

2002/03 Childcare and Early Years Workforce survey

Playgroups and Pre-Schools



May 2004

SureStart



Evidence
& research

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Executive Summary

INTRODUCTION

1. The Department of Education and Skills (DfES) commissioned MORI to undertake a series of surveys to detail the childcare and early years workforce.
2. Separate surveys were conducted for eight different types of childcare and early years settings.
3. This report outlines the findings for playgroups and pre-schools.
4. Findings from 2003 have been compared with those from 2001. However, caution should be taken when comparing grossed figures because different sources of data were used to inform the weighting and grossing of data each year.

CHARACTERISTICS OF PROVISION

5. The total number of playgroups and pre-schools was 11,892, a decrease from 14,000 in 2001. The change in numbers could partly be due to the different sampling base used¹, and also due to the move of some playgroups to become full daycare providers.
6. Settings were unevenly distributed across the country, with relatively high numbers in the South East and South West relative to the number of households with dependent children in these regions. In addition, only one in seven were based in the top 20% most deprived wards.
7. Seven in ten playgroups and pre-schools were owned by voluntary or community organisations and a quarter were owned privately or by a chain.
8. Nine in ten playgroups and pre-schools had been operating for over five years; indicating stability in the sector.
9. There had been a decrease in the proportion of settings that were operating at a loss, and a slight increase in business planning.

PLACES AND CHILDREN

10. The total number of childcare places for 0–7 year olds in playgroups was 325,300 and 469,900 children (including those aged 8+ years) were enrolled. There was a decrease of 119,500 children enrolled since 2001. There was a change to the question about childcare places since the 2001 Survey. In 2003 the question asked about registered full time places for 0–7 year olds, whereas in 2001 it asked about 0–7 year olds and also about children over 8, and any other places (not registered). As a result comparisons should not be made with the 2001 data.

¹ Ofsted, January – March 2003 was used for the 2002/3 survey and findings from the Children's Day Care Facilities Survey were used in 2001. The Ofsted sample provides more accurate data.

11. The average number of childcare places for 0–7 year olds was 27.4 but the average number of children aged 0–7 years enrolled was 39.3.²
12. There was a higher proportion of enrolments than places in settings in the East of England. Whilst in the South West the proportion of places was higher than that of enrolments.

CHARACTERISTICS OF STAFF

13. The overall number of paid and unpaid staff was 90,800, a decrease of 18,700 individuals since 2001. The number of paid staff fell to 69,600 (down by 10,200 individuals) and the number of unpaid volunteer staff fell to 21,200 (down by 8,500). The change in numbers could be partly due to the different sampling base used³, and also due to the move of some playgroups to become full daycare providers.
14. Four in five paid staff were aged between 25 and 49 and nearly all were female. Four percent were from an ethnic minority group and one percent had a disability.
15. Under one in ten settings had used agency staff in the last 12 months.
16. The average hours worked per week by paid childcare staff was 16, with all types of staff tending to work part time (under 30 hours a week).
17. The average salary for paid childcare staff was £3,300 per annum and for those paid hourly it was £5.40 per hour. The average annual salary for senior managers was £5,700 per annum.

TRAINING

18. Over eight in ten senior managers felt that the amount of training received by their staff in the last year was about right, but around one in seven (14%) thought they had received too little.
19. There had been a marked increase in the proportion of playgroups and pre-schools that had a training plan (rising from 32% to 53%). As was the case in 2001, around two in five settings had a training budget (43%).
20. Average spend on training in the past year among those with a training budget was around £359, an average of £4.50 per 1,000 members of paid staff.

QUALIFICATIONS OF STAFF

21. Two thirds of paid childcare staff (65%) held some kind of qualification relevant to working with children or young people. Overall, three in five held at least a Level 2 and over two in five at least a Level 3.
22. Around three quarters of senior managers were qualified to Level 3 or above – showing an increase of around 10 percentage points from last year.

² It should be noted that some places are part-time places – i.e. one place could be used by more than one child. For example, one place could be used by one child in the morning and another in the afternoon.

³ Ofsted, January – March 2003 was used for the 2002/3 survey and findings from the Children's Day Care Facilities Survey were used in 2001. The Ofsted sample provides more accurate data.

23. Around one in four paid childcare staff were currently working towards a new qualification, the majority were not.
24. Less than one in ten senior managers were NVQ assessors.

