%	17%Za
£100,000 up to £149,999	47	4	9	2	4	9	2	7	*	17	32	25	8	5	4	-	10	6	15
	6%aJ	1%	5%a	7%a	6%a	10%a	8%a	19%Zabcf	2%	3%	9%i	6%	4%	4%	3%	-	5%	3%	11%Zinpqr

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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IPSOS 2023

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Table 471
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manag er (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	1123	462	613	25	23	33	69	299	286	436	178	101	112	109	145	49	133	35
WeightedBase	840	176	594	59**	11**	27**	70**	250	227	267	31	104*	129*	71*	151*	59*	135*	57**
EffectiveBase	534	285	338	22	17	19	29	149	131	233	119	51	75	69	93	32	85	24
Up to £2,599	1*	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-	-	1
	*	-	*	-	-	-	-	1%	-	-	-	-	-	-	*	-	-	1%
£2,600 up to £5,199	7	-	7	-	-	-	-	7	-	-	-	-	-	-	7	-	-	-
	1%	-	1%	-	-	-	-	3%DE	-	-	-	-	-	-	5%ZL	-	-	-
£5,200 up to £10,399	11	*	10	-	-	1	-	3	7	-	-	-	-	1	3	3	3	*
	1%	*	2%	-	-	2%	-	1%	3%E	-	-	-	-	2%	2%	5%	2%	*
£10,400 up to £15,599	16	1	6	9	-	-	-	9	2	5	-	-	-	-	4	-	3	9
	2%jk	*	1%	15%	-	-	-	4%	1%	2%	-	-	-	-	3%	-	2%	16%
£15,600 up to £20,799	21	4	15	1	-	-	1	6	3	10	-	-	-	*	14	3	1	2
	2%j	2%	3%	2%	-	-	2%	2%	1%	4%	-	-	-	1%	10%ZL	4%	1%	4%
£20,800 up to £25,999	53	3	47	3	-	2	6	8	18	19	*	*	4	4	19	13	6	6
	6%cefg rsF	2%	8% s	5%	-	9%	9%	3%	8%	7%	1%	*	3%	5%	13%ZL	22%ZL	4%	11%
£26,000 up to £31,199	55	9	41	5	*	2	5	13	15	20	1	3	12	3	14	2	13	5
	7% f	5%	7%	8%	2%	6%	7%	5%	7%	8%	3%	3%	9%	4%	9%	4%	10%	9%
£31,200 up to £36,399	51	8	34	9	-	2	8	11	17	14	2	2	9	2	5	5	12	6
	6%	4%	6%	16%	-	7%	12%	4%	7%	5%	6%	2%	7%	2%	4%	9%	9%	11%
£36,400 up to £41,599	67	7	57	2	1	3	7	18	18	20	3	5	10	4	17	6	15	2
	8% rs	4%	10% s	4%	8%	12%	11%	7%	8%	7%	9%	5%	8%	5%	11%	11%	11%	4%
£41,600 up to £46,799	60	15	42	2	2	-	3	19	13	25	2	6	7	7	15	6	8	3
	7%	8%	7%	3%	16%	-	4%	8%	6%	9%	6%	6%	6%	10%	10%	10%	6%	5%
£46,800 up to £51,999	98	15	72	11	*	2	15	30	27	23	3	18	17	2	19	4	20	7
	12% l	8%	12%	18%	3%	8%	21%	12%	12%	9%	9%	17% l	13% l	3%	12%	7%	15%	12%
£52,000 up to £74,999	194	54	130	6	3	7	9	69	57	52	9	29	40	20	13	10	29	8
	23% aJ	31% Zt	22%	11%	28%	26%	14%	27%	25%	19%	28%	28%	31%	29%	8%	16%	21% J	14%
£75,000 up to £99,999	94	29	61	2	2	4	11	22	24	34	7	17	11	14	9	2	14	3
	11% i	17% Zt	10%	4%	15%	15%	16%	9%	10%	13%	23% ZH	16%	9%	20% ZH	6%	4%	10%	6%
£100,000 up to £149,999	47	15	27	3	2	4	1	19	11	12	3	15	10	6	-	2	3	-
	6% aJ	8% t	5%	5%	19%	13%	1%	8%	5%	5%	8%	14% Z	7%	8%	-	3%	2%	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 471
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
WeightedBase	840	403	181*	28	72*	91*	31	35*	28**	568	371	411	229*	115*	114*	17**	203	184	132
EffectiveBase	534	230	99	107	35	94	103	62	13	332	217	263	97	40	61	13	115	155	231
£150,000 or more	10	*	2	1	2	1	1	1	-	2	6	6	1	*	1	-	3	2	2
	1%	*	1%	4% Za	3% a	2% a	2% a	2% a	-	*	2%	1%	1%	*	1%	-	2%	1%	2%
Don't know	2	1	1	-	-	-	-	-	-	1	1	1	-	-	-	-	1	1	-
	*	*	1%	-	-	-	-	-	-	*	*	*	-	-	-	-	*	1%	-
Prefer not to say	54	25	9	1	3	6	1	4	1	33	21	18	12	7	5	3	16	7	14
	6%	6%	5%	3%	4%	7%	4%	12%	5%	6%	6%	4%	5%	6%	5%	15%	8%	4%	10% a

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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IPSOS 2023

Table 471
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
WeightedBase	840	176	594	59**	11**	27**	70**	250	227	267	31	104*	129*	71*	151*	59*	135*	57**
EffectiveBase	534	285	338	22	17	19	29	149	131	233	119	51	75	69	93	32	85	24
£150,000 or more	10	2	6	2	-	-	-	1	3	6	1	3	1	2	-	-	*	-
	1%	1%	1%	3%	-	-	-	*	1%	2%	4%Z	3%	1%	3%	-	-	*	-
Don't know	2	-	2	-	-	-	1	-	-	1	-	-	1	-	1	-	-	-
	*	-	*	-	-	-	1%	-	-	*	-	-	1%	-	1%	-	-	-
Prefer not to say	54	15	34	4	1	*	1	15	11	26	1	7	7	7	10	3	8	4
	6%	8%	6%	6%	8%	1%	2%	6%	5%	10%	4%	7%	5%	10%	6%	5%	6%	7%



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Table 472
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	1123	327	267	265	228	320	320	35	78	224	761	704	312	56	35	171	274	326	348
WeightedBase	840	294	245	238	205	290	298	41**	79*	153	545	535	221	42**	30**	209*	228	193	209
EffectiveBase	534	171	127	133	111	152	152	24	45	123	330	333	159	26	13	88	130	182	194
Up to £2,599	1*	-	-	-	-	-	1*	-	-	1	1	1	-	-	-	-	-	-	1
		-	-	-	-	-	*	-	-	1%	*	*	-	-	-	-	-	-	1%
£2,600 up to £5,199	7 1%A	7 2%	7 3%	7 3%	7 4%	7 3%	7 2%	-	-	-	7 1%	7 1%	-	-	-	7 3%qr	-	-	-
£5,200 up to £10,399	11 1%	6 2%	-	-	-	2 1%	-	3 8%	6 8%Zij	-	1 *	7 1%	3 1%	-	1 4%	5 2%	3 1%	-	3 1%
£10,400 up to £15,599	16 2%	-	-	-	-	4 1%	2 1%	1 1%	9 12%Zij	4 3%j	2 *	15 3%	1 1%	-	-	8 4%p	-	1 *	8 4%pq
£15,600 up to £20,799	21 2%	7 2%	7 3%	7 3%	5 3%	11 4%	5 2%	5 13%	4 4%	4 3%	5 1%	8 1%	8 3%	3 6%	2 8%	1 *	3 1%	5 3%	12 6%Zops
£20,800 up to £25,999	53 6%u	17 6%	15 6%	18 8%	12 6%	27 9%	27 9%	1 3%	6 8%	8 5%	36 7%	39 7%	10 5%	1 3%	2 5%	8 4%	12 5%	20 10%o	14 7%
£26,000 up to £31,199	55 7%	24 8%	18 7%	19 8%	15 7%	21 7%	24 8%	3 7%	6 8%	9 6%	37 7%	33 6%	12 5%	6 15%	3 10%	11 5%	9 4%	21 11%p	14 7%
£31,200 up to £36,399	51 6%	20 7%	12 5%	12 5%	8 4%	11 4%	12 4%	* 1%	10 13%	8 5%	31 6%	18 3%	25 11%Zk	5 11%	1 3%	9 4%	18 8%	8 4%	16 8%
£36,400 up to £41,599	67 8%	26 9%	29 12%	19 8%	16 8%	21 7%	26 9%	6 15%	3 3%	11 7%	45 8%	43 8%	20 9%	1 3%	2 7%	16 8%	20 9%	15 8%	16 8%
£41,600 up to £46,799	60 7%	23 8%	14 6%	16 7%	15 7%	24 8%	23 8%	2 5%	6 7%	12 8%	38 7%	38 7%	14 6%	7 15%	-	10 5%	19 8%	14 7%	17 8%
£46,800 up to £51,999	98 12%	34 12%	32 13%	31 13%	30 15%	27 9%	30 10%	4 10%	12 16%	14 9%	65 12%	62 12%	24 11%	6 15%	5 17%	32 15%	34 15%r	16 8%	15 7%
£52,000 up to £74,999	194 23%h	73 25%	65 27%	66 28%	57 28%	61 21%	70 23%	8 19%	5 7%	45 29%h	132 24%h	129 24%	49 22%	6 15%	9 32%	62 30%r	53 23%	43 22%	35 17%
£75,000 up to £99,999	94 11%	29 10%	23 9%	21 9%	23 11%	35 12%	34 11%	1 3%	5 6%	16 10%	70 13%	60 11%	24 11%	4 9%	2 6%	24 12%	28 12%	20 10%	21 10%
£100,000 up to £149,999	47 6%wx	8 3%	7 3%	6 2%	6 3%	19 6%	19 6%	3 7%	2 3%	9 6%	33 6%	30 6%	15 7%	1 3%	* 1%	9 4%	16 7%	10 5%	12 6%
£150,000 or more	10 1%	3 1%	3 1%	3 1%	2 1%	4 1%	4 1%	-	1 1%	* *	8 1%	9 2%	1 1%	-	* *	1 *	3 1%	3 2%	3 1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 472

R27_m_hhincome_new.ANNUAL Annually ...

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	1123	905	203	675	113	173	103	35	5	953	14	30	55	157	390	706
WeightedBase	840	643	187	438	93*	169	89*	28**	8**	696	5**	30**	54**	135*	304	519
EffectiveBase	534	421	107	280	52	102	70	21	4	462	7	13	22	69	186	334
Up to £2,599	1*	1*	-	1*	-	-	1*	-	-	1*	-	-	1*	1*	1*	1*
£2,600 up to £5,199	7 1%A	7 1%	-	7 2%	-	-	-	-	-	-	-	-	7 14%	7 5%ZA	-	7 1%
£5,200 up to £10,399	11 1%	9 1%	-	7 2%	-	1*	-	-	-	7 1%	-	-	3 6%	3 2%	5 2%	6 1%
£10,400 up to £15,599	16 2%	10 2%	6 3%p	9 2%	1 1%	-	3 4%w	4 13%	-	13 2%	-	2 8%	-	2 2%	7 2%	9 2%
£15,600 up to £20,799	21 2%	17 3%	4 2%	5 1%	-	2 1%	8 9%Zuvw	3 12%	1 18%	16 2%	1 15%	-	-	3 2%	10 3%	9 2%
£20,800 up to £25,999	53 6%u	43 7%	10 5%	10 2%	5 6%	27 16%Zu	7 8%u	1 5%	3 40%	29 4%	-	3 9%	9 17%	24 18%ZA	23 8%	29 6%
£26,000 up to £31,199	55 7%	42 6%	13 7%	32 7%	8 8%	7 4%	6 7%	* 1%	-	47 7%	1 13%	-	5 8%	7 5%	21 7%	31 6%
£31,200 up to £36,399	51 6%	31 5%	20 11%qs	21 5%	8 9%	18 11%u	4 4%	-	-	39 6%	* 4%	5 17%	4 8%	11 9%	19 6%	31 6%
£36,400 up to £41,599	67 8%	52 8%	15 8%	33 8%	4 4%	12 7%	13 14%	2 7%	-	51 7%	* 3%	9 29%	1 2%	15 11%	26 8%	41 8%
£41,600 up to £46,799	60 7%	43 7%	15 8%	28 6%	11 11%	8 5%	8 9%	4 13%	2 21%	52 7%	-	3 11%	3 5%	6 5%	19 6%	41 8%
£46,800 up to £51,999	98 12%	82 13%	16 9%	48 11%	17 19%	16 10%	14 15%	1 3%	1 9%	86 12%	2 35%	1 4%	4 7%	11 8%	32 11%	64 12%
£52,000 up to £74,999	194 23%h	151 24%	41 22%	96 22%	20 21%	54 32%ux	14 16%	5 17%	-	173 25%	1 17%	4 14%	10 18%	20 15%	81 26%	111 21%
£75,000 up to £99,999	94 11%	70 11%	21 11%	58 13%	10 11%	15 9%	6 7%	5 18%	-	84 12%	* 3%	1 3%	* 1%	8 6%	29 10%	62 12%
£100,000 up to £149,999	47 6%wx	34 5%	12 7%	44 10%Zvw	1 1%	2 1%	-	-	-	38 5%	1 11%	1 4%	5 9%	9 7%	14 5%	33 6%
£150,000 or more	10 1%	5 1%	5 3%	8 2%	* *	2 1%	-	-	-	9 1%	-	-	-	1 1%	2 1%	8 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 472

R27_m_hhincome_new.ANNUAL Annually ...

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
WeightedBase	840	294	245	238	205	290	298	41**	79*	153	545	535	221	42**	30**	209*	228	193	209
EffectiveBase	534	171	127	133	111	152	152	24	45	123	330	333	159	26	13	88	130	182	194
Don't know	2	1	1	1	1	2	1	-	-	-	2	1	-	-	-	1	1	-	-
	*	*	*	1%	1%	1%	*	-	-	-	*	*	-	-	-	1%	*	-	-
Prefer not to say	54	17	11	11	7	14	14	3	4	13	32	34	15	2	2	4	8	18	23
	6%	6%	5%	5%	4%	5%	5%	8%	5%	8%	6%	6%	7%	5%	7%	2%	3%	9%op	11%Zopt

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 472
R27_m_hhincome_new.ANNUAL Annually ...
Base : All respondents working in adult social care in England

WeightedBase
EffectiveBase
Don't know
Prefer not to say

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
				Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualiifi cations (z)		Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
Total (Z)	Female (s)	Male (t)	Degree level or above (u)						White (A)						
840	643	187	438	93*	169	89*	28**	8**	696	5**	30**	54**	135*	304	519
534	421	107	280	52	102	70	21	4	462	7	13	22	69	186	334
2 *	2 *	-	2 *	-	-	-	-	-	1 *	-	-	1	1	-	2 *
54	45	8	29	9	4	6	3	1	48	-	1	1	5	15	35
6%	7%	4%	7%	9%	2%	7%	11%	12%	7%	-	2%	3%	4%	5%	7%



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Table 473

R27_m_hhincome_new.ANNUAL Annually ...

