

The Children's Services Workforce 2015

March 2017



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Introduction

This report looks in detail at the children's services workforce in Scotland. It supplements data already published in the Scottish Social Service Sector: Report on 2015 Workforce Data (SSSC, 2016). Children's services account for just over one-quarter of the Scottish social service workforce and have the following sub-sectors:

- adoption service
- child care agency
- childminding
- **day care of children**
- fieldwork service (children)
- fostering service
- **residential child care**
- **school care accommodation.**

Three of these sub-sectors can be broken down into more detail. Shown in bold above, they are: day care of children (DCC), residential child care (RCC) and school care accommodation (SCA). We give an overview which includes all of these sub-sectors and breakdowns, but focus in detail only on three sub-sectors which can be split further.

Overview

Overall, as Figure 1 and Table 1 show, children's services make up 27% of the Scottish social service workforce with 55,800 people working in them, roughly the same as the population of Livingston. There are almost 10,000 registered care services for children (each individual childminder is counted as a separate service). When we exclude childminders there are 4,204 children's services which account for approximately 53% of all remaining services in the social service sector. The disparity between the proportion of social service staff working in children's services and the proportion of care services that are children's services highlights the fact that children's services generally employ fewer staff than other services.

Figure 1: The children's services workforce in context, 2015

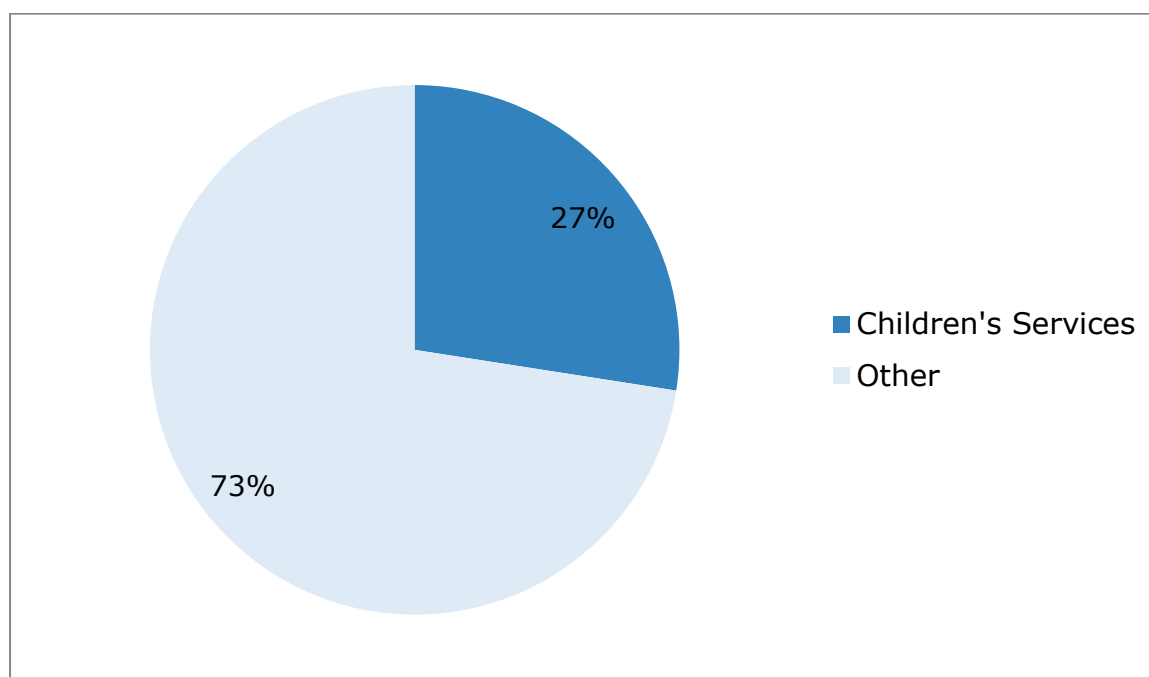


Table 1: The children's services workforce, 2015

Children's service	Headcount¹	Services	Median staff
Adoption service	460	39	10
Child care agency	420	28	10
Childminding	5570	5572	1
DCC: children and family centre	2440	149	17
DCC: creche	580	76	5
DCC: holiday play scheme	780	41	12
DCC: nursery	23460	2434	7
DCC: other services	500	49	7
DCC: out of school care	4570	723	5
DCC: playgroup	1120	272	4
Fieldwork service (children)	5960	NA	NA
Fostering service	980	61	12
RCC: children and young people	4750	263	16
RCC: residential special school	2380	37	43
RCC: secure accommodation service	520	5	91
SCA: mainstream residential school	1160	20	16
SCA: school hostel	130	7	14
Total	55800	9776	NA

¹ Headcount figures are rounded to the nearest 10, using statistical rounding.