RECRUITMENT AND RETENTION

25. In total, around 14,000 paid childcare staff were recruited in the last 12 months. This gave an overall recruitment rate⁴ of 22%, a decrease from the recruitment rate in 2001 (27%)
26. Word of mouth (72%) and adverts in the local press (62%) were the most common methods of recruiting new staff.
27. A quarter of playgroups had experienced a great deal or a fair amount of difficulty in recruiting staff in the last 12 months.
28. The average length of service amongst all paid staff at their current setting was five years and five months, rising to nine years and two months for senior managers.
29. Similarly to 2001, around half of settings (49%) had lost at least one paid member of staff in the previous 12 months, with a total of 9,000 staff leaving across all settings.
30. Of those who left the organisation in the last 12 months, it was believed that two in five (40%) obtained other posts in the childcare or early years sector; one in seven (23%) went to jobs outside the sector and one in five (22%) didn't take up any other employment
31. The turnover rate⁵ for paid staff across the whole sector was 14% of which about 6% went to other early years or childcare settings and 8% left the sector altogether. The overall turnover rate in 2003 remained level with 2001.
32. Employment growth⁶ dropped to 8%, down from 12% in 2001.

⁴ This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited. It should be noted that this recruitment rate therefore includes the 'churn within the sector' as well as staff being recruited to the sector.

⁵ This is calculated by dividing the total number leaving by the total number currently employed less the difference between those recruited and those leaving their current employment. It should be noted that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

⁶ This is calculated by dividing the net change in staff by the total number currently employed less the difference between those recruited and those leaving their employment. It should be noted that this employment growth therefore includes the 'churn within the sector' as well as staff joining and leaving the sector.

1 Introduction

- 1.1** This document reports on findings from the Childcare and Early Years Workforce Survey 2002/3 conducted by the MORI Social Research Institute on behalf of the Sure Start Unit.
- 1.2** Separate surveys were conducted for the eight childcare and early years settings listed below:

CHILDCARE

- Day nurseries and other full-day care provision
- Playgroups and pre-schools
- Out of school clubs
- Holiday clubs
- Childminders

EARLY EDUCATION

- Primary schools with nursery and reception classes
- Primary schools with reception but no nursery classes
- Nursery schools.

- 1.3** This document presents the findings for **playgroups and pre-schools**.
- 1.4** Findings from other audiences are reported in separate documents, whilst a summary of findings across all audiences is also provided in an Overview Report. Computer tables are provided in separate volumes and anonymised electronic SPSS data are also held by the Sure Start Unit.

BACKGROUND AND OBJECTIVES

- 1.5** This Overview Report draws comparisons between sectors. Findings from the holiday clubs report is not included in this analysis. This reflects uncertainty about the number of holiday clubs, which means that it has not been possible to ensure the reliability of the sample. A summary of the key findings from this survey is contained in the appendices.
- 1.6** The Government is committed to improving access to good quality childcare, early learning and family support to ensure all children get a sure start in life, and to help secure a better future for families and stronger and safer communities.
- 1.7** There is clear evidence of the benefits of pre school provision to children, particularly those who are disadvantaged and especially when good quality childcare is delivered alongside early years education, and health and family support. This was confirmed in the report of the Government's interdepartmental childcare review "Delivering for Children and Families", published in November 2002.

- 1.8** In 2002, Government policy on childcare, early education and Sure Start local programmes was brought together in a single interdepartmental Unit, called the Sure Start Unit, reporting to Ministers in both the Department for Education and Skills and the Department for Work and Pensions.
- 1.9** The overall aim of the Sure Start initiative is to increase the availability of childcare and early education, and work with parents to be, parents and children to promote the physical, intellectual and social development of babies and young children - particularly those who are disadvantaged - so they can flourish at home and at school, and to enable their parents to work, learn and train to help contribute to the ending of child and family poverty.
- 1.10** Sure Start's key overall objectives, following the Spending Review 2002, are to:
- transform education, health and family support services for children under 5 and their families;
 - increase the availability of high quality childcare for all age groups whose parents need it; and
 - meet the needs of the most disadvantaged, so children can fulfil their potential and parents can find ways out of poverty.
- 1.11** Further information about Sure Start and its programmes can be found on www.surestart.gov.uk.
- 1.12** The Government has a range of goals and targets in relation to childcare and early years. These include: sustaining the expansion in childcare which has already enabled new childcare places for 1.6 million children to be created, so over 2 million children benefit by 2006 and growth continues through to 2008; guaranteeing a free, part time early education place for all 3 year olds whose parents want it, by April 2004; establishing new provision in the most disadvantaged communities; and maintaining and enhancing the quality and standards of provision and the skills and size of the workforce.
- 1.13** The Government is committed to supporting the childcare workforce and recognises the important role it has in ensuring children get a sure start in life and in supporting families. Its *'Every Child Matters'* Green Paper in September 2003, and its *'Next Steps'* document published in March 2004, stressed the importance of: improving the skills and effectiveness of all those who work with children and making this a more attractive career option; and of health, educational and social care professionals working together effectively in locations such as schools and children's centres.
- 1.14** In order to help monitor progress towards meeting targets and strengthening provision for young children and families, the DfES conducted surveys of the childcare workforce in England in 1998 and 2001.
- 1.15** In 2002/3 the survey was conducted a third time, to track change since 2001 among childcare audiences and to collect baseline data among early years audiences that are surveyed for the first time.
- 1.16** The surveys examine some of the key characteristics of the sector and its workforce, including:
- the number of registered and enrolled places
 - staffing levels
 - characteristics of staff, including demographics and pay
 - staff qualifications and training
 - recruitment and retention.