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	1123	1053	57	12	44	93	408	456	82
WeightedBase	840	761	63**	25**	38**	109*	330	288	57*
EffectiveBase	534	512	24	6	27	53	196	207	40
Up to £2,599	1	1	-	-	-	1	-	-	-
	*	*	-	-	-	1%	-	-	-
£2,600 up to £5,199	7	-	7	7	-	7	-	-	-
	1%a	-	12%	29%	-	7%Zfg	-	-	-
£5,200 up to £10,399	11	7	1	-	1	11	-	-	-
	1%	1%	1%	-	2%	10%Zfg	-	-	-
£10,400 up to £15,599	16	15	-	-	-	16	-	-	-
	2%fg	2%	-	-	-	15%Zfgh	-	-	-
£15,600 up to £20,799	21	20	-	-	-	21	-	-	-
	2%fg	3%	-	-	-	19%Zfgh	-	-	-
£20,800 up to £25,999	53	39	13	3	10	53	-	-	-
	6%fg	5%	21%	12%	27%	49%Zfgh	-	-	-
£26,000 up to £31,199	55	50	5	4	1	-	55	-	-
	7%g	7%	8%	15%	4%	-	17%Zegh	-	-
£31,200 up to £36,399	51	47	3	*	3	-	51	-	-
	6%g	6%	5%	1%	7%	-	15%Zegh	-	-
£36,400 up to £41,599	67	56	9	6	3	-	67	-	-
	8%eg	7%	15%	24%	8%	-	20%Zegh	-	-
£41,600 up to £46,799	60	56	3	2	1	-	60	-	-
	7%eg	7%	4%	9%	1%	-	18%Zegh	-	-
£46,800 up to £51,999	98	90	5	-	5	-	98	-	-
	12%egh	12%	8%	-	13%	-	30%Zegh	-	-
£52,000 up to £74,999	194	187	6	*	5	-	-	194	-
	23%efh	25%	9%	1%	14%	-	-	67%Zefh	-
£75,000 up to £99,999	94	87	4	-	4	-	-	94	-
	11%efh	11%	6%	-	10%	-	-	33%Zefh	-
£100,000 up to £149,999	47	44	3	1	1	-	-	-	47
	6%fg	6%	4%	5%	4%	-	-	-	82%Zefg
£150,000 or more	10	8	2	-	2	-	-	-	10
	1%	1%	3%	-	5%	-	-	-	18%Zefg
Don't know	2	1	1	1	-	-	-	-	-
	*	*	1%	4%	-	-	-	-	-
Prefer not to say	54	52	2	-	2	-	-	-	-
	6%fg	7%	3%	-	5%	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 474

R27_m_hhincome_new.ANNUAL Annually ...

Base : All respondents working in adult social care in England

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
1123	145	49	133	35	141	86	17	178	179
840	151*	59*	135*	57**	31	35*	25**	31	180*
534	93	32	85	24	103	62	10	119	99
1	1	-	-	1	-	-	-	-	-
*	*	-	-	1%	-	-	-	-	-
7	7	-	-	-	-	-	-	-	-
1%	5%Zci	-	-	-	-	-	-	-	-
11	3	3	3	*	-	-	-	-	-
1%	2%	5%i	2%	*	-	-	-	-	-
16	4	-	3	9	-	-	-	-	-
2%	3%	-	2%	16%	-	-	-	-	-
21	14	3	1	2	-	-	-	-	-
2%	10%Zcefhi	4%i	1%	4%	-	-	-	-	-
53	19	13	6	6	*	-	-	*	6
6%efh	13%Zcefhi	22%Zcefhi	4%	11%	1%	-	-	1%	3%
55	14	2	13	5	*	1	-	1	13
7%e	9%e	4%	10%e	9%	1%	3%	-	3%	7%
51	5	5	12	6	1	2	3	2	10
6%	4%	9%	9%	11%	4%	4%	14%	6%	6%
67	17	6	15	2	2	2	1	3	11
8%	11%	11%	11%	4%	7%	5%	3%	9%	6%
60	15	6	8	3	2	1	1	2	12
7%	10%	10%	6%	5%	8%	3%	4%	6%	7%
98	19	4	20	7	3	2	4	3	25
12%	12%	7%	15%	12%	10%	7%	15%	9%	14%
194	13	10	29	8	9	9	12	9	60
23%a	8%	16%	21%a	14%	31%a	27%a	49%	28%a	33%Za
94	9	2	14	3	8	6	2	7	22
11%	6%	4%	10%	6%	25%Zabci	18%ab	10%	23%Zabci	12%
47	-	2	3	-	2	7	-	3	9
6%a	-	3%	2%	-	8%ac	19%Zabcehi	-	8%ac	5%a
10	-	-	*	-	1	1	-	1	2
1%	-	-	*	-	2%a	2%a	-	4%Zac	1%
2	1	-	-	-	-	-	-	-	1
*	1%	-	-	-	-	-	-	-	1%
54	10	3	8	4	1	4	1	1	9
6%	6%	5%	6%	7%	4%	12%	5%	4%	5%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 475
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
In the United Kingdom	6060	4450	750	92	239	304	100	96	119	5143	1793	2027	2035	852	1183	138	1446	1543	554
	84%ahlm ptABJK	81%h	93%Zaeh	94%Zaeh	95%Zaeh	85%h	96%Zaeh	97%Zabeh	72%	82%	89%Zi	90%Zi	80%h	70%	88%ZImp	94%ZImp	81%h	87%ZImp	95%ZImpnpq
In another country	1025	914	43	5	12	43	4	3	38	957	177	193	453	329	124	6	314	180	23
	14%bcd fgjknopr sDEFGHI M	17%Zbode fg	5%	5%	5%	12%bcd fg	4%	3%	23%Zbcd efg	15%jk	9%	9%	18%Znoq r	27%ZInop qr	9%or	4%	18%Znoq r	10%or	4%
Prefer not to say	149	119	14	*	2	9	*	-	9	138	39	33	63	32	31	3	29	45	6
	2%cf	2%cf	2%	*	1%	3%	*	-	5%cd fg	2%	2%	1%	2%	3%	2%	2%	2%	3%r	1%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 475
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.

Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
In the United Kingdom	6060	847	4648	501	63	274	424	1797	1356	2191	103	316	562	279	2041	679	1267	451
	84%ahlm ptABJK	93%Ztv	82%	89%t	85%	64%	62%	84%AB	85%AB	92%ZABC D	94%Z	95%Z	93%Z	96%Z	77%	77%	86%JK	96%ZJKL
In another country	1025	43	917	54	11	145	251	294	178	155	6	14	32	9	538	175	185	16
	14%bcdfg jknqrsD EFGHIM	5%	16%Zsu	10% s	14% s	34%ZCDE	37%ZCDE	14%E	11%E	7%	6%	4%	5%	3%	20%ZLM	20%ZLM	13%M	3%
Prefer not to say	149	20	118	10	1	6	11	36	57	37	*	4	12	4	65	27	26	1
	2%cfF	2%	2%	2%	1%	1%	2%	2%	4%ZCE	2%	*	1%	2%	1%	2%	3%M	2%	*



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Table 476
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.
Base : All respondents working in adult social care in England

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	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
In the United Kingdom	6060	2006	1575	1571	1182	2326	1943	310	743	1865	3003	3602	1409	490	253	1670	1123	1371	1872
	84% eijkp uyBCDE	86% ef	86% ef	85% e	86%	78%	82% e	87% j	84%	90% Zhj	80%	81%	93% Zkm	85%	92% Zkm	84% p	75%	85% pt	90% Zopqst
In another country	1025	298	233	256	176	592	366	33	127	149	694	780	93	73	15	298	342	211	174
	14% ilnr vwxA	13%	13%	14%	13%	20% Zabc f	16%	9%	14% i	7%	18% Zgi	17% Zln	6%	13% ln	5%	15% r	23% Zoqr st	13% r	8%
Prefer not to say	149	34	24	27	15	68	49	12	18	51	65	84	20	11	6	28	38	32	44
	2% uvwxy A	1%	1%	1%	1%	2%	2%	3%	2%	2%	2%	2%	1%	2%	2%	1%	3%	2%	2%



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Table 476
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
In the United Kingdom	6060	4882	1078	1814	515	1448	1373	344	194	5127	95	207	334	807	2277	3457
	84% uyBCDE	85% pt	81% p	77% yz	100% Zuwxyz	90% Zuy	97% Zuwy	58%	97% Zuwy	98% ZBCDE	74% CDE	45%	41%	45%	94% G	78%
In another country	1025	787	230	544	-	157	39	249	6	88	28	229	462	899	117	881
	14% vwxyzA	14% r	17% qrs	23% Zvwxyz	-	10% vxz	3% v	42% Zuvwxz	3% v	2% E	22% A	50% ZAB	56% ZAB	50% ZAB	5% F	20% F
Prefer not to say	149	103	28	-	-	-	-	-	-	37	5	26	26	75	19	102
	2% A	2% uvwxy	2% 2%	-	-	-	-	-	-	1% F	4% A	6% ZA	3% A	4% ZA	1% F	2% F

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 477
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
In the United Kingdom	6060	5685	313	101	204	1932	1867	539	188
	84%bcde	95%Zb	29%	20%	37%c	79%	86%e	93%Zef	89%e
In another country	1025	231	735	391	327	490	281	35	18
	14%ag	4%	69%Za	79%Zd	60%Z	20%Ztgh	13%g	6%	8%
Prefer not to say	149	75	19	1	17	24	18	3	4
	2%aefg	1%	2%	*	3%c	1%	1%	1%	2%



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Table 478
Education Where did you complete your highest level of education?If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.
Base : All respondents working in adult social care in England

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
In the United Kingdom	6060	2041	679	1267	451	100	96	107	103	743
	84%abg	77%	77%	86%abg	96%Zabcg	96%Zabcg	97%Zabcghi	70%	94%Zabcg	93%Zabcg
In another country	1025	538	175	185	16	4	3	37	6	42
	14%defhi	20%Zcdefhi	20%Zcdefhi	13%defhi	3%	4%	3%	24%Zcdefhi	6%	5%
Prefer not to say	149	65	27	26	1	*	-	9	*	14
	2%eh	2%efh	3%defh	2%	*	*	-	6%Zcdefh	*	2%



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Table 479

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)									JOB RESPONSIBILITIES			SERVICE						
	Total (Z)	Direct Care (a)	Managerial/ supervisory general (b)	Managerial/ supervisory: registered manager (and not nurse) (c)	Managerial: No direct care (d)	Professional: overall (e)	Professional: Social worker (f)	Professional: OT (g)	Professional: Nurse / AHP (h)	Providing care and/or support directly (i)	Managing staff who provide direct care (j)	Care assessments, planning and advising (k)	Residential overall (l)	Residential nursing home (m)	Residential care home (not nursing) (n)	Day (o)	Domiciliary (p)	Community (q)	Other/ multiple services (r)
UnweightedBase	6417	3611	786	590	480	820	484	255	139	4663	2198	2720	1393	517	876	227	1358	1625	1384
WeightedBase	6060	4450	750	92	239	304	100	96	119*	5143	1793	2027	2035	852	1183	138	1446	1543	554
EffectiveBase	3187	2130	430	388	184	342	343	182	73	2548	984	1176	792	325	467	139	702	1034	719
Degree level or above, SVQ Level 5	1814	880	368	67	143	244	91	89	73	1263	784	862	510	221	289	42	384	394	301
	30%ain	20%	49%Za	73%Zabd	60%Zab	80%Zabc	91%Zabc	92%Zabc	61%Za	25%	44%Zi	43%Zi	25%	26%	24%	31%	27%	26%	54%Zimnopq
Other Higher Education below degree level, SVQ Level 4	515	307	105	11	38	22	2	3	18	409	217	219	179	92	88	18	102	146	43
	8%afgJ	7%fg	14%Zaef	12%Zaef	16%Zaefg	7%fg	2%	3%	15%Zaefg	8%	12%Zi	11%Zi	9%	11%p	7%	13%np	7%	9%	8%
A levels, Scottish Highers, NVQ level 3 and equivalents includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3	1448	1210	171	6	33	8	3	1	4	1330	406	501	472	176	296	38	365	419	95
	24%bcdef	27%Zcde	23%cd	6%efg	14%cefgh	3%	3%	1%	3%	26%j	23%	25%	23%r	21%	25%r	27%r	25%r	27%Zmr	17%
GCSE/O level grade A*-C or 4-9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents includes SVQ and GNVQ level 2, BTEC first or general diploma	999	891	61	2	9	11	1	1	8	943	184	225	389	150	239	21	250	252	55
	16%bcde	20%Zbcde	8%cefg	2%	4%	4%	1%	2%	7%f	18%jk	10%	11%	19%r	18%r	20%Zr	15%	17%r	16%r	10%
Qualifications at level 1 and below includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate	373	349	11	*	2	2	*	*	1	354	51	72	134	49	85	5	103	100	21
	6%bcdef	8%Zbcde	1%	*	1%	1%	*	*	1%	7%jk	3%	4%	7%r	6%	7%r	4%	7%r	7%r	4%
Another type of qualification: includes other vocational or professional qualifications	344	289	17	5	9	10	1	1	9	308	84	69	123	58	64	4	90	95	13
	6%bfgkr	6%bfg	2%	6%bfg	4%	3%	1%	1%	7%bfg	6%k	5%	3%	6%r	7%r	5%r	3%	6%r	6%r	2%
No qualification	194	187	1	*	*	-	-	-	-	182	18	19	81	42	39	1	56	42	8
	3%bcdef	4%bcdef	*	*	*	-	-	-	-	4%jk	1%	1%	4%r	5%or	3%	1%	4%r	3%	2%
Prefer not to say	372	338	16	1	5	7	*	1	6	355	49	59	146	64	83	8	96	94	17
	6%bcdef	8%Zbcde	2%	1%	2%	2%	*	1%	5%f	7%jk	3%	3%	7%r	7%r	7%r	6%	7%r	6%r	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 479

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manager ial role with no direct care (G)	Other manager ial and direct care (H)	Non- manager ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	6417	2046	4053	192	126	237	347	1691	1391	2743	648	374	507	397	1614	518	1215	246
WeightedBase	6060	847	4648	501	63*	274	424	1797	1356	2191	103	316	562	279	2041	679	1267	451
EffectiveBase	3187	1224	2383	138	78	107	187	857	695	1419	435	221	308	198	961	316	758	148
Degree level or above, SVQ Level 5	1814	374	1264	144	32	106	145	583	392	584	76	186	270	141	318	146	288	125
	30%ailn qtEJKL	44%Ztu	27%	29%	50%Ztu	39%DE	34%E	32%E	29%	27%	73%ZGHI	59%ZH	48%Z	51%Z	16%	21%J	23%J	28%J
Other Higher Education below degree level, SVQ Level 4	515	60	405	46	4	16	42	132	113	206	12	55	80	37	132	50	87	35
	8%afgJ	7%	9%	9%	6%	6%	10%	7%	8%	9%	12%Z	17%Z	14%Z	13%Z	6%	7%	7%	8%
A levels, Scottish Highers, NVQ level 3 and equivalents includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3	1448	180	1141	118	10	60	87	398	385	517	6	42	139	35	488	236	352	133
	24%bcdef ghrFGI	21%	25% s	24%	16%	22%	20%	22%	28%ZBCE	24%	6%	13%F	25%FGI	13%F	24%	35%ZJL	28%Z	29%
GCSE/O level grade A*-C or 4-9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents includes SVQ and GNVQ level 2, BTEC first or general diploma	999	103	809	79	9	31	63	331	214	356	2	11	47	31	439	129	248	74
	16%bcde fghjkr FGHI	12%	17% s	16%	14%	11%	15%	18%	16%	16%	2%	3%	8%FG	11%FG	22%Z	19%	20%Z	16%
Qualifications at level 1 and below includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/ Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate	373	39	294	39	1	13	26	113	78	143	*	3	5	10	192	29	95	32
	6%bcdef gjkrsFG H	5%	6% s	8%	1%	5%	6%	6%	6%	7%	*	1%	1%	4%FH	9%ZK	4%	8%K	7%
Another type of qualification: includes other vocational or professional qualifications	344	32	271	37	4	17	19	78	64	165	6	13	11	12	148	40	75	25
	6%bfgkr sH	4%	6% s	7%	6%	6%	4%	4%	5%	8%ZCD	6%H	4%	2%	4%	7%	6%	6%	6%
No qualification	194	15	163	16	*	16	14	62	25	75	*	2	*	-	128	9	43	7
	3%bcdef gjkrsDF GHI	2%	4% s	3%	*	6%D	3%	3%	2%	3%D	*	1%	*	-	6%ZKLM	1%	3%	2%
Prefer not to say	372	46	301	21	4	15	28	100	85	145	1	5	9	13	195	41	80	19
	6%bcdef gjkrsFGH	5%	6%	4%	6%	5%	7%	6%	6%	7%	1%	2%	2%	5%FH	10%ZLM	6%	6%	4%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 480