In contrast to the sector as a whole, children's services have a larger proportion of staff in the public sector and a smaller proportion in the voluntary sector. The public and private sectors are approximately the same size in children's services. This is shown in Figure 2 and Table 2.

Figure 2: Share of the workforce by employer type in children's services, 2015

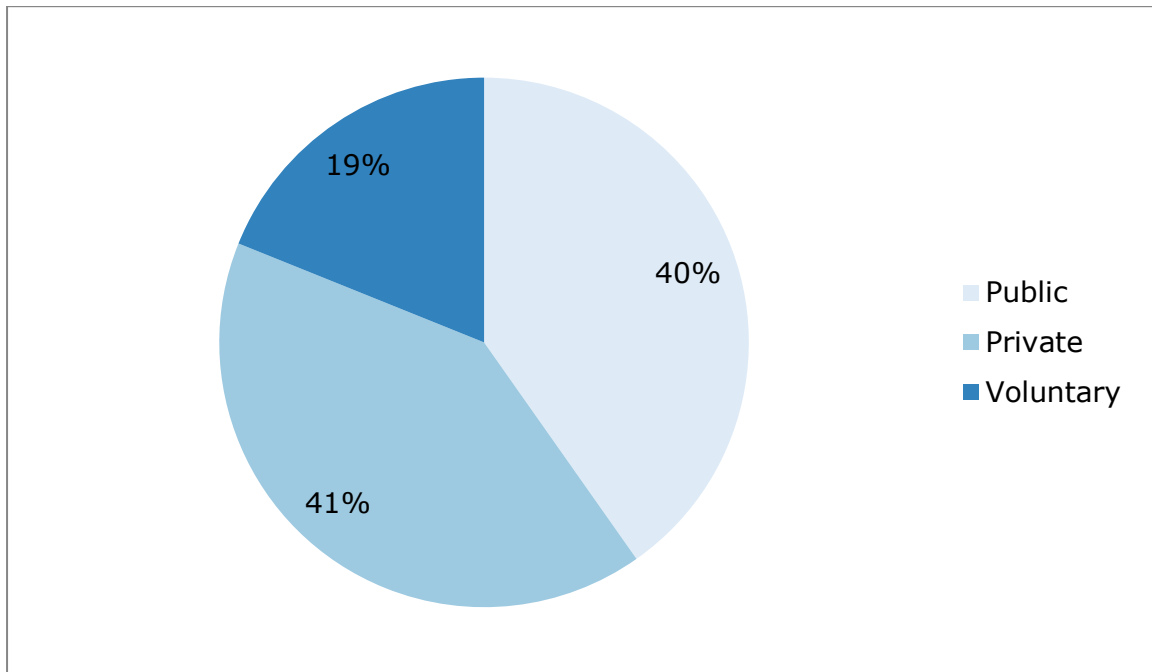


Table 2: Distribution of the workforce by employer type in children's services, 2015

Children's service	Public	Private	Voluntary
Adoption service	360	0	100
Child care agency	10	180	230
Childminding	0	5570	0
DCC: children and family centre	2000	30	410
DCC: creche	180	180	220
DCC: holiday play scheme	70	160	550
DCC: nursery	10360	11330	1770
DCC: other services	30	180	290
DCC: out of school care	490	1720	2370
DCC: playgroup	0	190	930
Fieldwork service (children)	5960	0	0
Fostering service	460	0	520
RCC: children and young people	2330	1280	1150
RCC: residential special school	0	750	1620
RCC: secure accommodation service	50	90	380
SCA: mainstream residential school	10	1130	10
SCA: school hostel	120	10	0
Total	22450	22800	10550

Day care of children

The day care of children sub-sector can be subdivided into seven service types as shown in Table 3. These service types are largely defined by the Care Inspectorate in their publication **Early learning and childcare statistics 2015**. However, please note we have slightly simplified them in this publication.