- 1.17** Anomalies have been identified in some sections of the 2001 survey, following comparisons with the 2002/03 data. The 2001 data has been corrected and revised figures have been used where comparisons are drawn. Checks have been carried out on all reports and no further anomalies were found.
- 1.18** The surveys provide a useful resource of factual data about the sector on which national and local level policy makers can draw.

STUDY DESIGN

- 1.19** The bullet points below summarise the methodology adopted for the survey among playgroups. Full methodological details are provided in the appendices, along with a copy of the questionnaire used.
- 850 interviews were conducted among playgroups in England;
 - The sample was stratified to ensure equal reliability by region and a representative random sample was interviewed within each region. The profile of the achieved sample was also monitored by levels of deprivation and rurality;
 - Data are weighted by region to ensure aggregate data is representative and reflects the true profile of playgroups according to provisional Ofsted data at January – March 2003;
 - Interviews were conducted by telephone using CATI (Computer Assisted Telephone Interviewing), by MORI Telephone Surveys during the period 14th February to 1st April 2003;
 - The target respondent was the senior manager.
 - An adjusted response rate of 69% was achieved across the sample as a whole.

REPORT LAYOUT

- 1.20** The rest of this report is structured as follows:
- Section 2. Characteristics of Provision: discusses numbers of relevant organisations including their spread by region and type of area, and business characteristics;
 - Section 3. Places and Children: a summary of the number of places and take-up, and their spread by region and type of area;
 - Section 4. Characteristics of Staff: a summary of the total number of childcare staff of different types, and their characteristics;
 - Section 5. Training: a look at the views of amount of training received, training plans, training budgets and amount spent on training;
 - Section 6. Qualifications of paid staff: covers qualifications held and worked towards;
 - Section 7. Recruitment and Retention: discusses levels of staff recruitment, retention and turnover, and looks at recruitment difficulties.
- 1.21** Findings from 2003 have been compared with those from 2001. However caution should be taken when comparing grossed figures because different sources of data were used to inform the weighting and grossing of data each year (see Interpretation of Data below).

- 1.22** All questions have been comprehensively checked for differences by key variables especially region, type of area, (high, low and medium density, and deprived) and size of organisation. The report only details sub-group findings where there are statistically significant differences. If there are no differences reported then the findings are statistically very similar. However, figures for the top 20% most deprived wards are shown in the majority of tables, for comparative purposes.
- 1.23** A summary of data by region and type of area (high, low and medium, density and deprived) is also provided in the appendices for key questions.

INTERPRETATION OF DATA

- 1.24** It should be noted that a sample, not the entire population of playgroups has been interviewed. This means that all the results are subject to sampling tolerances, and that not all differences are statistically significant. A guide to statistical reliability is provided in the appendices.
- 1.25** Findings from the survey have been grossed up to provide figures for the population of playgroups across England as a whole according to provisional population data provided by Ofsted at January – March 2003. This allows us to make assumptions about the total number of childcare places and childcare staff across the country. It is important to bear in mind that grossed figures are subject to the same sampling tolerances as percentage findings. They are also based on the assumption that those responding to the survey are representative of the full population. **Grossed figures should therefore be regarded as approximations of the characteristics of the sector, rather than precise measures.** For this reason, figures have been provided to the nearest 50 or 100 organisations, or staff where relevant (rather than to the nearest whole number). Grossed figures should be treated with particular caution for questions where some respondents failed to give a response (i.e. the respondent said don't know/refused). The proportion of non-responders are flagged throughout the report. In addition, where levels of non-response are over 20% grossed figures are not provided.
- 1.26** As mentioned, findings have been compared with those from the 2001 workforce survey. However, comparisons should be treated with some caution, especially when comparing grossed data because different sources of data were used to inform the weighting and grossing of data each year. In 2001 findings from the Children's Day Care Facilities Survey, March 2001 were used. This survey reports on numbers of providers derived from local authorities own estimates. In 2003, population data was taken from the Ofsted registration database January – March 2003 which is likely to be a more accurate source.
- 1.27** Ofsted became responsible for registration of Children's daycare facilities during the period between the 2001 survey and this one, some of the data they received from local authorities were of mixed quality and there was a process of cleansing data. This included removal from records of some childcare providers which were no longer operational – which is likely to have affected comparisons between the 2001 and 2003 figures for total enrolments, providers and workforce numbers.
- 1.28** An asterisk (*) represents a value below 0.5%, but above zero. Where responses do not add up to 100%, this may be due to computer rounding or multiple responses.