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	6417	1954	1523	1527	1197	2050	1821	252	619	1875	3529	3747	1680	481	258	903	1141	1770	2561
WeightedBase	6060	2006	1575	1571	1182	2326	1943	310	743	1865	3003	3602	1409	490	253	1670	1123	1371	1872
EffectiveBase	3187	1072	825	837	626	1112	950	155	332	1024	1600	1848	843	255	121	536	585	1000	1549
Degree level or above, SVQ Level 5	1814	549	458	422	355	578	545	103	209	400	1067	1134	440	131	50	558	435	365	447
	30% einq rwxvzA	27%	29% e	27%	30%	25%	28%	33% i	28% i	21%	36% Zhi	31% n	31% n	27%	20%	33% qrs	39% Zqrs	27%	24%
Other Higher Education below degree level, SVQ Level 4	515	178	131	145	111	185	166	15	65	143	279	270	166	32	30	104	83	142	184
	8% uwxvz	9%	8%	9%	9%	8%	9%	5%	9%	8%	9%	7%	12% Zkm	6%	12%	6%	7%	10% op	10% o
A levels, Scottish Highers, NVQ level 3 and equivalents includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3	1448	516	411	410	313	566	501	69	166	464	718	840	341	114	80	487	288	324	345
	24% ruxv yzCDE	26%	26%	26%	26%	24%	26%	22%	22%	25%	24%	23%	24%	23%	32% k	29% Zqrs	26% r	24% r	18%
GCSE/O level grade A*-C or 4-9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents includes SVQ and GNVQ level 2, BTEC first or general diploma	999	341	267	275	216	460	352	50	118	380	421	594	222	94	44	280	162	231	324
	16% juv wyzDE	17%	17%	18%	18%	20% Z	18%	16%	16%	20% Zj	14%	16%	16%	19%	18%	17%	14%	17% t	17% t
Qualifications at level 1 and below includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate	373	127	74	90	53	136	93	18	56	123	165	233	80	30	19	80	43	88	163
	6% puvwy zDE	6%	5%	6%	5%	6%	5%	6%	8%	7%	6%	6%	6%	6%	8%	5%	4%	6% p	9% Zopqst
Another type of qualification: includes other vocational or professional qualifications	344	121	87	81	50	140	104	20	51	133	134	202	77	32	16	26	38	92	187
	6% opuvw xz	6%	6%	5%	4%	6%	5%	6%	7%	7% j	4%	6%	5%	7%	6%	2%	3% o	7% op	10% Zopqst
No qualification	194	56	45	57	25	101	77	17	26	87	62	126	32	19	3	46	23	38	87
	3% juvwx y	3%	3%	4%	2%	4%	4%	5% j	3%	5% Zj	2%	4%	2%	4%	1%	3%	2%	3%	5% Zopqs
Prefer not to say	372	117	102	92	58	160	104	20	52	135	157	204	52	37	10	89	52	91	135
	6% luvw yz	6%	7%	6%	5%	7%	5%	6%	7%	7% j	5%	6% l	4%	8% l	4%	5%	5%	7%	7% p

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 480

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	6417	5297	997	2494	577	1279	1214	356	149	5586	108	161	292	712	2335	3747
WeightedBase	6060	4882	1078	1814	515	1448	1373	344	194*	5127	95*	207*	334	807	2277	3457
EffectiveBase	3187	2607	526	937	315	730	701	206	96	2789	48	85	150	356	1185	1826
Degree level or above, SVQ Level 5	1814	1393	383	1814	-	-	-	-	-	1379	31	101	190	384	596	1134
	30%einqrwxyzA	29%r	35%Zqr	100%Zvwxyz	-	-	-	-	-	27%	32%	49%ZA	57%ZAB	48%ZAB	26%	33%F
Other Higher Education below degree level, SVQ Level 4	515	406	94	-	515	-	-	-	-	449	4	15	25	51	207	283
	8%uwxyz	8%	9%	-	100%Zuwxyz	-	-	-	-	9%	5%	7%	7%	6%	9%	8%
A levels, Scottish Highers, NVQ level 3 and equivalents includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3	1448	1184	250	-	-	1448	-	-	-	1314	11	28	28	122	589	793
	24%ruvxyzCDE	24%r	23%r	-	-	100%Zuvxyz	-	-	-	26%BCDE	12%	14%	8%	15%D	26%	23%
GCSE/O level grade A*-C or 4-9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents includes SVQ and GNVQ level 2, BTEC first or general diploma	999	845	137	-	-	-	999	-	-	900	23	24	21	89	425	522
	16%jtuvwyzDE	17%t	13%	-	-	-	73%Zuvwyz	-	-	18%DE	24%CDE	11%	6%	11%	19%G	15%
Qualifications at level 1 and below includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate	373	310	62	-	-	-	373	-	-	343	3	7	6	22	163	194
	6%puvwyzDE	6%p	6%	-	-	-	27%Zuvwyz	-	-	7%DE	3%	4%	2%	3%	7%	6%
Another type of qualification: includes other vocational or professional qualifications	344	289	54	-	-	-	-	344	-	278	3	11	36	61	127	193
	6%opuvwxz	6%op	5%o	-	-	-	-	100%Zuvwxz	-	5%	3%	5%	11%ZA	8%	6%	6%
No qualification	194	157	38	-	-	-	-	-	194	169	4	8	6	21	65	122
	3%juvwxy	3%	3%	-	-	-	-	-	100%Zuvwxxy	3%	5%	4%	2%	3%	3%	4%
Prefer not to say	372	299	62	-	-	-	-	-	-	295	14	13	21	56	106	215
	6%luvwxyz	6%	6%	-	-	-	-	-	-	6%	15%ZAE	6%	6%	7%	5%	6%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 481

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	6417	6161	198	49	143	1654	2084	812	239
WeightedBase	6060	5685	313	101*	204*	1932	1867	539	188
EffectiveBase	3187	3058	118	34	81	892	985	352	127
Degree level or above, SVQ Level 5	1814 30%e	1594 28%	185 59%Za	83 83%Zd	97 48%Z	465 24%	654 35%Ze	261 49%Zef	90 48%Zef
Other Higher Education below degree level, SVQ Level 4	515 8%	498 9%	13 4%	5 4%	9 4%	150 8%	179 10%	61 11%eh	9 5%
A levels, Scottish Highers, NVQ level 3 and equivalents includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3	1448 24%bch	1400 25%b	45 14%	2 2%	43 21%c	444 23%	516 28%Zegh	120 22%	30 16%
GCSE/O level grade A*-C or 4- 9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents includes SVQ and GNVQ level 2, BTEC first or general diploma	999 16%bcdfg	976 17%b	18 6%	2 2%	16 8%	388 20%Zfg	248 13%	50 9%	29 16%
Qualifications at level 1 and below includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/ Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate	373 6%bg	366 6%b	5 2%	- -	4 2%	162 8%Zfg	93 5%	15 3%	12 6%
Another type of qualification: includes other vocational or professional qualifications	344 6%g	316 6%	26 8%	2 2%	23 11%Z	111 6%	96 5%	16 3%	13 7%
No qualification	194 3%f	187 3%	4 1%	1 1%	3 2%	91 5%Zfgh	37 2%	7 1%	1 *
Prefer not to say	372 6%fgh	348 6%	16 5%	6 6%	9 4%	122 6%fgh	43 2%	8 2%	4 2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

* small base

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Table 482

Uk_education What is your highest educational qualification completed in the United Kingdom? This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Base : All respondents who completed their highest level of education in the UK

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
6417	1614	518	1215	246	484	255	81	648	774
6060	2041	679	1267	451	100	96	107*	103	743
3187	961	316	758	148	343	182	61	435	424
1814	318	146	288	125	91	89	64	76	364
30%abc	16%	21%a	23%a	28%a	91%Zabcdghi	92%Zabcdghi	59%Zabcd	73%Zabcdgi	49%Zabcd
515	132	50	87	35	2	3	17	12	103
8%aef	6%e	7%e	7%ef	8%e	2%	3%	15%abcef	12%Zabcef	14%Zabcd
1448	488	236	352	133	3	1	4	6	170
24%efgh	24%efgh	35%Zacefghi	28%Zefgh	29%efgh	3%	1%	3%	6%f	23%efgh
999	439	129	248	74	1	1	8	2	61
16%efhi	22%Zefghi	19%efghi	20%Zefghi	16%efhi	1%	2%	8%e	2%	8%efh
373	192	29	95	32	*	*	1	*	11
6%efhi	9%Zbefghi	4%efhi	8%befhi	7%efhi	*	*	1%	*	1%
344	148	40	75	25	1	1	8	6	17
6%efi	7%efi	6%efi	6%efi	6%ef	1%	1%	7%efi	6%efi	2%
194	128	9	43	7	-	-	-	*	1
3%efhi	6%Zbcdefghi	1%i	3%efhi	2%	-	-	-	*	*
372	195	41	80	19	*	1	6	1	16
6%efhi	10%Zcdefhi	6%efhi	6%efhi	4%e	*	1%	6%e	1%	2%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 483

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	692	567	38	23	19	35	14	7	21	613	142	160	212	133	79	7	245	146	47
WeightedBase	1025	914	43**	5**	12**	43**	4**	3**	38**	957	177*	193*	453	329*	124*	6**	314	180*	23**
EffectiveBase	367	322	19	17	8	13	8	6	10	334	62	71	127	87	41	5	141	86	28
University degree (completed a bachelor/master/PhD degree or equivalent)	544	466	30	5	10	33	4	3	27	495	110	128	256	189	67	2	143	101	15
	53%E	51%	69%	87%	86%	76%	96%	100%	72%	52%	62%	66%Z	56%	58%	54%	28%	46%	56%	66%
Vocational qualification specific to a particular occupation or trade (below degree level)	249	232	8	*	2	6	-	-	6	236	33	39	117	82	36	1	86	30	5
	24%	25%	19%	8%	14%	14%	-	-	16%	25%	19%	20%	26%	25%	29%	25%	27%	17%	22%
Upper secondary that allows access to university	157	150	2	*	-	*	*	-	-	151	22	12	55	39	16	-	63	29	2
	15%k	16%	5%	4%	-	*	4%	-	-	16%k	12%	6%	12%	12%	13%	-	20%	16%	7%
Lower secondary education (schooling approximately until the age of 15)	39	36	-	-	-	3	-	-	3	39	4	6	14	13	2	1	17	6	1
	4%	4%	-	-	-	7%	-	-	8%	4%	2%	3%	3%	4%	1%	14%	5%	3%	4%
Primary education (schooling approximately until the age of 11)	1	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1	1	-
	*	*	-	-	-	-	-	-	-	*	*	-	-	-	-	-	*	*	-
No primary education completed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Never been in formal education	6	6	-	-	-	-	-	-	-	6	-	-	2	2	-	-	1	3	-
	1%	1%	-	-	-	-	-	-	-	1%	-	-	*	*	-	-	*	2%	-
Prefer not to say	29	23	3	*	-	1	-	-	1	29	8	9	9	5	4	2	4	10	*
	3%	3%	7%	2%	-	3%	-	-	3%	3%	5%	4%	2%	1%	3%	33%	1%	6%	1%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 483

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	692	80	582	13	17	88	124	205	136	138	30	14	30	12	335	94	122	16
WeightedBase	1025	43*	917	54**	11**	145*	251*	294*	178*	155*	6**	14**	32**	9**	538	175*	185*	16**
EffectiveBase	367	47	335	10	14	57	74	98	78	70	21	9	14	8	205	54	57	11
University degree (completed a bachelor/master/PhD degree or equivalent)	544	26	488	21	8	88	151	157	85	60	5	11	21	3	260	93	108	5
	53%E	62%	53%	38%	78%	61%E	60%E	53%	48%	39%	85%	79%	65%	37%	48%	53%	58%	34%
Vocational qualification specific to a particular occupation or trade (below degree level)	249	7	221	20	*	28	72	70	37	42	1	1	5	4	121	55	49	7
	24%	16%	24%	36%	3%	19%	29%	24%	21%	27%	10%	9%	15%	40%	23%	31%	27%	42%
Upper secondary that allows access to university	157	6	147	3	1	22	17	42	35	41	*	2	2	2	112	22	13	4
	15%k	14%	16%	5%	7%	15%	7%	14%	20%B	26%ZBC	3%	12%	6%	23%	21%L	12%	7%	23%
Lower secondary education (schooling approximately until the age of 15)	39	2	32	5	1	5	8	14	10	3	-	-	-	-	29	4	3	*
	4%	5%	3%	9%	7%	3%	3%	5%	6%	2%	-	-	-	-	5%	2%	2%	2%
Primary education (schooling approximately until the age of 11)	1	-	1	-	-	-	-	-	1	1	-	-	-	-	1	-	-	-
	*	-	*	-	-	-	-	-	*	*	-	-	-	-	*	-	-	-
No primary education completed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Never been in formal education	6	-	2	3	-	-	1	3	-	2	-	-	-	-	2	-	3	-
	1%	-	*	6%	-	-	*	1%	-	1%	-	-	-	-	*	-	2%	-
Prefer not to say	29	1	25	3	*	2	1	9	10	7	*	-	5	-	13	2	8	-
	3%	3%	3%	5%	5%	1%	1%	3%	6%B	4%	2%	-	14%	-	2%	1%	4%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

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Table 484

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	692	180	134	155	96	367	242	21	62	126	462	521	76	35	17	102	214	194	182
WeightedBase	1025	298*	233*	256*	176*	592	366	33**	127*	149*	694	780	93*	73**	15**	298*	342	211	174
EffectiveBase	367	92	80	93	57	212	137	14	31	71	252	285	43	17	12	66	142	107	114
University degree (completed a bachelor/master/PhD degree or equivalent)	544	194	176	181	140	311	223	18	65	65	389	428	52	30	4	165	212	97	71
	53% rwyA	65% Ze	75% Zef	71% Ze	79%	52%	61%	56%	51%	44%	56%	55%	56%	42%	27%	55%	62% qr	46%	41%
Vocational qualification specific to a particular occupation or trade (below degree level)	249	61	27	37	15	138	73	10	30	41	161	195	17	10	6	80	73	45	51
	24% bcuw	21%	12%	14%	9%	23% b	20%	31%	23%	27%	23%	25%	19%	14%	38%	27%	21%	21%	29%
Upper secondary that allows access to university	157	28	14	25	11	99	42	3	21	25	104	118	7	19	5	42	32	45	38
	15% buy	9%	6%	10%	6%	17% b	11%	9%	17%	16%	15%	15%	8%	27%	34%	14%	9%	21% p	22% p
Lower secondary education (schooling approximately until the age of 15)	39	4	7	7	7	26	15	-	8	9	19	16	11	11	*	11	9	16	3
	4% u	1%	3%	3%	4%	4%	4%	-	6%	6%	3%	2%	12% Zk	15%	2%	4%	3%	8% rt	2%
Primary education (schooling approximately until the age of 11)	1	1	1	1	-	-	-	1	-	-	1	1	-	-	-	-	-	1	1
	*	*	*	*	-	-	-	2%	-	-	*	*	-	-	-	-	-	*	*
No primary education completed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Never been in formal education	6	-	-	-	-	6	2	-	-	2	3	-	3	2	-	-	4	-	2
	1%	-	-	-	-	1%	1%	-	-	2%	*	-	4% Zk	3%	-	-	1%	-	1%
Prefer not to say	29	9	8	6	3	12	11	1	4	7	18	21	2	-	-	2	12	7	9
	3% u	3%	4%	2%	2%	2%	3%	2%	3%	5%	3%	3%	2%	-	-	1%	3%	3%	5% o

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% Risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 484