Table 3: Service types in day care of children

Service type	Description
Children and family centre (CFC)	Sometimes called community nurseries, children and family centres usually provide a full time service for children aged 0-5 years. The majority are provided by local authorities. They usually prioritise children with the greatest needs together with a range of support services for families.
Creche (Cre)	Provides drop-in care for children in order to allow adults to engage in activities such as further education, shopping or attending a meeting.
Holiday play scheme (HPS)	Provides care for school aged children during the school holidays. This does not include activity-based clubs.
Nursery (Nur)	Provides day care facilities for children aged 5 years or under. The service is normally used by parents/carers on a regular basis rather than a drop-in basis and the service is provided as a minimum during the school term. Nurseries provide early learning and childcare for children not yet attending school. Nurseries can take several forms, such as a private nursery, a local authority nursery class or school and a nursery that is part of an independent school.
Other services (OS)	Includes housing support related services, for example women's aid centres, and also services that cannot be easily assigned to one of the other categories (for example, services providing for additional needs up to age 16 on a respite basis).
Out of school care (OOS)	Provides care for school aged children after the end of the school day and sometimes also before school starts. Many also provide a full day service during the school

holidays. Can be provided by the public, private or voluntary sectors, with many voluntary sector out of school clubs run by parent committees. Also includes breakfast clubs.

Playgroup (Pla)	Mostly voluntary sector services run by a parent committee, often with parents taking part in a rota to assist paid staff.
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Table 4 shows the distribution of staff by service type and employer type. The nursery service type is by far the largest, accounting for a little over two-thirds of this sub-sector.

While the voluntary sector is the smallest employer type in day care of children overall, it is the largest employer in the creche, holiday play scheme, no single main service type, out of school care and playgroup service types. Nurseries are dominated by public and private provision, with the private sector being slightly larger. Children and family centres are largely in the public sector.

Table 4: Distribution of staff by service type and employer type in day care of children services, 2015

	Public	Private	Voluntary
Children and family centre	2000	30	410
Creche	180	180	220
Holiday play scheme	70	160	550
Nursery	10360	11330	1770
Other services	30	180	290
Out of school care	490	1720	2370
Playgroup	0	190	930
Day care of children	13140	13780	6540

The median weekly hours and age for each service type is shown in Table 5. Both nurseries and children and family centres have a median of 35 hours, while every other service type is lower. Creches, out of school care and playgroups are half this or less.

Holiday play schemes have the lowest median age at 24, while children and family centres and playgroups both have a median age over 40. In the Workforce Data Report, this sub-sector as a whole has a distinct characteristic with distinct clusters of younger and older workers. This

means the median may fall between these clusters and you must take care when interpreting it.

Table 5: Median hours and age in day care of children, 2015

	Hours	Age
Children and family centre	35	42
Creche	14.5	39
Holiday play scheme	22.5	24
Nursery	35	36
Other services	25	33
Out of school care	17.5	33
Playgroup	17	43
Day care of children	30	36

The prevalence of full time working (defined as more than 30 hours per week) in each of the service types can be seen in Table 6. Only children and family centres and nurseries have a majority of their workforces as full time. This reflects the median hours seen in Table 5. In playgroups, only 1 in 20 staff work full time. Please note that for some services, lower median hours and levels of full time working reflect the operating hours of the service and staff may be working all of the available hours.

Table 6: Percentage of staff by part-time/full-time in day care of children, 2015

	Part time	Full time
Children and family centre	39	61
Creche	86	14
Holiday play scheme	87	13
Nursery	40	60
Other services	63	37
Out of school care	92	8
Playgroup	95	5
Day care of children	51	49

The day care of children sub-sector as a whole has a very large proportion of female workers, even taking account that social care as a whole is 84% female. As Table 7 shows, most service types reflect this. The service types which feature the largest proportion of men are holiday play schemes (18%) and out of school care (11%).

Table 7: Percentage of staff by gender in day care of children, 2015

	Female	Male
Children and family centre	96	3
Creche	97	3
Holiday play scheme	82	18
Nursery	98	2
Other services	92	8
Out of school care	89	11
Playgroup	99	1
Day care of children	96	4

Table 8 shows the percentage of staff by job function. It shows that playgroups have a higher proportion of managers than any of the other service types. Consequently, they have a smaller proportion of care staff. This perhaps reflects that they have the smallest median service size, or that these services are assisted by volunteers who help to run sessions.

Holiday play schemes have a smaller proportion of managers and a higher proportion of care staff than other service types.