DEFINITION OF TERMS USED

- 1.29** In nearly all cases the respondent was the senior manager (99%). However, five interviews were conducted with a deputy manager, other manager or supervisor.
- 1.30** In 2002/03 in order to ensure greater accuracy, detailed definitions of the senior manager, supervisory staff and other childcare staff were given and referred to during the interview. These are detailed below:
- Senior manager – the person with overall responsibility for managing the organisation
 - supervisory staff – who are qualified to supervise a group of children on their own (they may or may not supervise other members of staff) e.g. Nursery officers and nursery nurses;
 - other childcare support staff – those not qualified to supervise a group of children on their own.

However, in 2001 the definition of supervisory staff was only used as a prompt so would not have been read to all respondents and was not used throughout the questionnaire, and no definition of other childcare staff was given⁷. Therefore it is not possible to directly compare 2001 data relating to supervisory staff and other paid childcare staff as respondents may have defined these differently in the two surveys. Instead comparisons with 2001 data have been made throughout between supervisory staff and other childcare staff combined

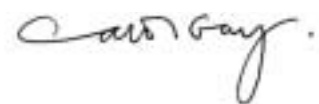
- 1.31** Throughout the report we refer to findings among childcare settings located in the top 20% most deprived wards. This is defined as those wards with the highest deprivation ratings according to the Office of the Deputy Prime Minister's Index of Multiple Deprivation.
- 1.32** In some cases, we have also analysed data by level of population density – rather than use the ONS (Office of National Statistics) definition of urban/mixed/rural, which defines rural very narrowly and for which there would have been insufficient "rural" sample to allow reliable analysis. In order to maximise analysis opportunities, we have split the sample in three into 'low density' (which for this audience covers less than 4 per hectare) 'medium density' (4–20 per hectare) and 'high density' (more than 20 per hectare).

ACKNOWLEDGEMENTS

- 1.33** We would like to place on record our appreciation for the time given by the playgroups to take part in the survey. In addition we would like to thank the DfES Project Steering Group members and other policy and research colleagues at DfES for their guidance and input into the study.

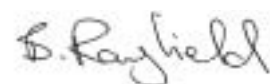
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⁷ The prompted definition was 'By supervisor we mean childcare workers who can look after children without supervision from other staff and who may or may not supervise other staff'.

2 Characteristics of Provision

- The total number of playgroups and pre-schools was 11,892, a decrease from 14,000 in 2001. The change in numbers could partly be due to the different sampling base used⁸, and also due to the move of some playgroups to become full daycare providers.
- Settings were unevenly distributed across the country, with relatively high numbers in the South East and South West relative to the number of households with dependent children in these regions. In addition, only one in seven were based in the top 20% most deprived wards.
- Seven in ten playgroups and pre-schools were owned by voluntary or community organisations and a quarter were owned privately or by a chain.
- Nine in ten playgroups and pre-schools had been operating for over five years; indicating stability in the sector.
- There had been a decrease in the proportion of settings that were operating at a loss, and a slight increase in business planning.

INTRODUCTION

- 2.1** This chapter of the report sets out the characteristics of playgroups, discussing the number of playgroups and pre-schools and their business characteristics including ownership, length of operation and profitability. It should be borne in mind that comparisons with 2001 should be treated with some caution because figures are derived from different sources. (See Interpretation of Data in Section 1: Introduction).

NUMBERS AND GEOGRAPHICAL SPREAD OF PROVIDERS

- 2.2** The total number of playgroups in England was 11,892⁹, a decrease from the number in 2001 (14,000)¹⁰.

⁸ Ofsted, January – March 2003 was used for the 2002/3 survey and findings from the Children's Day Care Facilities Survey were used in 2001. The Ofsted sample provides more accurate data

⁹ Ofsted, January–March 2003.

¹⁰ Children's Day Care Facilities Survey, March 2001, cited in SQW/NOP, DFES 2001 Childcare Workforce Survey.

2.3 As Table 2.1 shows, settings were not evenly distributed across England. The South East contained a high proportion of settings compared with the number of households with dependent children (20% of settings compared to 17% of households with dependent children), as did the South West (14% compared to 10.1%).

2.4 Three fifths of settings are located in urban areas, and a fifth in both urban and mixed areas. Just 14% of settings were based in the top 20% most deprived wards.¹¹

Table 2.1:

Numbers of Settings by Region and Type of Area

	Total 2003		Total 2001		Change 2003/2001		Distribution of household with dependant children across England ¹
	%	No.	%	No.	±%	±No	%
Total		11,892		14,000		-2,100	100
Region							
East Midlands	9	1,100	9	1,300	0	-200	9.1
East of England	15	1,800	14	1,900	+1	-100	11.7
London	10	1,200	10	1,400	0	-200	12.2
Yorkshire and Humberside	8	900	8	1,200	0	-300	10.4
North East	3	400	3	500	0	-100	5.1
North West	11	1,300	12	1,600	-1	-300	13.1
South East	20	2,400	20	2,800	0	-400	17.0
South West	14	1,700	14	1,900	0	-200	10.1
West Midlands	9	1,100	9	1,300	0	-200	10.5
Type of Area							
Rural ²	18	2,200		NA		NA	NA
Mixed	19	2,300		NA		NA	NA
Urban	60	7,100		NA		NA	NA
Top 20% most deprived wards	14	1,600		NA		NA	NA

Source: MORI

Source 2003: Ofsted, January-March 2003/MORI

Source 2001: Children's Day Care Facilities Survey, March 2001

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Note: ¹ 2001 Census.