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	692	544	143	376	-	108	26	152	3	82	17	103	298	583	89	582
WeightedBase	1025	787	230*	544	-**	157*	39**	249*	6**	88*	28**	229*	462	899	117*	881
EffectiveBase	367	295	71	207	-	53	17	76	2	34	13	58	174	319	41	314
University degree (completed a bachelor/master/PhD degree or equivalent)	544	411	125	544	-	-	-	-	-	31	15	124	251	488	46	490
	53%rw	52%r	54%	100%Zwy	-	-	-	-	-	35%	55%	54%	54%A	54%A	39%	56%F
Vocational qualification specific to a particular occupation or trade (below degree level)	249	188	61	-	-	-	-	249	-	30	5	68	88	208	40	206
	24%bcuw	24%	27%	-	-	-	-	100%Zuw	-	34%	18%	30%	19%	23%	34%	23%
Upper secondary that allows access to university	157	119	38	-	-	157	-	-	-	19	5	28	79	136	27	127
	15%buy	15%	17%	-	-	100%Zuy	-	-	-	22%	16%	12%	17%	15%	23%	14%
Lower secondary education (schooling approximately until the age of 15)	39	37	2	-	-	-	39	-	-	4	1	3	25	35	3	31
	4%u	5%	1%	-	-	-	100%	-	-	4%	2%	1%	5%	4%	3%	3%
Primary education (schooling approximately until the age of 11)	1	1	-	-	-	-	-	-	-	-	-	1	1	1	-	1
	*	*	-	-	-	-	-	-	-	-	-	*	*	*	-	*
No primary education completed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Never been in formal education	6	6	-	-	-	-	-	-	6	-	-	2	3	6	-	2
	1%	1%	-	-	-	-	-	-	100%	-	-	1%	1%	1%	-	*
Prefer not to say	29	25	3	-	-	-	-	-	-	4	2	2	15	24	*	24
	3%u	3%	1%	-	-	-	-	-	-	5%	8%	1%	3%	3%	*	3%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

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Table 485

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	692	207	456	196	248	293	198	43	16
WeightedBase	1025	231*	735	391	327	490	281*	35**	18**
EffectiveBase	367	94	257	116	140	169	99	22	9
University degree (completed a bachelor/master/PhD degree or equivalent)	544 53%a	88 38%	418 57%a	226 58%	184 56%	250 51%	157 56%	25 73%	16 90%
Vocational qualification specific to a particular occupation or trade (below degree level)	249 24%d	72 31%	166 23%	110 28%d	52 16%	117 24%	73 26%	5 15%	1 6%
Upper secondary that allows access to university	157 15%	44 19%	111 15%	43 11%	67 21%c	86 17%	37 13%	4 12%	* 1%
Lower secondary education (schooling approximately until the age of 15)	39 4%	11 5%	28 4%	9 2%	16 5%	23 5%	6 2%	-	-
Primary education (schooling approximately until the age of 11)	1 *	1 1%	-	-	-	1 *	-	-	1 3%
No primary education completed	-	-	-	-	-	-	-	-	-
Never been in formal education	6 1%	5 2%b	1 *	1 *	-	6 1%	-	-	-
Prefer not to say	29 3%	10 4%	12 2%	2 1%	7 2%	8 2%	7 2%	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 486

Nonuk_education What is the highest level of education you completed in another country? Please select the option that best matches the highest level of education you completed.

Base : All respondents who completed their highest level of education outside the UK

Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
692	335	94	122	16	14	7	14	30	37
1025	538	175*	185*	16**	4**	3**	37**	6**	42**
367	205	54	57	11	8	6	10	21	18
544	260	93	108	5	4	3	26	5	29
53%	48%	53%	58%	34%	96%	100%	72%	85%	68%
249	121	55	49	7	-	-	6	1	8
24%	23%	31%	27%	42%	-	-	16%	10%	20%
157	112	22	13	4	*	-	-	*	2
15%	21% ^c	12%	7%	23%	4%	-	-	3%	5%
39	29	4	3	*	-	-	3	-	-
4%	5%	2%	2%	2%	-	-	8%	-	-
1	1	-	-	-	-	-	-	-	-
*	*	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
6	2	-	3	-	-	-	-	-	-
1%	*	-	2%	-	-	-	-	-	-
29	13	2	8	-	-	-	1	*	3
3%	2%	1%	4%	-	-	-	3%	2%	7%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base; ** very small base (under 30) ineligible for sig testing

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Table 487
Highest level of education
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Degree level or above	2358	1346	398	71	153	277	95	92	100	1759	893	990	766	411	355	44	527	495	316
	33%ainq EJKL	25%	49%Za	73%Zabd h	61%Zab	78%Zabd h	91%Zabc deh	93%Zabc deh	61%Za	28%	44%Zi	44%Zi	30%	34%nq	27%	30%	29%	28%	54%Zlmnopq
Other Higher eduaction below degree level	515	307	105	11	38	22	2	3	18	409	217	219	179	92	88	18	102	146	43
	7%afgJ	6%f	13%Zaef g	11%Zaef g	15%Zaefg	6%f	2%	3%	11%fg	7%	11%Zi	10%Zi	7%	8%	7%	12%Zlnpr	6%	8%p	7%
Upper secondary	1605	1360	173	6	33	8	3	1	4	1480	428	513	528	215	313	38	428	448	96
	22%cdef ghmrBFG I	25%Zcde fgh	21%cdefg h	6%eg	13%cefg h	2%	3%	1%	2%	24%	21%	23%	21%r	18%	23%mr	26%mr	24%mr	25%Zlmr	16%
Lower secondary	1412	1275	72	2	11	15	1	2	13	1336	239	303	537	212	325	27	370	358	77
	20%bcde fghjkr ABFGHI	23%Zbcde fgh	9%cddefg	2%	4%	4%f	1%	2%	8%f	21%jk	12%	13%	21%r	17%	24%Zmr	19%	21%r	20%r	13%
Other type of qualification	592	521	26	6	10	16	1	1	15	544	117	108	240	140	100	6	176	125	18
	8%bdef gjkrsG H	10%bcdef g	3%	6%fg	4%	4%fg	1%	1%	9%bfg	9%jk	6%	5%	9%or	12%Znoqr	7%r	4%	10%oqr	7%r	3%
No qualifications	200	192	1	*	*	-	-	-	-	187	18	19	83	44	39	1	57	46	8
	3%bcdef gjkrsDF GHIK	4%bcdef g	*	*	*	-	-	-	-	3%jk	1%	1%	3%r	4%r	3%	1%	3%r	3%	1%
Not stated	551	482	33	2	7	18	1	1	16	523	97	101	218	101	118	13	130	149	24
	8%bcdfg jkrFGH	9%bcdef g	4%f	2%	3%	5%cfg	1%	1%	10%bcdfg	8%jk	5%	4%	9%r	8%r	9%r	9%r	7%r	8%r	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 487
Highest level of education
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Degree level or above	2358	400	1753	165	40	194	297	740	477	644	81	197	291	144	578	238	396	131
	33%ainq EJKL	44%Ztu	31%	29%	54%Ztu	46%ZCDE	43%ZCDE	35%DE	30%	27%	74%ZGHI	59%ZHI	48%Z	50%Z	22%	27%J	27%J	28%
Other Higher eduaction below degree level	515	7%atgJ	60	405	46	4	16	42	132	113	12	55	80	37	132	50	87	35
	7%atgJ	7%	7%	8%	5%	4%	6%	6%	7%	9%AC	11%Z	16%Z	13%Z	13%Z	5%	6%	6%	8%
Upper secondary	1605	22%cddef ghmrBFG I	186	1288	121	11	82	104	440	421	6	44	141	38	600	257	365	137
	22%cddef ghmrBFG I	20%	23%	21%	15%	19%	15%	21%B	26%ZBC	23%B	6%	13%F	23%FGI	13%F	23%	29%ZJ	25%	29%Z
Lower secondary	1412	20%bcde fghjkr ABFGHI	143	1135	123	10	49	97	457	303	2	14	52	41	660	162	346	106
	20%bcde fghjkr ABFGHI	16%	20%	22%	14%	11%	14%	21%AB	19%A	21%AB	2%	4%	9%FG	14%FGH	25%ZK	18%	23%Z	23%
Other type of qualification	592	8%bdefg jkrGH	39	493	57	4	44	91	148	101	6	14	16	16	270	94	124	32
	8%bdefg jkrGH	4%	9%	10%	5%	10%	13%ZCDE	7%	6%	9%D	6%H	4%	3%	6%	10%Z	11%	8%	7%
No qualifications	200	3%bcdef gjkrsDF GHIK	15	166	20	*	16	15	65	25	*	2	*	-	131	9	46	7
	3%bcdef gjkrsDF GHIK	2%	3%	3%	*	4%	2%	3%D	2%	3%D	*	1%	*	-	5%ZKLM	1%	3%K	1%
Not stated	551	8%bcdfg jkrFGH	67	445	34	5	23	40	145	152	2	8	26	16	274	71	113	20
	8%bcdfg jkrFGH	7%	8%	6%	7%	5%	6%	7%	10%C	8%	2%	3%	4%	6%F	10%ZLM	8%	8%	4%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Highest level of education
Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Degree level or above	2358	743	633	603	495	888	768	121	274	466	1456	1562	492	161	54	722	646	462	517
	33%inqr vwxyzA	32%	35%e	32%	36%	30%	33%	34%i	31%i	23%	39%Zhi	35%mn	32%n	28%	20%	36%qrs s	43%Zoqr	29%r	25%
Other Higher eduaction below degree level	515	178	131	145	111	185	166	15	65	143	279	270	166	32	30	104	83	142	184
	7%uwxyz DE	8%	7%	8%	8%	6%	7%	4%	7%	7%	7%	6%	11%Zkm	6%	11%k	5%	5%	9%op	9%Zops
Upper secondary	1605	544	425	434	324	665	542	72	187	488	822	958	349	134	85	528	320	369	384
	22%ruv yzCDE	23%	23%	23%	24%	22%	23%	20%	21%	24%	22%	21%	23%	23%	31%Zkl	26%Zprs t	21%	23%r	18%
Lower secondary	1412	472	348	372	277	622	460	67	183	512	605	843	313	135	64	371	214	335	489
	20%jptu vwyzCDE	20%	19%	20%	20%	21%	20%	19%	21%j	25%Zj	16%	19%	21%	24%	23%	19%p	14%	21%pt	23%Zopst
Other type of qualification	592	182	115	118	65	279	177	30	81	173	295	398	94	42	22	106	111	137	238
	8%louvw xzA	8%	6%	6%	5%	9%bc	8%	9%	9%	8%	8%	9%i	6%	7%	8%	5%	7%	8%o	11%Zopqs
No qualifications	200	56	45	57	25	107	80	17	26	89	65	126	35	21	3	46	27	38	89
	3%juvw y	2%	2%	3%	2%	4%	3%	5%j	3%	4%Zj	2%	3%	2%	4%	1%	2%	2%	2%	4%Zopqs
Not stated	551	162	135	126	76	240	164	33	74	193	240	309	74	48	16	118	101	130	189
	8%luvw yz	7%	7%	7%	6%	8%	7%	9%	8%	9%j	6%	7%i	5%	8%i	6%	6%	7%	8%	9%os

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 488

Highest level of education

Base : All respondents working in adult social care in England

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
				Other Higher educati on below degree level			Other type of quali cation	No quali cations		Mixed ethnic backgro und	Asian	Black	All ethnic backgro unds	Yes	No
Total (Z)	Female (s)	Male (t)	Degree level or above (u)	(v)	Upper seconda ry (w)	Lower seconda ry (x)	(y)	(z)	White (A)	(B)	(C)	(D)	(E)	(F)	(G)
7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
2358	1804	507	2358	-	-	-	-	-	1411	46	225	441	872	642	1624
33%inqr vwxyzA	31%r	38%Zqr s	100%Zvwxy z	-	-	-	-	-	27%	36%	49%ZA	54%ZAB	49%ZA	27%	37%F
515	406	94	-	515	-	-	-	-	449	4	15	25	51	207	283
7%uwxyz DE	7%	7%	-	100%Zuwxy z	-	-	-	-	9%ZCDE	3%	3%	3%	3%	9%G	6%
1605	1303	288	-	-	1605	-	-	-	1333	16	57	107	259	616	920
22%ruvxyzCDE	23%r	22%	-	-	100%Zuvxy z	-	-	-	25%ZBCD E	12%	12%	13%	15%	26%G	21%
1412	1191	201	-	-	-	1412	-	-	1246	27	34	52	147	591	746
20%jptuvwyzCDE	21%pt	15%	-	-	-	100%Zuvwxy z	-	-	24%ZCDE	21%CDE	7%	6%	8%	25%G	17%
592	476	114	-	-	-	-	592	-	308	8	79	124	270	167	399
8%louvwxyzA	8%o	9%o	-	-	-	-	100%Zuvwxy z	-	6%	6%	17%ZAB	15%ZA	15%ZA	7%	9%F
200	163	38	-	-	-	-	-	200	169	4	10	10	27	65	125
3%juvwxy	3%	3%	-	-	-	-	-	100%Zuvwxy	3%DE	4%	2%	1%	1%	3%	3%
551	428	93	-	-	-	-	-	-	337	22	42	63	157	125	343
8%luvwxyz	7%	7%	-	-	-	-	-	-	6%	17%ZADE	9%	8%	9%A	5%	8%F

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 489

Highest level of education

Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Degree level or above	2358	1681	603	310	281	715	811	287	106
	33%ae	28%	57%Za	63%Zd	51%Z	29%	37%Ze	50%Zef	51%Zef
Other Higher eduaction below degree level	515	498	13	5	9	150	179	61	9
	7%bcd	8%b	1%	1%	2%	6%	8%	11%Zeh	4%
Upper secondary	1605	1444	156	45	111	529	554	124	30
	22%bch	24%b	15%	9%	20%c	22%	26%Zeh	22%	14%
Lower secondary	1412	1353	51	11	36	573	348	65	41
	20%bcdfg	23%Zb	5%	2%	7%c	23%Zfg	16%g	11%	20%g
Other type of qualification	592	388	191	111	74	228	170	22	14
	8%ag	6%	18%Za	23%Zd	14%Z	9%g	8%g	4%	7%
No qualifications	200	192	5	2	3	97	37	7	1
	3%bd	3%b	*	*	1%	4%Zfgh	2%	1%	*
Not stated	551	434	47	9	33	155	68	12	8
	8%bcfg	7%b	4%	2%	6%c	6%fg	3%	2%	4%

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Table 490

Highest level of education

Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Degree level or above	2358	578	238	396	131	95	92	90	81	393
	33%abc	22%	27%a	27%a	28%	91%Zabcdghi	93%Zabcdghi	59%Zabcd	74%Zabcdgi	49%Zabcd
Other Higher eduaction below degree level	515	132	50	87	35	2	3	17	12	103
	7%aef	5%e	6%e	6%e	8%e	2%	3%	11%aef	11%Zabcef	13%Zabc ef
Upper secondary	1605	600	257	365	137	3	1	4	6	172
	22%efgh	23%efgh	29%Zaefghi	25%efgh	29%Zefgh	3%	1%	2%	6%f	22%efgh
Lower secondary	1412	660	162	346	106	1	2	12	2	72
	20%efghi	25%Zbefghi	18%efghi	23%Zefghi	23%efghi	1%	2%	8%e	2%	9%efh
Other type of qualitication	592	270	94	124	32	1	1	14	6	26
	8%efi	10%Zefhi	11%efhi	8%efi	7%ef	1%	1%	9%efi	6%efi	3%
No qualifications	200	131	9	46	7	-	-	-	*	1
	3%befhi	5%Zbcdefhi	1%	3%befhi	1%i	-	-	-	*	*
Not stated	551	274	71	113	20	1	1	16	2	33
	8%efhi	10%Zcdefhi	8%efhi	8%efhi	4%	1%	1%	10%efhi	2%	4%efh

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 491
Data_link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Yes	3469	2601	416	44	131	185	59	56	75	2944	942	1132	1181	540	641	63	773	916	335
	48%puM	47%	52%c	45%	52%	52%	57%Zac	57%Zac	46%	47%	47%	50%	46%	44%	48%	43%	43%	52%Zimp	57%Zimnopq
No	3764	2883	391	54	122	170	45	43	90	3295	1067	1122	1370	674	696	83	1017	852	248
s	52%fgqr	53%fg	48%	55%bfg	48%	48%	43%	43%	54%	53%	53%	50%	54%qr	56%qr	52%r	57%r	57%Zqr	48%r	43%



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Table 491
Data link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Yes	3469	504	2778	156	30	208	317	1030	737	1166	49	166	293	146	1298	410	762	124
	48%puM	55%Ztuv	49%u	28%	40%u	49%	46%	48%	46%	49%	45%	50%	48%	50%	49%M	47%M	52%M	27%
No	3764	405	2905	409	44	216	370	1097	853	1217	61	168	313	146	1347	471	716	344
	52%fgqr s	45%	51% s	72%Zstv	60% s	51%	54%	52%	54%	51%	55%	50%	52%	50%	51%	53%	48%	73%ZJKL