Table 8: Percentage of staff by job function in day care of children, 2015

	Auxiliary	Care	Managers	Unknown
Children and family centre	8	81	10	1
Creche	2	84	12	2
Holiday play scheme	3	93	4	0
Nursery	6	84	10	1
Other services	4	83	13	0
Out of school care	5	81	13	1
Playgroup	6	74	20	1
Day care of children	6	83	11	1

The distribution of contracts in the main types of day care of children reflects the differences between them in median hours. Table 9 shows children and family centres have the largest proportion of staff with permanent contracts and the smallest proportions on no guaranteed hours (NGH) contracts (the percentage on NGH contracts are shown in brackets in table 9). Holiday play schemes have the largest proportion of

NGH contracts (9%) and the smallest proportion of permanent contracts (17%). Almost three-quarters of staff in this main type have a sessional or casual or relief contract.

Table 9: Percentage of staff by contract type in day care of children, 2015

Contract type	CFC	Cre	HPS	Nur	OS	OOS	Pla
Permanent	80(0)	53(2)	17(4)	83(0)	60(2)	78(2)	79(1)
Temporary	13(0)	7(0)	6(0)	8(0)	3(1)	3(0)	6(1)
Agency	0	0	0	0	0	0	0
Bank	0	2	0	1	0	3	1
Fixed term	2(0)	3(0)	2(1)	2(0)	17(1)	3(0)	3(0)
Sessional	2(0)	20(4)	50(4)	1(0)	9(1)	7(1)	2(0)
Casual/relief	2	15	24	1	7	4	8
Trainee	0(0)	0(0)	0(0)	3(0)	2(0)	1(0)	1(0)
Other	0	0	1	1	2	1	1
Not known	1	1	0	0	0	1	1
All NGH	1	6	9	1	4	3	3

Residential child care

The residential child care sub-sector can be split into three service types which can be seen in Table 10.

Table 10: Service types in residential child care

Service type	Description
Care homes for children and young people (CHCYP)	Provides care and accommodation for Looked After Children with no specific further needs.
Residential special school (RSS)	Provides care and accommodation for children with special educational needs.
Secure accommodation service (SAS)	Provides care and accommodation for Looked After Children who have been subject to a detention order.

Table 11 shows the distribution of staff by service type and employer type. Care homes for children and young people are by far the largest part of residential child care, with approximately 62% of the workforce. Secure accommodation services by contrast are much smaller, with less than 7% of the workforce.

While the voluntary sector forms the largest employer type in residential child care, it is the smallest employer type in care homes for children and young people, where the public sector is the largest.

Table 11: Distribution of staff by service type and employer type in residential child care, 2015

	Public	Private	Voluntary
Care homes for children and young people	2330	1280	1150
Residential special school	0	750	1620
Secure accommodation service	50	90	380
Residential child care	2380	2120	3150

The median weekly hours and age for each service type is in Table 12. The median weekly hours worked is the same across all service types at 37, while the median age varies a little, with residential special school staff the youngest at 41 and secure accommodation service staff the oldest at 46.

Table 12: Median hours and age in residential child care, 2015

	Hours	Age
Care homes for children and young people	37	43
Residential special school	37	41
Secure accommodation service	37	46
Residential child care	37	43

Reflecting the observation on median hours, Table 13 shows that two-thirds of the residential child care workforce work full time. While the proportion is roughly the same in care homes for children and young people, it is higher in both residential special schools and secure accommodation services, with the latter having over four-fifths of the workforce working full time.

Table 13: Percentage of staff by part time/full time in residential child care, 2015

	Part time	Full time
Care homes for children and young people	35	65
Residential special school	27	73
Secure accommodation service	18	82
Residential child care	32	68

Residential child care has a relatively large proportion of men in its workforce, with almost 1 in 3. Table 14 shows the percentage of staff by gender for the different services types. Care homes for children and young people have a slightly lower proportion of men in the workforce, while secure accommodation services has a much higher proportion, approaching half of the workforce.

Table 14: Percentage of staff by gender in residential child care, 2015

	Female	Male	Not known
Care homes for children and young people	72	28	0
Residential special school	63	36	0
Secure accommodation service	53	44	3
Residential child care	68	32	0

Table 15 shows the percentage of staff by job function and that care staff form the largest group in all three service types. However, it is highest in care homes for children and young people with almost 9 in 10 staff. Residential special schools and secure accommodation services have fewer care staff and more auxiliary staff. The proportion of managers is similar across all three service types. Please note that there were a higher than usual number of 'unknown' responses for this data item for secure accommodation services, so bear this in mind when interpreting these figures.