Note: ² These are the ONS definitions of rural, mixed and urban

Note: Table percentages may not add up to 100% due to rounding

¹¹ These are the ONS definitions of rural, mixed and urban.

BUSINESS CHARACTERISTICS

- 2.5** The information relating to the findings discussed in the following section is summarised in Table 2.2.

OWNERSHIP OF PLAYGROUPS AND PRE-SCHOOLS

- 2.6** The majority of settings (68%) were owned or managed by voluntary, community or church groups. This equates to 8,100 playgroups and pre-schools. The private sector provides a total of 3,100, 26% of all settings.
- 2.7** However, playgroups in the top 20% most deprived wards were more likely to be run by a local authority, suggesting they are trying to fill the gap in the provision.

LENGTH OF OPERATION

- 2.8** As in 2001, nine in ten playgroups and pre-schools had been up and running for five or more years (91%).
- 2.9** Settings based in the top 20% most deprived wards were more likely than average to have been operating for under five years (17% compared to the average of 9%). This could reflect recent growth in these areas and/or greater instability of settings.
- 2.10** Voluntary settings (including community and church groups) tended to be longer established than other settings, with 95% having been operating for over five years compared to the average of 91%.

BUSINESS PLANS

- 2.11** A third of organisations (34%) had a business plan that had been updated in the last two years, similar to 2001 (31%). A further 4% had a plan that had not been updated and half (52%) had no plan at all.
- 2.12** Larger settings, with over 50 children enrolled, were more likely than average to have a business plan (48% compared to the average of 40%), as were settings that had been operating for less than two years (60%).

BUSINESS PERFORMANCE

- 2.13** There had been a decrease in the proportion of settings operating at a loss, dropping to 11% from 16% in 2001.
- 2.14** The majority of settings (56%) were breaking even/covering their costs (compared to 54% in 2001) and a quarter of settings (28%) were operating at a profit (compared to 25% in 2001).

- 2.15** As might be expected, the number of privately owned settings (playgroups owned by the manager or by a chain) making a profit was significantly higher (40% compared to the average of 28%) but there were still 7% making a loss and which were likely to be facing sustainability issues. In contrast, a higher than average proportion of voluntary community and church organisations were either breaking even (58%) or operating at a loss (13%).
- 2.16** Differences by region were apparent, with settings in the East Midlands most likely to be operating at a loss (21%), whilst those in the East of England were more likely than average to be making a profit (41%).
- 2.17** There was a correlation between profitability and number of children enrolled at the playgroup or pre-school. A higher proportion than average of settings with over 50 enrolments were making a profit (38% compared to the average of 28%), whilst medium sized settings were most likely to be breaking even (60% versus 56%) and settings with under 25 pupils most likely to be operating at a loss (18% versus 11%).

Table 2.2: **Characteristics of Provision**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No	%	No.
Ownership¹								
Owner manager/part of a chain	26	3,100	28	3,900	-2	-800	17	300
Voluntary/community/church group	68	8,100	55	7,700	+13	+400	71	1,200
Local authority	4	500	4	500	0	#	10	150
School/college	2	200	4	590	-2	-300	4	50
Other	4	500	14	1,900	-10	-1,400	8	150
Length of operation								
Under 5 years	9	1,100	10	1,500	-1	-400	17	300
5 years plus	91	10,800	90	12,500	+1	-1,700	83	1,350
Business Plan²								
Yes	40	4,700	-	-	-	-	40	650
No	52	6,100	-	-	-	-	51	850
Don't know	9	1,000	-	-	-	-	9	150
With Business Plan^{3,4}								
Updated in last 2 years	87	4,100	-	-	-	-	86	550
Not updated in last 2 years	9	400	-	-	-	-	7	50
Don't know	4	200	-	-	-	-	7	50
Profitability								
Making a profit	28	3,400	25	3,400	+3	#	16	250
Covering costs/breaking even	56	6,600	54	7,600	+2	-1,000	64	1,050
Making a loss	11	1,300	16	2,200	-5	-900	12	200
Don't know	5	600	5	700	0	-100	8	150

Some figures have changed due to anomalies corrected since the 2001 publication

Source: MORI

Base: All playgroups (2003- unweighted 850, weighted and grossed 11,892) (2001- unweighted 868, weighted and grossed 14,000)

Base: ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: ¹ Please note that in 2003 this was a multi-coded question therefore results may add up to over 100%.