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Table 492

Data Link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"

Base : All respondents working in adult social care in England

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Yes	3469	1191	955	938	695	1405	1133	167	401	961	1879	2165	718	309	153	993	699	769	1004
	48%	51%	52% ^{Ze}	51%	51%	47%	48%	47%	45%	47%	50%	48%	47%	54%	56%	50%	47%	48%	48%
No	3764	1147	877	917	678	1580	1224	188	488	1104	1883	2301	804	264	120	1003	803	845	1086
	52% ^{bt}	49%	48%	49%	49%	53% ^b	52%	53%	55%	53%	50%	52%	53%	46%	44%	50%	53% ^t	52% ^t	52% ^t

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 492

Data link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"

Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Yes	3469	2715	728	1169	250	811	681	274	100	2574	70	241	359	840	1245	2099
	48%	47%	54%Zpq rs	50%	49%	51%	48%	46%	50%	49%	55%	52%	44%	47%	52%G	47%
No	3764	3056	608	1189	265	794	730	318	100	2678	58	220	464	942	1168	2342
	52%bt	53%t	46%	50%	51%	49%	52%	54%	50%	51%	45%	48%	56%	53%	48%	53%F



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Table 493
Data_link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"
Base : All respondents working in adult social care in England

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Yes	3469	2905	511	214	292	1217	1118	303	118
	48%	48%	48%	43%	53%	50%	52%Z	53%	56%
No	3764	3085	555	279	256	1230	1047	274	92
	52%f	52%	52%	57%	47%	50%	48%	47%	44%



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Table 494
Data_link "To help us understand more about how things in your workplace impact on your experiences, we would like to link some information about your employer to your survey responses. Can Ipsos link the answers provided in this survey with information about your employer from the ASC-WDS data set held by Skills for Care?"
Base : All respondents working in adult social care in England

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Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
3469	1298	410	762	124	59	56	70	49	411
48% d	49% d	47% d	52% dh	27%	57% Zabdh	57% Zabdh	46% d	45% d	51% dh
3764	1347	471	716	344	45	43	83	61	388
52% ef	51% ef	53% ef	48%	73% Zabcefghi	43%	43%	54%	55% cefi	49%



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Table 495
Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?
Base : All respondents who are employed on a Health and Care Visa

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support direct ly (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	246	231	4	2	1	7	3	-	4	238	27	37	84	61	23	1	113	32	4
WeightedBase	493	478	4**	1**	1**	9**	***	-.**	9**	480	49**	70**	239*	185*	53**	1**	176*	59**	2**
EffectiveBase	151	144	4	2	1	3	3	-	3	146	17	23	58	44	14	1	72	22	2
Yes I agree to be contacted to take part in further research	295	287	3	*	1	4	-	-	4	287	31	48	136	99	37	1	103	37	1
60%	60%	75%	75%	51%	100%	48%	-	-	51%	60%	64%	69%	57%	53%	70%	100%	59%	63%	75%
No I do not want to be contacted	198	191	1	*	-	5	*	-	4	193	18	22	103	87	16	-	72	22	*
40%	40%	25%	25%	49%	-	52%	100%	-	49%	40%	36%	31%	43%	47%	30%	-	41%	37%	25%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base; ** very small base (under 30) ineligible for sig testing



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Table 495
Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?
Base : All respondents who are employed on a Health and Care Visa

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	246	10	225	6	5	59	91	85	8	3	2	2	4	-	156	44	30	1
WeightedBase	493	10**	457	23**	3**	103*	195*	177*	15**	3**	1**	2**	3**	-**	318*	91**	67**	2**
EffectiveBase	151	6	140	5	4	40	54	52	6	3	2	2	4	-	100	28	17	1
Yes I agree to be contacted to take part in further research	295 60%	8 86%	274 60%	9 40%	3 91%	58 56%	112 57%	120 68%	5 30%	1 39%	* 51%	1 55%	2 51%	-	191 60%	55 60%	42 63%	-
No I do not want to be contacted	198 40%	1 14%	183 40%	14 60%	* 9%	45 44%	84 43%	57 32%	11 70%	2 61%	* 49%	1 45%	2 49%	-	128 40%	37 40%	24 37%	2 100%



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Table 496

Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?

Base : All respondents who are employed on a Health and Care Visa

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	246	69	61	65	39	156	85	-	17	17	210	197	19	11	5	76	117	39	14
WeightedBase	493	160*	138*	136*	93*	297*	159*	-**	42**	30**	414	390	31**	36**	6**	246*	183*	49**	15**
EffectiveBase	151	45	44	47	29	98	56	-	9	10	131	131	14	5	4	55	85	29	8
Yes I agree to be contacted to take part in further research	295 60%	91 56%	66 48%	70 52%	44 47%	169 57%	98 62%	-	27 64%	18 58%	250 60%	231 59%	22 70%	25 68%	1 20%	151 61%	114 62%	27 55%	3 21%
No I do not want to be contacted	198 40%	70 44%	72 52%	66 48%	49 53%	129 43%	61 38%	-	15 36%	13 42%	164 40%	159 41%	9 30%	12 32%	5 80%	95 39%	69 38%	22 45%	12 79%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 496
Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?
Base : All respondents who are employed on a Health and Care Visa

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali ti cation (y)	No quali fi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	176	69	156	2	20	7	53	2	1	7	52	175	240	12	226
WeightedBase	332	160*	310	5**	45**	11**	111*	2**	1**	16**	149*	314	485	23**	457
EffectiveBase	151	40	104	2	9	5	31	2	1	5	35	109	147	8	138
Yes I agree to be contacted to take part in further research	187	108	183	5	22	7	74	2	-	9	82	199	295	12	273
60%	56%	67%	59%	100%	49%	61%	66%	100%	-	59%	55%	64%	61%	53%	60%
No I do not want to be contacted	145	52	127	-	23	4	38	-	1	7	67	114	191	11	184
40%	44%	33%	41%	-	51%	39%	34%	-	100%	41%	45%	36%	39%	47%	40%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 497
Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?
Base : All respondents who are employed on a Health and Care Visa

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	246	-	246	246	-	134	70	8	3
WeightedBase	493	-.**	493	493	-.**	269*	128*	10**	4**
EffectiveBase	151	-	151	151	-	84	44	5	3
Yes I agree to be contacted to take part in further research	295 60%	-	295 60%	295 60%	-	154 57%	95 75%	6 62%	2 50%
No I do not want to be contacted	198 40%	-	198 40%	198 40%	-	115 43%	32 25%	4 38%	2 50%



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Table 498
Re_con_Visa The Department of Health and Social Care (DHSC) would like to understand how they can further improve the experience of working in the care sector for people holding this visa. Would you be willing to be re-contacted by DHSC or a third party organisation on their behalf to take part in further research within the next 12 months?
Base : All respondents who are employed on a Health and Care Visa

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	246	156	44	30	1	3	-	4	2	4
WeightedBase	493	318*	91**	67**	2**	***	..**	9**	1**	4**
EffectiveBase	151	100	28	17	1	3	-	3	2	4
Yes I agree to be contacted to take part in further research	295 60%	191 60%	55 60%	42 63%	- -	- -	- -	4 51%	* 51%	3 75%
No I do not want to be contacted	198 40%	128 40%	37 40%	24 37%	2 100%	* 100%	- -	4 49%	* 49%	1 25%



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Table 499

Re_method_1 Would you be happy to be re-contacted in the following ways?

Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manag er (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Provid ing care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	148	141	3	1	1	3	-	-	3	144	17	25	49	34	15	1	65	22	1
WeightedBase	295*	287*	3**	***	1**	4**	-**	-**	4**	287*	31**	48**	136*	99**	37**	1**	103*	37**	1**
EffectiveBase	93	89	3	1	1	3	-	-	3	90	10	17	34	25	9	1	42	17	1
By email	280	273	3	-	1	4	-	-	4	272	30	44	134	97	37	1	98	29	1
	95%	95%	100%	-	100%	100%	-	-	100%	95%	94%	92%	99%	99%	99%	100%	94%	80%	100%
By telephone	27	24	*	*	-	2	-	-	2	27	10	10	7	5	2	-	9	8	-
	9%	8%	16%	100%	-	39%	-	-	39%	9%	30%	20%	5%	5%	5%	-	9%	23%	-
Neither of these	9	9	-	-	-	-	-	-	-	9	-	2	1	1	-	-	4	4	-
	3%	3%	-	-	-	-	-	-	-	3%	-	5%	1%	1%	-	-	4%	10%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base; ** very small base (under 30) ineligible for sig testing

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Table 499
Re_method_1 Would you be happy to be re-contacted in the following ways?
Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	148	6	136	2	4	33	52	59	3	1	1	1	2	-	96	26	19	-
WeightedBase	295*	8**	274*	9**	3**	58**	112**	120*	5**	1**	***	1**	2**	-**	191*	55**	42**	-**
EffectiveBase	93	5	86	2	4	23	29	40	2	1	1	1	2	-	66	14	11	-
By email	280	8	260	9	3	56	105	114	4	1	-	1	2	-	184	55	35	-
	95%	100%	95%	100%	100%	97%	94%	95%	88%	100%	-	100%	100%	-	96%	100%	82%	-
By telephone	27	1	26	-	-	9	10	7	1	-	*	-	*	-	15	4	5	-
	9%	10%	9%	-	-	16%	9%	5%	12%	-	100%	-	27%	-	8%	8%	12%	-
Neither of these	9	-	9	-	-	1	1	6	-	-	-	-	-	-	5	-	4	-
	3%	-	3%	-	-	2%	1%	5%	-	-	-	-	-	-	3%	-	9%	-



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Table 500

Re_method_1 Would you be happy to be re-contacted in the following ways?

Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	148	38	31	35	19	93	54	-	12	11	125	121	10	9	2	48	74	21	5
WeightedBase	295*	91**	66**	70**	44*	169*	98*	-**	27**	18**	250*	231*	22**	25**	1**	151*	114*	27**	3**
EffectiveBase	93	23	24	27	15	63	39	-	6	8	81	83	9	5	2	34	58	16	4
By email	280	80	62	67	39	166	95	-	26	18	236	217	22	25	1	147	106	25	3
	95%	89%	94%	96%	88%	99%	96%	-	95%	100%	95%	94%	100%	100%	56%	97%	93%	92%	83%
By telephone	27	14	10	13	7	13	12	-	4	1	21	26	-	-	1	11	13	2	1
	9%	15%	15%	18%	16%	8%	12%	-	16%	8%	8%	11%	-	-	44%	7%	11%	7%	31%
Neither of these	9	5	2	1	4	1	4	-	1	-	7	9	-	-	-	-	6	2	-
	3%	6%	3%	2%	8%	1%	4%	-	5%	-	3%	4%	-	-	-	-	6%	8%	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 500
Re_method_1 Would you be happy to be re-contacted in the following ways?
Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	148	101	47	95	2	12	4	31	2	-	3	32	109	148	6	137
WeightedBase	295*	187*	108**	183*	5**	22**	7**	74**	2**	.*	9**	82**	199*	295*	12**	273*
EffectiveBase	93	65	29	65	2	7	3	17	2	-	2	22	68	93	4	86
By email	280	174	106	170	5	22	7	72	2	-	9	80	187	280	11	263
	95%	93%	99%	93%	100%	98%	100%	98%	100%	-	100%	98%	94%	95%	89%	96%
By telephone	27	16	10	22	2	2	-	1	-	-	-	7	19	27	-	22
	9%	9%	10%	12%	38%	9%	-	1%	-	-	-	9%	9%	9%	-	8%
Neither of these	9	9	-	7	-	-	-	1	-	-	-	1	7	9	1	7
	3%	5%	-	4%	-	-	-	2%	-	-	-	2%	4%	3%	11%	3%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 501
Re_method_1 Would you be happy to be re-contacted in the following ways?
Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	148	-	148	148	-	78	51	4	2
WeightedBase	295*	-.**	295*	295*	-.**	154*	95*	6**	2**
EffectiveBase	93	-	93	93	-	53	33	3	2
By email	280	-	280	280	-	142	95	6	2
	95%	-	95%	95%	-	92%	100%	100%	100%
By telephone	27	-	27	27	-	22	4	-	-
	9%	-	9%	9%	-	14%	4%	-	-
Neither of these	9	-	9	9	-	6	-	-	-
	3%	-	3%	3%	-	4%	-	-	-



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Table 502
Re_method_1 Would you be happy to be re-contacted in the following ways?
Base : All respondents working on a Health and Care Visa who are happy to be re-contacted

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	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	148	96	26	19	-	-	-	3	1	3
WeightedBase	295*	191*	55**	42**	..**	..**	..**	4**	***	3**
EffectiveBase	93	66	14	11	-	-	-	3	1	3
By email	280	184	55	35	-	-	-	4	-	3
	95%	96%	100%	82%	-	-	-	100%	-	100%
By telephone	27	15	4	5	-	-	-	2	*	*
	9%	8%	8%	12%	-	-	-	39%	100%	16%
Neither of these	9	5	-	4	-	-	-	-	-	-
	3%	3%	-	9%	-	-	-	-	-	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i
* small base; ** very small base (under 30) ineligible for sig testing



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Table 503
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Yes	3697	2821	401	51	119	171	45	39	94	3224	1022	1152	1331	675	657	64	901	923	260
	51%fgs	51%fg	50%g	52%fg	47%	48%	43%	39%	57%fg	52%	51%	51%	52%r	56%nor	49%	44%	50%r	52%r	45%
No	3536	2663	406	47	133	185	59	60	71	3014	987	1102	1219	539	680	82	888	845	323
	49%B	49%	50%	48%	53%	52%	57%Zach	61%Zabc	43%h	48%	49%	49%	48%	44%	51%nm	56%nm	50%	48%	55%Zimpq

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 503
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori- ty (s)	Indepen- dent (t)	Direct payment s (indivi- dual employe- r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe- red manager (F)	Other manag- erial role with no direct care (G)	Other manag- erial and direct care (H)	Non- manag- erial role (I)	Care worker or assista- nt care worker (J)	Senior care worker (K)	Support or outreac- h worker (L)	Persona- l assista- nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Yes	3697	400	2993	267	38	228	404	1098	796	1160	58	166	317	140	1426	441	730	220
	51% fgrs	44%	53% s	47%	50%	54%	59% ZCDE	52%	50%	49%	53%	50%	52%	48%	54% L	50%	49%	47%
No	3536	510	2690	299	37	196	283	1028	794	1223	52	168	289	152	1219	440	748	248
	49% B	56% Zt	47%	53%	50%	46%	41%	48% B	50% B	51% B	47%	50%	48%	52%	46%	50%	51% J	53%



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Table 504
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Yes	3697	1225	999	992	722	1531	1214	166	445	1012	1993	2274	790	320	146	1013	811	810	1060
	51%	52%	55%	53%	53%	51%	51%	47%	50%	49%	53%	51%	52%	56%	53%	51%	54%	50%	51%
No	3536	1112	832	863	651	1455	1144	189	444	1053	1769	2192	733	254	127	983	691	804	1030
	49%	48%	45%	47%	47%	49%	49%	53%	50%	51%	47%	49%	48%	44%	47%	49%	46%	50%	49%



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Table 504
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Yes	3697	2880	766	1259	259	854	734	328	101	2606	73	271	509	1032	1338	2232
	51%	50%	57% Z	53%	50%	53%	52%	55%	50%	50%	58%	59%A	62% Z	58% Z	55% G	50%
No	3536	2891	570	1099	256	751	678	264	99	2647	54	190	313	749	1074	2209
	49% D	50% E	43% F	47%	50%	47%	48%	45%	50%	50% C	42% D	41%	38%	42%	45%	50% F



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Table 505
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436668	246	403	1963	2297	858	256
WeightedBase	7233	59911067	493	548	2447	2165	576	210
EffectiveBase	3559	3184383	151	228	1056	1074	376	134
Yes	3697	2969665	319	330	1388	1170	302	137
	51%	50%62%Za	65%Z	60%Z	57%Z	54%	52%	65%Zfg
No	3536	3022402	174	218	1059	995	275	73
	49%bcdeh	50%b38%	35%	40%	43%	46%h	48%h	35%