Table 15: Percentage of staff by job function in residential childcare, 2015

	Auxiliary	Care	Managers	Unknown
Care homes for children and young people	5	89	6	0
Residential special school	17	75	7	0
Secure accommodation service	20	68	7	5
Residential child care	10	83	6	1

Table 16 shows the percentage of staff by contract type. The distributions are similar across the three service types, with most staff being employed on permanent contracts, approximately four-fifths of the workforce in each. Casual or relief staff are more common in care homes for children and young people, with almost 1 in 10 employed on such contracts. No guaranteed hours contracts are not particularly common in residential child care, ranging from 1-3%. Again, there were a higher than usual number of 'unknown' responses for this data item for secure accommodation services, so bear this in mind when interpreting these figures.

Table 16: Percentage of staff by contract type in residential child care, 2015

Contract type	CHCYP	RSS	SAS
Permanent	78(0)	83(0)	83(0)
Temporary	3(0)	3(0)	5(0)
Agency	0	0	0
Bank	2	2	0
Fixed term	1(0)	3(0)	0(0)
Sessional	5(0)	5(3)	7(2)
Casual/relief	9	4	0
Trainee	0(0)	0(0)	0(0)
Other	2	0	0
Not known	0	0	5
All NGH	1	3	2

School care accommodation

The school care accommodation sub-sector can be split into two service types as seen in Table 17.

Table 17: Service types in school care accommodation

Service type	Description
Mainstream residential school (MRS)	Provides accommodation and schooling for children. Typically referred to as a boarding school.
School hostel (SH)	Provides accommodation at a state school site for children who cannot practically return home during the week.

Table 18 shows the voluntary sector has little presence in school care accommodation, provision between the two service types is polarised, with virtually all private sector staff in mainstream residential schools and virtually all public sector staff in school hostels. Overall, almost 90% of the school care accommodation workforce is in the private sector, showing the mainstream residential school service type is by far the larger one.

Table 18: Distribution of staff by service type and employer type in school care accommodation, 2015

	Public	Private	Voluntary
Mainstream residential school	10	1130	10
School hostel	120	10	0
School care accommodation	130	1140	10

The median weekly hours and age for each service type is in Table 19. Median hours are relatively high for both service types, but school hostels are slightly lower at 32. The median age for both service types is high, though school hostels is the highest, being four years older at 51.

Table 19: Median hours and age in school care accommodation, 2015

	Hours	Age
Mainstream residential school	37.5	47
School hostel	32	51
School care accommodation	37	47

Both service types have a majority of their staff working full time but, as Table 20 shows, schools hostels differ from mainstream residential schools by only just passing this threshold at 51% of the workforce working full time compared to 61%.

Table 20: Percentage of staff by part time/full time in school care accommodation, 2015

	Part time	Full time
Mainstream residential school	39	61
School hostel	49	51
School care accommodation	40	60

School care accommodation has a large proportion of men in its workforce, in fact the largest of all the sub-sectors. However, as Table 21 shows, the proportion is even higher in mainstream residential schools (42%). This contrasts with the picture in school hostels where the proportion of men is slightly smaller than that in the social service sector as a whole.

Table 21: Percentage of staff by gender in school care accommodation, 2015

	Female	Male
Mainstream residential school	58	42
School hostel	86	14
School care accommodation	61	39

Table 22 shows the percentage of staff by contract type. Mainstream residential schools employ proportionately more auxiliary staff and fewer

care staff than school hostels. The proportion of managers employed is similar in both service types.

Table 22: Percentage of staff by job function in school care accommodation, 2015

	Auxiliary	Care Managers	Unknown
Mainstream residential school	34	62	3
School hostel	19	77	4
School care accommodation	33	64	3

Both mainstream residential schools and school hostels have a very high proportion of staff on permanent contracts and a low proportion of staff on no guaranteed hours contracts. Table 23 shows there is difference in the use of casual or relief contracts between the service types however, with school hostels employing 7% of staff on such contracts.

Table 23: Percentage of staff by contract type in school care accommodation, 2015

Contract type	MRS	SH
Permanent	92(1)	87(1)
Temporary	1(0)	2(0)
Agency	0	0
Bank	0	2
Fixed term	4(0)	1(0)
Sessional	0(0)	2(1)
Casual/relief	1	7
Trainee	0(0)	0(0)
Other	1	0
Not known	1	0
All NGH	1	2

Technical notes

For more information on the background to this data, please see our publication **Scottish Social Service Sector: Report on 2015 Workforce Data**. This can be downloaded from our website at:

<http://data.sssc.uk.com/wdr>

Headcount figures in this report are rounded to the nearest 10 using statistical rounding so sums of figures may differ from the presented totals.



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