Note: ² Please note that this is shown for 'school' only in 2001 figures.

Note: ³ In 2001 the question was 'Does your organisation have a business plan written or updated within the past 2 years?' Therefore no direct comparisons can be made

Note: ⁴ Any organisations with a written business plan (unweighted 327, weighted and grossed 4,717). All organisations in the 20% most deprived wards with a written business plan (unweighted 56, weighted and grossed 658)

Note: ⁵ Figures for deprived wards should be treated with extreme caution due to the low base size

Note: Table percentages may not add up to 100% due to rounding

Note: # indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

3 Places and Children

- The total number of childcare places for 0–7 year olds in playgroups was 325,300 and 469,900 children (including those aged 8+ years) were enrolled. There was a decrease of 119,500 children enrolled since 2001.
- The average number of childcare places¹² for 0–7 year olds was 27.4 but the average number of children aged 0–7 years enrolled was 39.3.
- There was a higher proportion of enrolments than places in settings in the East of England. Whilst in the South West the proportion of places was higher than that of enrolments.

INTRODUCTION

- 3.1** This chapter of the report discusses firstly the number of *places* for children aged between nought and seven, and then the *number of children enrolled* within this age group and aged over eight.

NUMBER OF PLACES FOR 0 TO 7 YEAR OLDS

- 3.2** The estimated total capacity in playgroups for children aged 0–7 years across all settings was 325,300 places¹². The average capacity per setting was 27.4.
- 3.3** There was a change to the question about childcare places since the 2001 Survey. In 2003 the question asked about registered full time places for 0–7 year olds, whereas in 2001 it asked about 0–7 year olds and also about children over 8, and any other places (not registered). As a result comparisons should not be made with the 2001 data.¹³

¹² It should be noted that some places are part-time places – i.e. one place could be used by more than one child. For example, one place could be used by one child in the morning and another in the afternoon.

¹³ DfES 1998 and 2001 Workforce Surveys. The 1998 figure should be treated with caution because the survey was conducted using a different method (postal survey).

Table 3.1: **Numbers of Places**

	Total 2003		<i>Top 20% most deprived wards¹</i>	
	%	No.	%	No.
Total no' of places		325,300		45,200
Average no' of places		27.44		27.65
None	*	#	0	0
1-9 places	2	200	*	#
10-19 places	18	2,100	18	300
20-29 places	58	7,000	55	900
30-39 places	11	1,300	15	250
40-49 places	5	600	4	100
50 or more places	6	700	7	100
Refused	*	#	0	0

Source: MORI

Base: All playgroups 2003 – unweighted 850, weighted and grossed 11,892.

Base: ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates responses represent less than 1% of the total

Note: # indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

THE NATURE OF PLACES

- 3.4** In addition to playgroup/pre-school places, a small proportion of the settings offered other types of childcare places, with the most common being full daycare, offered by 5% of settings.

Table 3.2: **Types of Childcare Offered**

	Total 2002/3		Top 20% most deprived wards ¹	
	%	No.	%	No.
Playgroup/Pre-school	100	11,900	100	1,650
Day Nursery	2	200	1	#
Private Nursery School	2	300	1	#
Early Excellence Centre	*	#	1	#
Extended Day Playgroup	2	200	1	#
Combined Day Nursery	*	100	1	#
Out of School Club	1	200	2	50
Holiday Club	1	200	3	50
Full day-care	5	600	4	50
Other	*	#	0	0

Source: MORI

Base: All playgroups 2003 – unweighted 850, weighted and grossed 11,892.

Base ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates responses represent less than 1% of the total

Note: (# indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

TAKE-UP OF PLACES

- 3.5** The total number of enrolments was 469,900 showing a decrease of 119,500 enrolments since 2001. The average number of enrolments per setting dropped from 42.1 in 2001 to 39.6 in 2003.
- 3.6** The drop in the number of enrolments per setting is consistent with a shift in the pattern of use of places, with more parents leaving their children for a full day (e.g. whilst they work) rather than part-day. This implies fewer children sharing places.

0–7 YEAR OLDS

- 3.7** The number of 0–7 year olds enrolled across all settings was an estimated 467,500. The average number of enrolments per setting was 39.31, compared with an average number of places available of 27.4¹⁴.
- 3.8** As seen below in table 3.4 the distribution of places and enrolments is similar across all the regions, with the exception of East of England (which has a higher proportion of enrolments than it does places – 18% compared to 14%) and South West (which has a lower proportion of enrolments than places 12% versus 17%).

OVER 8 YEAR OLDS

- 3.9** Just two percent of settings take any children aged over eight years old and over, a total of 3,400. This is a decrease in the number of over eight year olds enrolled in 2001 (7,000).
- 3.10** Settings in the North East, North West and the top 20% most deprived wards were most likely to have any children over eight years old enrolled (5%, 6% and 5% respectively).
- 3.11** Playgroups and pre-schools that have been operating for under 2 years were more likely than average to have enrolments of over eight year olds (10%).