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Table 506
Re_con_Wave In the future the Department of Health and Social Care (DHSC) would like to re-contact people who have taken part in the survey to invite them to take part again, within the next two years.
Would you be willing to be re-contacted by DHSC within the next two years?
Base : All respondents working in adult social care in England

	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
Total (Z)									
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
3697	1426	441	730	220	45	39	87	58	395
51%ef	54%cef	50%f	49%f	47%	43%	39%	57%f	53%ef	49%f
3536	1219	440	748	248	59	60	66	52	404
49%	46%	50%	51%a	53%	57%Zah	61%Zabcghi	43%	47%	51%



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Table 507
Re_method_2 Would you be happy to be re-contacted in the following ways?
Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)	
UnweightedBase	3541	2125	405	319	236	376	212	110	92	2710	1191	1453	833	364	469	105	825	915	622	
WeightedBase	3697	2821	401	51	119*	171	45	39*	94*	3224	1022	1152	1331	675	657	64*	901	923	260	
EffectiveBase	1775	1242	232	206	87	121	145	86	42	1469	532	636	469	221	251	66	458	558	325	
By email	3316	2521	361	46	111	161	42	36	90	2885	909	1023	1241	640	600	56	799	797	229	
	90%qs	89%	90%	90%	93%	95%	92%	94%	96%	89%	89%	89%	93%Zpqr	95%Zopqr	91%q	87%	89%	86%	88%	
By telephone	264	222	12	5	5	7	2	1	5	240	73	89	85	45	40	2	75	70	13	
	7%b	8%b	3%	10%beg	5%	4%	5%	3%	5%	7%	7%	8%	6%	7%	6%	3%	8%	8%	5%	
Neither of these	288	226	33	3	5	5	2	1	2	256	80	94	68	22	46	7	72	100	25	
	8%lm	8%	8%	6%	4%	3%	5%	4%	2%	8%	8%	8%	5%	3%	7%	11%lm	8%lm	11%Zlm	9%lm	

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 507
Re_method_2 Would you be happy to be re-contacted in the following ways?
Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	3541	928	2443	102	68	173	260	976	784	1343	357	184	280	192	1025	308	660	126
WeightedBase	3697	400	2993	267*	38*	228*	404	1098	796	1160	58	166	317	140	1426	441	730	220*
EffectiveBase	1775	544	1390	76	46	91	136	489	394	736	236	111	172	114	610	176	385	83
By email	3316	341	2717	224	35	209	369	985	715	1027	53	151	281	125	1290	402	630	195
	90%qs	85%	91%st	84%	92%	92%	91%	90%	90%	89%	90%	91%	89%	89%	90%L	91%	86%	89%
By telephone	264	22	195	42	4	32	38	89	37	65	6	5	12	8	102	45	55	20
	7%b	6%	7%	16%Zst	11%	14%ZDE	9%D	8%D	5%	6%	10%GH	3%	4%	6%	7%	10%	8%	9%
Neither of these	288	48	208	31	1	9	26	92	66	96	4	10	31	12	101	30	79	17
	8%lm	12%Zt	7%	12%	3%	4%	6%	8%	8%	8%	6%	6%	10%	9%	7%	7%	11%J	8%



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Table 508

Re_method_2 Would you be happy to be re-contacted in the following ways?

Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	3541	1115	890	895	685	1245	1064	136	328	957	2034	2115	894	262	156	505	706	966	1356
WeightedBase	3697	1225	999	992	722	1531	1214	166*	445	1012	1993	2274	790	320	146*	1013	811	810	1060
EffectiveBase	1775	587	468	476	344	664	549	85	181	517	948	1068	462	128	94	306	377	531	819
By email	3316	1082	875	882	642	1408	1117	154	401	916	1768	2057	692	292	133	893	728	759	935
	90%	88%	88%	89%	89%	92%ab	92%ab	93%	90%	91%	89%	90%	88%	91%	91%	88%	90%	94%Zopr st	88%
By telephone	264	105	94	80	72	100	82	13	44	62	143	162	56	21	13	83	70	42	69
	7%	9%	9%	8%	10%	7%	7%	8%	10%	6%	7%	7%	7%	6%	9%	8%	9%q	5%	7%
Neither of these	288	108	99	87	62	97	76	8	36	74	164	167	69	22	9	87	72	43	84
	8%	9%	10%ef	9%	9%	6%	6%	5%	8%	7%	8%	7%	9%	7%	6%	9%	9%q	5%	8%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base; ** very small base (under 30) ineligible for sig testing

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Table 508
Re_method_2 Would you be happy to be re-contacted in the following ways?
Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	3541	2880	617	1450	289	720	602	263	74	2768	66	143	351	727	1310	2105
WeightedBase	3697	2880	766	1259	259	854	734	328	101*	2606	73**	271*	509	1032	1338	2232
EffectiveBase	1775	1441	321	588	169	394	374	131	52	1448	30	76	191	370	684	1029
By email	3316	2593	678	1155	239	762	651	286	86	2358	64	235	460	919	1213	2006
	90%	90%	89%	92%	92%	89%	89%	87%	85%	90%	87%	87%	90%	89%	91%	90%
By telephone	264	179	84	99	12	54	48	35	8	150	2	45	51	114	64	186
	7%	6%	11%Zqrs	8%	5%	6%	7%	11%	8%	6%	2%	16%ZA	10%A	11%ZA	5%	8%F
Neither of these	288	224	58	83	18	66	63	23	11	192	9	29	33	77	91	172
	8%	8%	8%	7%	7%	8%	9%	7%	11%	7%	12%	11%	6%	7%	7%	8%

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base; ** very small base (under 30) ineligible for sig testing



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Table 509
Re_method_2 Would you be happy to be re-contacted in the following ways?
Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	3541	3106	400	156	236	1062	1217	437	154
WeightedBase	3697	2969	665	319*	330	1388	1170	302	137*
EffectiveBase	1775	1588	223	92	128	579	594	203	81
By email	3316	2659	602	299	288	1244	1078	273	116
	90%	90%	91%	94%	87%	90%	92%h	90%	85%
By telephone	264	194	64	28	34	127	46	15	9
	7%f	7%	10%	9%	10%	9%f	4%	5%	7%
Neither of these	288	237	42	14	28	109	77	22	16
	8%	8%	6%	5%	8%	8%	7%	7%	12%



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Table 510
Re_method_2 Would you be happy to be re-contacted in the following ways?
Base : All respondents working in adult social care in England who consented to being re-contacted for Wave 2

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	3541	1025	308	660	126	212	110	54	357	395
WeightedBase	3697	1426	441	730	220*	45	39*	87*	58	395
EffectiveBase	1775	610	176	385	83	145	86	36	236	227
By email	3316	1290	402	630	195	42	36	84	53	355
	90%	90% c	91%	86%	89%	92%	94%	96%	90%	90%
By telephone	264	102	45	55	20	2	1	3	6	12
	7% i	7% i	10% i	8% i	9% i	5%	3%	4%	10% fi	3%
Neither of these	288	101	30	79	17	2	1	1	4	33
	8%	7%	7%	11% af	8%	5%	4%	2%	6%	8%



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Table 511
QT_Role_alt Role alternative
Base : All respondents

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Managerial with no direct care	159	11	97	*	97	1	1	*	-	-	159	45	41	12	28	8	18	47	26
	2%aceip FHIJKL	*	12%Zacef gh	*	38%Zabce fgh	*	1%a	*	-	-	8%Zik	2%i	2%	1%	2%	6%Zlmnp q	1%	3%mp	4%Zlmnpq
Direct care role, including supervisors and team leaders	3992	3927	19	-	-	5	-	-	5	3915	543	790	1687	816	871	69	846	1123	132
	55%bcde fghjkop rsuvFGH IM	72%Zbcde fgh	2%cdf	-	-	1%	-	-	3%	63%Zjk	27%	35%j	66%Zopr	67%Zopr	65%Zopr	47%r	47%r	64%Zopr	23%
None of the above	775	64	300	39	16	225	51	78	101	471	465	585	264	146	118	15	73	136	217
	11%aiptq uGJKLM	1%	37%Zad	40%Zad	6%a	63%Zabc df	49%Zabc d	78%Zabc defh	61%Zabcd	8%	23%Zi	26%Zi	10%pq	12%pq	9%p	10%p	4%	8%p	37%Zlmnopq



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Table 511
QT_Role_alt Role alternative
Base : All respondents

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Managerial with no direct care	159	38	121	-	*	11	12	40	46	50	*	145	-	-	1	-	10	-
	2%acejp FHIJKL	4%Ztu	2%	-	1%	3%	2%	2%	3%	2%	*	44%ZFHI	-	-	*	-	1%J	-
Direct care role, including supervisors and team leaders	3992	307	3398	254	32	219	420	1111	831	1404	-	-	-	59	1993	670	1069	190
	55%bcde fghjkop rsuvFGH IM	34%	60%Zsuv	45% s	43%	52%	61%CD	52%	52%	59%ZCD	-	-	-	20%FGH	75%ZM	76%ZM	72%ZM	41%
None of the above	775	236	514	5	20	41	62	246	177	250	45	-	303	120	10	-	54	-
	11%ai pq tuGJKLM	26%Ztu	9%u	1%	27%Ztu	10%	9%	12%	11%	10%	41%ZG	-	50%ZFGI	41%ZG	*	-	4%JKM	-

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 512

QT_Role_alt Role alternative

Base : All respondents

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Managerial with no direct care	159	52	42	46	40	55	51	-	5	36	118	93	46	11	3	21	37	50	51
	2%ghx	2%	2%	2%	3%	2%	2%	-	1%	2%	3%Zghi	2%	3%	2%	1%	1%	2%	3%o	2%o
Direct care role, including supervisors and team leaders	3992	1440	1040	1040	729	1764	1279	197	517	1272	1923	2474	753	337	146	1012	815	891	1257
	55% lou	62%Zbcf	57%	56%	53%	59%Zf	54%	55%	58%j	62%Zj	51%	55%l	49%	59%l	53%	51%	54%	55%	60%Zopqs
None of the above	775	204	184	172	163	261	240	4	38	184	534	475	206	40	37	214	203	168	187
	11%eghwx	9%	10%	9%	12%	9%	10%	1%	4%	9%gh	14%Zghi	11%	14%Zkm	7%	13%lm	11%	13%Zqrs	10%	9%
	yzDE																t		

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 512
QT_Role_alt Role alternative
Base : All respondents

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro unds (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Managerial with no direct care	159	123	36	89	26	21	6	12	1	132	3	2	8	26	54	104
	2%ghx	2%	3%o	4%Zwx	5%Zwxy	1%	*	2%x	1%	3%	3%	1%	1%	1%	2%	2%
Direct care role, including supervisors and team leaders	3992	3156	787	960	216	1009	900	410	141	2694	95	296	616	1194	1341	2419
	55%jlou va	55%	59%o	41%	42%	63%Zuv	64%Zuv	69%Zuv	70%Zuv	51%	74%ZA	64%ZA	75%ZACE	67%ZA	56%	54%
None of the above	775	629	123	429	80	123	64	37	4	602	11	35	48	131	261	479
	11%eghw xyzDE	11%r	9%	18%Zwxy z	16%Zwxyz	8%xz	5%	6%	2%	11%DE	9%	7%	6%	7%	11%	11%



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Table 513
QT_Role_alt Role alternative
Base : All respondents

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Managerial with no direct care	159	151	7	-	7	10	62	46	8
	2%be	3%b	1%	-	1%	*	3%e	8%Zef	4%e
Direct care role, including supervisors and team leaders	3992	3088	786	419	348	1693	1046	149	83
	55%afgh	52%	74%Za	85%Zd	63%Z	69%Zfgh	48%g	26%	40%g
None of the above	775	702	54	11	41	128	332	128	36
	11%bce	12%b	5%	2%	8%c	5%	15%Ze	22%Zef	17%Ze



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Table 514
QT_Role_alt Role alternative
Base : All respondents

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Total (Z)	JOB ROLE								
	Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
7233	1998	627	1364	263	502	262	97	679	825
7233	2645	881	1478	468	104	99	152*	110	799
3559	1189	368	794	157	350	188	64	455	449
159	1	-	10	-	1	*	-	*	97
2%abch	*	-	1%a	-	1%abd	*	-	*	12%Zabc defgh
3992	1993	670	1069	190	-	-	5	-	19
55%defghi	75%Zdefghi	76%Zdefghi	72%Zdefghi	41%efghi	-	-	3%	-	2%eh
775	10	-	54	-	51	78	96	45	295
11%abcd	*	-	4%abd	-	49%Zabcdhi	78%Zabcdeghi	63%Zabcdehi	41%Zabcd	37%Zabc d



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Table 515

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)								JOB RESPONSIBILITIES			SERVICE						
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Registered manager	110	-	-	98	35	-	-	-	12	75	105	84	67	19	48	1	26	11	2
	2%abefq rsHJKL	-	-	100%Zabd efgh	14%Zabef g	-	-	-	8%Zabef g	1%	5%Zi	4%Zi	3%Zqr	2%r	4%Zpqr	*	1%r	1%	2
Other managerial role with no direct care	334	-	218	-	218	-	-	-	-	-	334	104	96	40	56	14	64	74	40
	5%acefg iuFHIJK LM	-	27%Zacef gh	-	86%Zabce fgh	-	-	-	-	-	17%Zik	5%i	4%	3%	4%	10%Zlmp q	4%	4%	7%Zlmpq
Other managerial and direct care	607	-	516	-	-	-	-	-	-	607	607	532	222	81	141	24	112	177	14
	8%acdef ghprsuE FGHIKLM	-	64%Zacde fgh	-	-	-	-	-	-	10%	30%Zik	24%Zi	9%r	7%r	11%mp r	16%Zlmp qr	6%r	10%mp r	2%
Non-managerial role	292	12	74	-	-	-	-	-	-	91	-	113	86	44	42	8	29	26	96
	4%acdef gijpqtu FGHIKLM	*	9%Zacde fgh	-	-	-	-	-	-	1%j	-	5%ij	3%pq	4%pq	3%q	6%pq	2%	1%	17%Zlmpnopq
Not ASC role	63	-	-	-	-	-	-	-	-	16	12	13	20	13	7	1	12	13	11
	1%abiJL	-	-	-	-	-	-	-	-	*	1%	1%	1%	1%	1%	1%	1%	1%	2%Zlnpq
No information	5828	5472	-	-	-	356	104	99	152	5450	951	1408	2060	1017	1043	98	1546	1467	420
	81%bcd jkorsC FGHI	100%Zbcdh	-	-	-	100%Zbcdh	100%Zbcdh	100%Zbcdh	92%Zbcdh	87%Zjkh	47%	62%j	81%or	84%nor	78%or	67%	86%Zlno qr	83%nor	72%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 515

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Registered manager	110 2%abefq rsHJKL	3 *	107 2% s	- *	- *	4 1%	6 1%	40 2%	24 2%	36 2%	110 100% ZGHI	-	-	-	-	-	-	-
Other managerial role with no direct care	334 5%acefg iuFHIJK LM	53 6% u	275 5% u	3 1%	2 3%	14 3%	26 4%	85 4%	97 6% C	112 5%	- -	334 100% ZFHI	-	-	-	-	-	-
Other managerial and direct care	607 8%acdef ghprsuE FGIJKLM	38 4%	556 10% su v	10 2%	2 3%	20 5%	58 8%	234 11% ZAE	136 9%	158 7%	- -	-	607 100% ZFGI	-	-	-	-	-
Non-managerial role	292 4%acde fgijpq tuFGHJ KLM	114 13% Ztu	169 3%	2 *	6 8% tu	23 5%	30 4%	109 5% E	58 4%	71 3%	- -	-	-	292 100% ZFGH	-	-	-	-
Not ASC role	63 1%abiJL	15 2% Zt	47 1%	- -	1 1% u	4 1%	2 *	21 1%	17 1%	18 1%	- -	-	-	-	-	-	-	-
No information	5828 81%bcdj korsCFG HI	686 75%	4529 80% s	549 97% Zstv	64 85% s	360 85% C	564 82%	1638 77%	1257 79%	1987 83% ZCD	- -	-	-	-	2645 100% Z	881 100% Z	1478 100% Z	468 100% Z

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M

* small base

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Table 516

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Registered manager	110	46	41	40	35	70	64	*	*	8	100	71	28	6	3	19	29	33	29
	2%hiwx	2%	2%	2%	3%	2%	3%Z	*	*	*	3%Zghi	2%	2%	1%	1%	1%	2%	2%	1%
Other managerial role with no direct care	334	111	98	105	90	146	144	3	8	58	259	205	85	19	16	45	69	107	113
	5%ghlowxE	5%	5%	6%	7%	5%	6%Z	1%	1%	3%h	7%Zghi	5%	6%	3%	6%	2%	5%o	7%Zos	5%o
Other managerial and direct care	607	300	270	262	231	258	273	3	8	93	497	375	152	36	23	225	145	120	110
	8%ghirxyzCDE	13%Ze	15%Zef	14%Ze	17%	9%	12%Ze	1%	1%	5%gh	13%Zghi	8%	10%	6%	9%	11%Zqrs	10%r	7%r	5%
Non-managerial role	292	43	42	40	38	93	67	3	13	87	183	174	78	18	16	58	62	74	95
	4%abcghwzE	2%	2%	2%	3%	3%a	3%	1%	1%	4%gh	5%gh	4%	5%	3%	6%	3%	4%	5%	5%
Not ASC role	63	18	15	16	15	31	23	2	8	16	37	40	17	3	2	16	8	17	21
	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	*	1%	1%	1%	1%	1%
No information	5828	1820	1365	1391	965	2387	1786	344	852	1804	2687	3601	1162	492	214	1634	1190	1263	1721
	81%abcfjluvA	78%	75%	75%	70%	80%bcf	76%	97%Zij	96%Zij	87%Zj	71%	81%l	76%	86%Zkl	78%	82%	79%	78%	82%q

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 516

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	GENDER			EDUCATION						ETHNICITY					LONG TERM DISABILITY	
	Total (Z)	Female (s)	Male (t)	Degree level or above (u)	Other Higher education below degree level (v)	Upper secondary (w)	Lower secondary (x)	Other type of qualification (y)	No qualifications (z)	White (A)	Mixed ethnic background (B)	Asian (C)	Black (D)	All ethnic backgrounds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Registered manager	110	87	22	81	12	6	2	6	*	89	3	4	7	20	32	76
	2%hiwx	2%	2%	3%Zwxy	2%wx	*	*	1%	*	2%	3%	1%	1%	1%	1%	2%
Other managerial role with no direct care	334	250	83	197	55	44	14	14	2	290	4	6	19	42	106	223
	5%ghiowx	4%o	6%os	8%Zwxyz	11%Zwxyz	3%x	1%	2%	1%	6%CDE	3%	1%	2%	2%	4%	5%
Other managerial and direct care	607	485	109	291	80	141	52	16	*	505	5	16	27	85	212	367
	8%ghirxyzCDE	8%r	8%r	12%Zwxyz	15%Zwxyz	9%xyz	4%	3%	*	10%CDE	4%	3%	3%	5%	9%	8%
Non-managerial role	292	239	38	144	37	38	41	16	-	238	3	9	18	39	101	179
	4%abcghwzE	4%	3%	6%Zwxyz	7%Zwxyz	2%	3%	3%	-	5%DE	2%	2%	2%	2%	4%	4%
Not ASC role	63	46	16	24	5	10	13	3	6	53	1	*	3	8	20	40
	1%	1%	1%	1%	1%	1%	1%	1%	3%Zw	1%	1%	*	*	*	1%	1%
No information	5828	4664	1068	1620	326	1367	1290	537	192	4078	112	426	747	1587	1940	3554
	81%abcfjluvA	81%	80%	69%	63%	85%Zuv	91%Zuvw	91%Zuvw	96%Zuvw	78%	87%	92%ZA	91%ZA	89%ZA	80%	80%

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 517

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Registered manager	110	103	6	1	5	6	47	31	6
	2%e	2%	1%	*	1%	*	2%e	5%Zef	3%e
Other managerial role with no direct care	334	317	16	2	14	32	124	88	25
	5%bce	5%b	2%	*	3%	1%	6%e	15%Zef	12%Zef
Other managerial and direct care	607	561	36	3	33	115	273	93	23
	8%bce	9%b	3%	1%	6%c	5%	13%Ze	16%Ze	11%e
Non-managerial role	292	277	10	-	10	50	96	53	19
	4%bce	5%b	1%	-	2%	2%	4%e	9%Zef	9%Zef
Not ASC role	63	58	4	-	4	11	20	8	2
	1%	1%	*	-	1%	*	1%	1%e	1%
No information	5828	4674	994	487	482	2233	1605	303	134
	81%afgh	78%	93%Za	99%Zd	88%Z	91%Zfgh	74%gh	53%	64%g

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b - Z/c/d - Z/e/f/g/h

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Table 518

QT_Role_ALT_Man Quota variable for managerial

Base : All respondents

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Registered manager	110	-	-	-	-	-	-	-	110	-
	2%abcei	-	-	-	-	-	-	-	100%Zabcdefgi	-
Other managerial role with no direct care	334	-	-	-	-	-	-	-	-	217
	5%abcdefh	-	-	-	-	-	-	-	-	27%Zabc defgh
Other managerial and direct care	607	-	-	-	-	-	-	-	-	509
	8%abcdeh	-	-	-	-	-	-	-	-	64%Zabc defgh
Non-managerial role	292	-	-	-	-	-	-	-	-	74
	4%abcdeh	-	-	-	-	-	-	-	-	9%Zabc defgh
Not ASC role	63	-	-	-	-	-	-	-	-	-
	1%aci	-	-	-	-	-	-	-	-	-
No information	5828	2645	881	1478	468	104	99	152	-	-
	81%hi	100%Zhi	100%Zhi	100%Zhi	100%Zhi	100%Zhi	100%Zhi	100%Zhi	-	-

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h/i

* small base

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Table 519
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.15jkl mntDH	3.14	3.15	3.35Zab efh	3.39Zab efh	3.15	3.08	3.29Zaf	3.12	3.13k	3.09	3.05	3.01	3.02	3.00	3.24lmn	3.35Zlm nqr	3.13lmn	3.20lmn
Std Dev.	0.84	0.84	0.83	0.86	0.79	0.78	0.81	0.72	0.79	0.84	0.84	0.85	0.84	0.84	0.85	0.75	0.84	0.84	0.78



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Table 519
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.15jkl mntDH	3.24Zt	3.11	3.45Zst v	3.20	3.42ZBC DE	3.21D	3.15	3.07	3.14	3.34ZH	3.35ZH	3.03	3.32ZH	3.11	3.07	3.15	3.44ZJKL
Std Dev.	0.84	0.78	0.85	0.79	0.73	0.89	0.93	0.84	0.82	0.81	0.87	0.84	0.84	0.80	0.86	0.83	0.82	0.77



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Table 520
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.15abc jlx	3.07	3.04	3.08	3.04	3.12b	3.12b	3.27ij	3.42Zij	3.13	3.08	3.21Zln	3.04	3.14	3.01	3.11	3.12	3.17	3.21Zops
Std Dev.	0.84	0.86	0.85	0.85	0.86	0.85	0.85	0.81	0.84	0.81	0.84	0.83	0.85	0.83	0.90	0.88	0.84	0.82	0.82



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Table 520
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	3.15abc jlx	3.16	3.15	3.21wx	3.11	3.10	3.06	3.20x	3.23x	3.12	3.25	3.37ZA	3.26ZA	3.24ZA	2.86	3.33F
Std Dev.	0.84	0.84	0.86	0.85	0.89	0.87	0.80	0.82	0.88	0.83	0.99	0.86	0.86	0.89	0.81	0.82



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Table 521
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
3.15e	3.14	3.25Za	3.20	3.28Z	3.01	3.15e	3.33Zef	3.37Zef
0.84	0.83	0.90	0.94	0.87	0.85	0.83	0.79	0.83



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Table 522
Van Laar: General wellbeing subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.15	3.11	3.07	3.15	3.44Zabcegi	3.08	3.29Zabce	3.11	3.34Zabcegi	3.15
Std Dev.	0.84	0.86	0.83	0.82	0.77	0.81	0.72	0.78	0.87	0.83



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Table 523
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.41lmn tJK	3.38	3.42	3.68Zab h	3.70Zab h	3.54Za	3.58Zab h	3.86Zab cefh	3.32	3.36	3.38	3.36	3.24	3.22	3.26	3.55lmn q	3.59Zlm nq	3.36lm	3.64Zlmnq
Std Dev.	1.01	1.02	1.01	0.97	0.90	0.96	0.92	0.86	0.99	1.02	1.02	1.03	1.00	0.99	1.01	0.76	1.05	1.01	0.92



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Table 523
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.41Imn tJK	3.58Zt	3.34	3.82Zst v	3.49	3.61ZBC DE	3.39	3.43	3.36	3.39	3.67ZH	3.67ZH	3.32	3.65ZH	3.29	3.30	3.42J	3.91ZJKL
Std Dev.	1.01	0.91	1.01	1.06	0.94	1.13	1.04	1.04	1.01	0.95	0.99	0.90	1.01	0.99	1.02	1.00	1.01	0.94



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Table 524
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.41abc ej	3.30	3.27	3.31	3.30	3.34	3.36b	3.65Zij	3.81Zij	3.41j	3.29	3.44l	3.36	3.40	3.41	3.42	3.38	3.41	3.43
Std Dev.	1.01	1.03	1.04	1.01	1.02	1.02	1.03	0.98	0.92	0.98	1.03	1.00	1.02	1.05	1.10	1.08	1.05	0.98	0.95



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Table 524
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	3.41abc ej	3.42	3.41	3.45x	3.41	3.38	3.35	3.44	3.45	3.41	3.47	3.48	3.39	3.41	3.26	3.50F
Std Dev.	1.01	1.02	0.98	1.00	1.04	1.03	1.02	1.02	1.15	1.00	1.13	1.05	1.06	1.05	1.03	1.00



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Table 525
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
3.41ce	3.42	3.39	3.16	3.57Zc	3.25	3.42e	3.65Zef	3.52e
1.01	1.01	1.04	1.16	0.89	1.03	1.01	0.95	0.99



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Table 526
Van Laar: Home-work interface subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.41ab	3.29	3.30	3.42a	3.91Zabceghi	3.58Zabcgi	3.86Zabceghi	3.30	3.67Zabcgi	3.41a
Std Dev.	1.01	1.02	1.00	1.01	0.94	0.92	0.86	0.98	0.99	1.01



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Table 527
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.55ehlmnDEJ	3.51	3.74Zaefgh	3.96Zabefgh	3.92Zabefgh	3.45	3.51	3.60eh	3.34	3.52	3.63Zi	3.57	3.42	3.40	3.44	3.54	3.72Zlmnoqr	3.55lmn	3.53lmn
Std Dev.	0.79	0.79	0.73	0.76	0.67	0.78	0.75	0.70	0.84	0.79	0.79	0.80	0.81	0.80	0.81	0.74	0.77	0.77	0.76

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 527
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.55ehl mnDEJ	3.58	3.53	3.65	3.51	3.88ZBC DE	3.65DE	3.58DE	3.47	3.48	3.95ZHI	3.84ZHI	3.70ZI	3.53	3.48	3.56	3.51	3.63J
Std Dev.	0.79	0.76	0.80	0.72	0.85	0.77	0.77	0.79	0.78	0.78	0.78	0.70	0.75	0.84	0.80	0.79	0.78	0.72



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Table 528
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.55ii	3.52	3.52	3.56	3.55	3.54	3.55	3.51	3.69Zgi j	3.48	3.55i	3.57i	3.48	3.64i	3.53	3.59	3.51	3.52	3.56
Std Dev.	0.79	0.81	0.82	0.80	0.81	0.81	0.82	0.80	0.79	0.78	0.79	0.78	0.79	0.79	0.86	0.79	0.81	0.80	0.76



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Table 528
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
			Degree level or above (u)	Other Higher educati on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali cation (y)	No quali fications (z)	White (A)	Mixed ethnic backgro unds (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
Total (Z)	Female (s)	Male (t)													
7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
3.55II	3.56	3.53	3.58x	3.49	3.53	3.50	3.57	3.55	3.53	3.61	3.69ZA	3.67ZA	3.62ZA	3.42	3.63F
0.79	0.78	0.81	0.79	0.85	0.79	0.78	0.78	0.82	0.78	0.86	0.82	0.76	0.80	0.79	0.78



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Table 529
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
3.55e	3.53	3.66Za	3.66	3.65	3.48	3.54	3.70Zef	3.62
0.79	0.79	0.79	0.80	0.78	0.80	0.75	0.75	0.81



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Table 530
Van Laar: Job career satisfaction subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.55ag	3.48	3.56g	3.51g	3.63ag	3.51	3.60ag	3.30	3.95Zabcdefgi	3.75Zabcdefg
Std Dev.	0.79	0.80	0.79	0.78	0.72	0.75	0.70	0.82	0.78	0.73



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Table 531
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.16af lmnJL	3.06	3.51Zae fgh	3.83Zab efgh	3.73Zab efgh	3.17	3.02	3.35Zae f	3.19	3.10	3.39Zik	3.27Zi	2.98	2.94	3.01	3.23lmn nqr	3.36Zlm nqr	3.14lmn	3.21lmn
Std Dev.	0.93	0.91	0.91	0.90	0.86	0.92	0.93	0.87	0.95	0.92	0.94	0.94	0.94	0.96	0.93	0.86	0.92	0.88	0.91



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Table 531
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.16af lmnJL	3.20t	3.12	3.44Zst	3.25	3.33ZDE	3.21	3.17	3.09	3.14	3.82ZHI	3.78ZHI	3.47Z	3.33Z	2.95	3.14J	3.08J	3.48ZJKL
Std Dev.	0.93	0.91	0.94	0.79	0.91	0.90	0.87	0.96	0.92	0.92	0.91	0.82	0.93	0.93	0.92	0.89	0.87	0.82



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Table 532
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learning disability and/or autism (a)	Working age with mental health condition (b)	Working age with physical disability (c)	Working age with sensory impairment (d)	Older people with dementia (e)	Older people without dementia (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providing unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.16e1D	3.10	3.11	3.15	3.14	3.09	3.13	3.02	3.29Zgi	3.08	3.17gi	3.16	3.14	3.22	3.23	3.15	3.12	3.17	3.19
Std Dev.	0.93	0.94	0.98	0.97	0.99	0.95	0.97	0.99	0.86	0.91	0.94	0.92	0.95	0.98	0.96	0.95	0.95	0.92	0.90



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Table 532
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualiti cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	3.16eiD	3.17	3.14	3.20x	3.17	3.13	3.10	3.13	3.16	3.18D	3.20	3.34ZAD E	3.02	3.11	3.03	3.24F
Std Dev.	0.93	0.92	0.97	0.95	0.98	0.94	0.92	0.89	0.90	0.94	0.89	0.81	0.95	0.91	0.93	0.92



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Table 533
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Mean	3.16e	3.18b	3.07	3.01	3.12	3.04	3.15e	3.45Zef	3.35Zef
Std Dev.	0.93	0.93	0.94	0.98	0.91	0.91	0.91	0.94	0.96



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Table 534
Van Laar: Control at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.16ace	2.95	3.14a	3.08a	3.48Zabceg	3.02	3.35Zabce	3.15	3.82Zabcdefgi	3.51Zabcefg
Std Dev.	0.93	0.92	0.89	0.87	0.82	0.93	0.87	0.93	0.91	0.92



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Table 535
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.53efh lmnvJ	3.50efh	3.71Zae fgh	3.97Zab efgh	3.88Zab efgh	3.32	3.27	3.55efh	3.26	3.50	3.57ik	3.50	3.31	3.26	3.35	3.58lmn	3.85Zlm noqr	3.53lmn	3.49lmn
Std Dev.	0.91	0.92	0.84	0.82	0.78	0.93	0.89	0.81	1.02	0.92	0.91	0.93	0.96	0.99	0.93	0.76	0.83	0.87	0.85