Table 3.3: **Numbers of Enrolments**

	Total 2003	Total 2001	Change 2003/2001	Top 20% most deprived wards ¹
Enrolments²				
Total number of enrolments	469,900	589,400	-119,500	59,000
Average number of enrolments	39.61	42.10	-2.49	36.06
Total enrolments children aged 0–7²				
Total number of enrolments	467,500	–	–	57,000
Average number of enrolments	39.31	–	–	34.86
Total enrolments children aged 8+²				
Total number of enrolments	3,400	–	–	2,000
Average number of enrolments	0.28	–	–	1.2

Source: MORI

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Base: ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: ² In 2001, the survey contained information about the breakdown of enrolments by age group, calculated by multiplying the average number of places by the total number of playgroups. However, the figures did not add up to total enrolments for example because some settings were not able to provide the age of every child enrolled.

Note: Table percentages may not add up to 100% due to rounding

¹⁴ It should be noted that some places are part-time places – i.e one place could be used by more than one child.

4 Characteristics of Staff

- The overall number of paid and unpaid staff was 90,800, a decrease of 18,700 individuals since 2001. The number of paid staff fell to 69,600 (down by 10,200 individuals) and the number of unpaid volunteer staff fell to 21,200 (down by 8,500). The change in numbers could be partly due to the different sampling base used¹⁵, and also due to the move of some playgroups to become full daycare providers.
- Four in five paid staff were aged between 25 and 49 and nearly all were female. Four percent were from an ethnic minority group and one percent had a disability.
- Under one in ten settings had used agency staff in the last 12 months.
- The average hours worked per week by paid childcare staff was 16, with all types of staff tending to work part time (under 30 hours a week).
- The average salary for paid childcare staff was £3,300 per annum and for those paid hourly it was £5.40 per hour. The average annual salary for senior managers was £5,700 per annum.

INTRODUCTION

4.1 This chapter sets out the scale of employment in childcare within playgroups and pre-schools and describes the profile of this workforce. The main areas covered by this chapter are:

- The number of staff employed in the sector, including paid and unpaid staff
- The demographic profile of the paid workforce, including by gender, age, disability and ethnicity
- The number of hours worked per week by paid staff
- Levels of pay.

¹⁵ Ofsted, January – March was used for the 2002/3 survey and findings from the children's DayCare facilities were used in 2001. The Ofsted sample provides more accurate data.

NUMBERS OF PERMANENT STAFF

- 4.2** The total numbers of paid and unpaid childcare staff working in playgroups in England was around 90,800. This indicates a decrease of 18,700 since 2001.
- 4.3** In addition to the decrease in number of settings, this also reflects a slight decrease in the number of staff per organisation (down from an average of 7.9 to 7.6).

PAID STAFF

- 4.4** There has been a decrease in paid staff from 79,800 in 2001 to 69,600 in 2003. The average number of paid staff per setting is 5.9 (compared to 5.7 in 2001).
- 4.5** The numbers of paid staff in 2003 breaks down into:
- 11,900 senior managers¹⁶ a decrease from the number last year (14,000)
 - 28,200 supervisory staff, over two on average per setting
 - 29,500 other childcare staff, an average of two and a half per setting.
- 4.6** The number of supervisory staff and other childcare staff combined had decreased from 65,800 in 2001 to 57,700 in 2003.¹⁷
- 4.7** Smaller settings, with under 24 children enrolled, have fewer paid staff compared with larger settings with 50+ children enrolled (an average of 3.9 and 8.4 respectively).

UNPAID STAFF

- 4.8** There were a total of 21,200 volunteers, a decrease of 8,500 unpaid staff since 2001. The average number of unpaid staff per setting was 1.8 (compared to 2.1 in 2001).
- 4.9** Unpaid staff consists of the following groups:
- 6,100 unpaid students, an average of under one per setting, showing a decrease of 300 since 2001
 - 15,200 other volunteers, just over one per setting on average. This indicates a decrease of 8,000 since 2001.

¹⁶ The number of senior managers is based on one setting

¹⁷ As discussed in the introduction, due to the greater precision in the definitions of staff used in the question in 2003, direct comparisons in numbers of supervisory staff and other childcare staff in 2001 is not possible.