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 535
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.53efh lmnvJ	3.54v	3.49v	4.01Zst v	3.23	3.81ZBC DE	3.57	3.54	3.49	3.48	3.97ZHI	3.86ZHI	3.66Z	3.60	3.44	3.45	3.49	3.98ZJKL
Std Dev.	0.91	0.83	0.92	0.79	0.93	0.91	0.93	0.92	0.89	0.89	0.83	0.77	0.87	0.87	0.93	0.88	0.91	0.78



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Table 536
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.53b	3.49	3.45	3.54b	3.52	3.48	3.54b	3.55	3.80Zgi j	3.48	3.49	3.55	3.50	3.56	3.48	3.60t	3.50	3.51	3.51
Std Dev.	0.91	0.93	0.94	0.91	0.93	0.94	0.93	0.88	0.93	0.89	0.91	0.91	0.90	0.92	0.95	0.92	0.92	0.89	0.90



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Table 536
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
			Degree level or above (u)	Other Higher educa-tion below degree level (v)	Upper second-ary (w)	Lower second-ary (x)	Other type of quali-fication (y)	No quali-fications (z)	White (A)	Mixed ethnic backgro-unds (B)	Asian (C)	Black (D)	All ethnic backgro-unds (E)	Yes (F)	No (G)
Total (Z)	Female (s)	Male (t)													
7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
3.53b	3.55t	3.47	3.53	3.51	3.54	3.49	3.57	3.61	3.54	3.49	3.59	3.54	3.52	3.39	3.62F
0.91	0.90	0.94	0.93	0.99	0.88	0.91	0.89	0.93	0.90	1.03	0.89	0.94	0.92	0.92	0.89



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Table 537
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
3.53e	3.54	3.52	3.43	3.58	3.43	3.52e	3.71Zef	3.59
0.91	0.91	0.92	0.97	0.87	0.94	0.88	0.86	0.92



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Table 538
Van Laar: Working conditions subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.53aeg	3.44e	3.45eg	3.49eg	3.98Zabcefgi	3.27	3.55eg	3.20	3.97Zabcefgi	3.71Zabcefg
Std Dev.	0.91	0.93	0.88	0.91	0.78	0.89	0.81	1.01	0.83	0.84



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Table 539
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	2.36bcd efghijkl mnrstDE FGHK	2.44Zbc defgh	2.09f	2.02	2.20cf	2.04	1.92	2.14f	2.06	2.38jk	2.04	2.10	2.10	2.04	2.15	2.44lmn r	2.71Zlm noqr	2.42lmn r	2.26lmn
Std Dev.	0.99	1.01	0.86	0.91	0.88	0.87	0.87	0.84	0.88	1.01	0.87	0.91	0.93	0.90	0.95	0.90	1.04	0.95	0.96

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 539
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag er ial role with no direct care (G)	Other manag er ial and direct care (H)	Non- manag er ial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	2.36bcd efghijkl mnrstDE FGHK	2.26	2.31	3.07Zst v	2.26	2.83ZBC DE	2.46DE	2.37D	2.27	2.30	2.02	2.18FH	2.01	2.38FGH	2.34K	2.19	2.53ZJK	3.12ZJKL
Std Dev.	0.99	0.92	0.97	1.09	0.92	1.07	1.00	1.02	0.94	0.96	0.91	0.90	0.84	0.96	0.99	0.94	0.98	1.05



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Table 540
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	2.36abc efj	2.28	2.22	2.24	2.17	2.22	2.24	2.69Zij	2.82Zij	2.33j	2.22	2.40l	2.31	2.29	2.27	2.31	2.35	2.38	2.40
Std Dev.	0.99	0.96	0.93	0.95	0.93	0.96	0.97	1.05	1.08	1.00	0.92	1.00	0.98	1.04	0.98	1.02	1.00	0.97	0.98



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Table 540
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

		GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
					Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali cation (y)	No quali cations (z)		Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
Total (Z)		Female (s)	Male (t)	Degree level or above (u)						White (A)						
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	2.36abc efj	2.36	2.38	2.38	2.35	2.31	2.30	2.48wx	2.46	2.31	2.54	2.41	2.69ZAC E	2.51ZA	2.16	2.48F
Std Dev.	0.99	1.00	0.96	1.00	1.02	1.01	0.97	1.00	1.08	0.99	1.07	0.88	1.04	1.00	0.96	1.00

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 541
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
2.36	2.33	2.51Za	2.64Zd	2.38	2.30	2.33	2.28	2.40
0.99	0.99	1.01	1.02	1.00	1.00	0.98	0.91	1.01



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Table 542
Van Laar: Stress at work subscale
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	2.36befghi	2.34befghi	2.19eh	2.53Zabefghi	3.12Zabcefghi	1.92	2.14e	2.07	2.02	2.09e
Std Dev.	0.99	0.99	0.94	0.98	1.05	0.87	0.84	0.88	0.91	0.85



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Table 543
Van Laar: Overall working QoL (item 24)
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support direct y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.21fkl mnDJ	3.20f	3.23f	3.54Zab efgh	3.54Zab efh	3.09	3.04	3.36aef h	2.99	3.18	3.15	3.11	3.02	3.01	3.03	3.34lmn	3.45Zlm nqr	3.19lmn	3.29lmnq
Std Dev.	1.07	1.06	1.07	1.07	0.98	1.07	1.04	0.94	1.16	1.07	1.09	1.09	1.08	1.10	1.06	0.96	1.06	1.05	0.99



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Table 543
Van Laar: Overall working QoL (item 24)
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.21fkl mnDJ	3.30Zt	3.16	3.61Zst v	3.15	3.49ZBC DE	3.25D	3.22D	3.08	3.22D	3.53ZHI	3.46ZH	3.11	3.31H	3.13	3.15	3.21	3.68ZJKL
Std Dev.	1.07	0.99	1.07	1.04	1.00	1.15	1.11	1.08	1.05	1.01	1.09	1.01	1.08	1.13	1.08	1.04	1.02	0.96



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Table 544

Van Laar: Overall working QoL (item 24)

Base : All respondents working in adult social care

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.21abj	3.11	3.07	3.14	3.08	3.16	3.15	3.34ij	3.54Zgi	3.18	3.13	3.25i	3.13	3.23	3.12	3.17	3.13	3.25p	3.28Zop
Std Dev.	1.07	1.08	1.10	1.09	1.11	1.08	1.09	1.02	1.03	1.04	1.07	1.05	1.08	1.07	1.16	1.11	1.09	1.04	1.02

Fieldwork Dates: 17th August to 27th October 2023

Respondent Type: Adult social care workforce in England

Proportions/Means: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G

* small base

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Table 544
Van Laar: Overall working QoL (item 24)
Base : All respondents working in adult social care

	Total (Z)	GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
		Female (s)	Male (t)	Degree level or above (u)	Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of qualifi cation (y)	No qualifi cations (z)	White (A)	Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1366	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	3.21abj	3.22p	3.19	3.20	3.17	3.18	3.18	3.24	3.36	3.20	3.28	3.40ZA	3.20	3.25	3.02	3.33F
Std Dev.	1.07	1.06	1.07	1.08	1.17	1.07	1.04	1.03	1.06	1.05	1.24	1.10	1.11	1.10	1.05	1.06

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/e/f - Z/g/h/i/j - Z/k/l/m/n - Z/o/p/q/r/s/t - Z/u/v/w/x/y/z - Z/A/B/C/D/E - F/G
* small base



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Table 545
Van Laar: Overall working QoL (item 24)
Base : All respondents working in adult social care

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UnweightedBase
WeightedBase
EffectiveBase
Mean
Std Dev.

Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
	Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
7233	6436	668	246	403	1963	2297	858	256
7233	5991	1067	493	548	2447	2165	576	210
3559	3184	383	151	228	1056	1074	376	134
3.21e	3.21	3.21	3.09	3.28	3.08	3.17	3.41Zef	3.33e
1.07	1.06	1.12	1.22	1.02	1.10	1.04	1.01	1.04



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Table 546
Van Laar: Overall working QoL (item 24)
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.21ae	3.13	3.15	3.21e	3.68Zabcefgi	3.04	3.36abeg	2.96	3.53Zabcegi	3.22e
Std Dev.	1.07	1.08	1.04	1.02	0.96	1.04	0.94	1.15	1.09	1.07



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Table 547
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE (DERIVED CATEGORIES FOR QUOTAS)							JOB RESPONSIBILITIES			SERVICE							
		Direct Care (a)	Manager ial/ supervi sory general (b)	Manager ial/ supervi sory: registe red manager (and not nurse) (c)	Manager ial: No direct care (d)	Profess ional: overall (e)	Profess ional: Social worker (f)	Profess ional: OT (g)	Profess ional: Nurse / AHP (h)	Providi ng care and/or support directl y (i)	Managin g staff who provide direct care (j)	Care assessm ents, plannin g and advisin g (k)	Residen tial overall (l)	Residen tial nursing home (m)	Residen tial care home (not nursing) (n)	Day (o)	Domicil iary (p)	Communi ty (q)	Other/ multipl e service s (r)
UnweightedBase	7233	4270	838	614	501	861	502	262	162	5382	2373	2911	1634	663	971	239	1633	1813	1445
WeightedBase	7233	5484	807	98	253	356	104	99	165*	6238	2009	2254	2551	1214	1337	146	1789	1768	583
EffectiveBase	3559	2475	456	402	193	283	350	188	74	2897	1048	1242	924	412	516	147	862	1134	755
Mean	3.27flm ntDJ	3.24	3.37Zae fh	3.58Zab efgh	3.57Zab efgh	3.21	3.17	3.39Zae fh	3.14	3.24	3.28	3.23	3.10	3.08	3.12	3.33lmn noqr	3.49Zlm noqr	3.26lmn	3.30lmn
Std Dev.	0.73	0.73	0.69	0.71	0.64	0.68	0.66	0.61	0.72	0.73	0.72	0.73	0.73	0.75	0.72	0.60	0.72	0.71	0.67



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Table 547
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	EMPLOYER				TIME IN ROLE					JOB ROLE MANAGERIAL				JOB ROLE (DIRECT CARE)			
		Local authori ty (s)	Indepen dent (t)	Direct payment s (indivi dual employe r) (u)	Other (v)	Up to six months (A)	Six months up to 12 months (B)	One year to five years (C)	Five years up to ten years (D)	More than ten years (E)	Registe red manager (F)	Other manag erial role with no direct care (G)	Other manag erial and direct care (H)	Non- manag erial role (I)	Care worker or assista nt care worker (J)	Senior care worker (K)	Support or outreac h worker (L)	Persona l assista nt (M)
UnweightedBase	7233	2157	4724	208	144	329	480	1927	1563	2924	679	393	549	415	1998	627	1364	263
WeightedBase	7233	909	5683	565	75*	425	687	2127	1590	2382	110	334	607	292	2645	881	1478	468
EffectiveBase	3559	1284	2731	148	92	167	253	959	793	1502	455	233	326	210	1189	368	794	157
Mean	3.27fIm ntDJ	3.32Zt	3.23	3.59Zst v	3.25	3.55ZBC DE	3.33DE	3.28D	3.20	3.23	3.57ZHI	3.54ZHI	3.29	3.37Z	3.18	3.21	3.26J	3.60ZJKL
Std Dev.	0.73	0.66	0.73	0.67	0.69	0.78	0.75	0.73	0.71	0.70	0.73	0.65	0.70	0.72	0.74	0.71	0.72	0.65

Fieldwork Dates: 17th August to 27th October 2023
Respondent Type: Adult social care workforce in England
Proportions/Mean: Columns Tested (5% risk level) - Z/a/b/c/d/e/f/g/h - Z/i/j/k - Z/l/m/n/o/p/q/r - Z/s/t/u/v - Z/A/B/C/D/E - Z/F/G/H/I - Z/J/K/L/M
* small base



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Table 548
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	PROFILE OF SERVICE USER						CONTRACTED HOURS				UNPAID CARE				AGE			
		Working age with learnin g disabil ity and/or autism (a)	Working age with mental health conditi on (b)	Working age with physica l disabil ity (c)	Working age with sensory impairm ent (d)	Older people with dementi a (e)	Older people without dementi a (f)	0 hours (g)	1-20 hours (h)	21-35 hours (i)	36 hours+ (j)	No time providi ng unpaid care (k)	Yes, up to 19 hours a week (l)	Yes, up to 49 hours a week (m)	Yes, 50 hours or more a week (n)	Under 35 (o)	35 to 44 (p)	45 to 54 (q)	55 and over (r)
UnweightedBase	7233	2170	1678	1708	1308	2458	2097	280	698	2043	4046	4332	1778	523	278	1018	1378	1999	2783
WeightedBase	7233	2338	1831	1855	1373	2986	2357	355	889	2065	3762	4466	1522	573	274	1996	1502	1613	2090
EffectiveBase	3559	1149	900	930	674	1331	1099	174	355	1118	1838	2134	899	257	133	601	732	1111	1671
Mean	3.27ab jlx	3.21	3.19	3.23	3.21	3.22	3.24	3.34j	3.52Zgi j	3.23	3.22	3.30l	3.20	3.30	3.22	3.27	3.24	3.27	3.30
Std Dev.	0.73	0.74	0.75	0.73	0.74	0.74	0.75	0.73	0.71	0.71	0.73	0.73	0.72	0.74	0.73	0.75	0.74	0.72	0.71



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Table 548
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

		GENDER		EDUCATION						ETHNICITY					LONG TERM DISABILITY	
					Other Higher eduacti on below degree level (v)	Upper seconda ry (w)	Lower seconda ry (x)	Other type of quali cation (y)	No quali cations (z)		Mixed ethnic backgro und (B)	Asian (C)	Black (D)	All ethnic backgro unds (E)	Yes (F)	No (G)
Total (Z)	Female (s)	Male (t)	Degree level or above (u)						White (A)							
UnweightedBase	7233	5922	1164	2870	577	1387	1240	508	152	5709	127	278	611	1343	2440	4406
WeightedBase	7233	5771	1336	2358	515	1605	1412	592	200*	5252	128*	461	822	1781	2412	4440
EffectiveBase	3559	2903	596	1126	315	771	717	254	98	2842	62	142	334	696	1226	2130
Mean	3.27abx	3.28	3.25	3.30x	3.24	3.24	3.21	3.30	3.32	3.26	3.33	3.41ZA	3.34A	3.32A	3.09	3.39F
Std Dev.	0.73	0.72	0.74	0.72	0.77	0.74	0.71	0.72	0.79	0.72	0.82	0.75	0.75	0.76	0.71	0.72



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Table 549
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	CITIZENSHIP		WORKING ON HEALTH AND CARE VISA		ANNUAL INCOME			
		Citizen of the UK (a)	Not UK Citizen (b)	Yes (c)	No (d)	Up to £25,999 (e)	£26,000 up to £51,999 (f)	£52,000 up to £99,999 (g)	£100,000 and above (h)
UnweightedBase	7233	6436	668	246	403	1963	2297	858	256
WeightedBase	7233	5991	1067	493	548	2447	2165	576	210
EffectiveBase	3559	3184	383	151	228	1056	1074	376	134
Mean	3.27e	3.26	3.32	3.27	3.36	3.16	3.26e	3.44Zef	3.40ef
Std Dev.	0.73	0.72	0.76	0.80	0.72	0.74	0.70	0.67	0.71



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Table 550
Van Laar: Overall WRQoL scale score
Base : All respondents working in adult social care

26 Feb 2025

	Total (Z)	JOB ROLE								
		Care worker or assistant care worker (a)	Senior care worker (b)	Support or outreach worker (c)	Personal assistant (d)	Social Worker (e)	Occupational Therapist (f)	Nurse or Nursing Associate (g)	Registered Manager (h)	Deputy or other manager role, team leader or supervisor (i)
UnweightedBase	7233	1998	627	1364	263	502	262	97	679	825
WeightedBase	7233	2645	881	1478	468	104	99	152*	110	799
EffectiveBase	3559	1189	368	794	157	350	188	64	455	449
Mean	3.27ae	3.18	3.21	3.26a	3.60Zabcefgi	3.17	3.39Zabceg	3.11	3.57Zabcefgi	3.37Zabcefg
Std Dev.	0.73	0.74	0.71	0.72	0.65	0.66	0.61	0.71	0.73	0.69