Table 4.1 **Numbers of Staff**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Overall Totals								
Paid and unpaid staff		90,800		109,500		-18,700		11,700
Paid staff only		69,600		79,800		-10,200		8,800
Unpaid staff only		21,200		29,700		-8,500		2,900
Numbers by type of staff²								
Senior manager	13	11,900	13	14,000	0	-2,100	14	1,650
Supervisory staff	31	28,200	N/A	N/A	N/A	N/A	33	3,750
Other paid childcare staff	33	29,500	N/A	N/A	N/A	N/A	29	3,450
Supervisor and other paid childcare staff combined	64	57,700	60	65,800	+4	-8,100	61	7,200
Student volunteers	7	6,100	6	6,400	+1	-300	10	1,200
Other volunteers	17	15,200	21	23,200	-4	-8,000	14	1,700
Overall average number of staff								
Paid and unpaid staff	7.6			7.9		-0.3		7.1
Paid staff only	5.9			5.7		+0.2		5.4
Unpaid staff only	1.8			2.1		-0.3		1.8
Average number per setting by type of staff²								
Senior manager	1			1		0		1
Supervisory staff	2.4			N/A		N/A		2.3
Other paid childcare staff	2.5			N/A		N/A		2.1
Supervisory staff and other childcare staff combined	4.9			4.7		+0.2		4.4
Student volunteers	0.5			0.5		0		0.7
Other volunteers	1.3			1.7		-0.4		1.0

Source: MORI

Base: All staff in playgroups (2003 – unweighted 6,319 weighted and grossed 90,840) (2001 – unweighted NA, weighted and grossed 109,500)

Base: ¹ All staff in playgroups in the top 20% most deprived wards (unweighted 950, weighted and grossed 11,687)

Note: ² Data from 2001 for supervisory and other paid childcare staff has not been reported because it is not comparable due to different categorisations used last year.

Note: Table percentages may not add up to 100% due to rounding

USE OF AGENCY STAFF

4.10 Similarly to last year, only a small proportion of settings (6%) had used any agency staff in the last 12 months.

4.11 A higher proportion than average of playgroups and pre-schools in the North East of England and in the top 20% most deprived wards had used agency staff in the last year (both 11%).

Table 4.2: **Use of Agency Staff in the Last 12 Months**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Yes	6	700	5	700	+1	#	11	200
No	94	11,200	95	13,300	-1	-2,100	89	1,450

Source: MORI

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Base: ¹ All playgroups in top 20% deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

DEMOGRAPHICS OF PAID STAFF

AGE

- 4.12** Four in five (80%) paid staff working in playgroups were aged between 25 and 49, representing 55,300 individuals. The break down of age of female workers according to the Labour Force Survey is 16–24 (16%), 25–49 (61%) and 50+ (24%). In comparison the age of the workforce in nursery schools are more likely to be aged between 25–49, with just 7% aged 16–24, 80% aged 25–49 and 13% aged 50+.
- 4.13** The average age of the workforce had increased slightly over the last year – with the proportion aged over 40 rising from 42% to 46%.
- 4.14** Senior managers tended to be older, with one in five (22%) being aged over 50.
- 4.15** Paid staff working in London based settings also tended to be older with 77% aged over 40, compared to the average of 67%.

GENDER

- 4.16** As in 2001, nearly all paid childcare staff were female. Men represented under one percent of the workforce, approximately 200 individuals.
- 4.17** Just two percent of playgroups and pre-schools employed any male staff.

DISABILITY

- 4.18** Five percent of playgroups and pre-schools had any disabled paid members of childcare staff, the same proportion as last year. This represented one percent of the workforce, around 600 paid members of staff¹⁸.

¹⁸ A disability is described as a “physical or mental impairment, which has a substantial and long-term adverse effect upon their ability to carry out normal day-to-day activities”.

ETHNIC MINORITY

- 4.19** One in ten (11%) playgroups and pre-schools reported having a paid member of childcare staff from an ethnic minority group, this is similar to the proportion in 2001 (13%). This equates to four percent of the workforce, 2,600 paid staff.
- 4.20** However there were considerable differences by type of area which reflects differences in the national population profile (see Table 4.4). In particular the profile of ethnic minority staff rose to 7% in areas with the highest population density (i.e. more urban areas) compared to 1% in lower density areas, and to 14% in London.
- 4.21** In contrast to the proportion of children belonging to ethnic minority groups, the proportion of ethnic minority staff was relatively low in the West Midlands (3% compared to 18%).

Table 4.3: **Demographics of Paid Members of Staff**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Age								
16–19 years	2	1,100	2	1,500	0	–400	2	200
20–24 years	5	3,300	6	4,500	–1	–1,200	9	800
25–39 years	47	32,200	47	37,400	0	–5,200	49	4,300
40–49 years	33	23,100	30	24,100	+3	–1,000	30	2,600
50 years and over	13	9,000	12	9,200	+1	–200	10	900
Gender								
Female	99	69,400	99	79,100	1	–9,700	99	8,800
Male	1	200	1	700	0	–500	1	50
No. of settings employing male staff	2	200	4	500	–2	–300	3	50
Disability								
Without a disability	99	69,000	99	79,100	0	–10,100	99	8,750
With a disability	1	600	1	700	0	100	1	50
% of settings employing disabled staff	5	600	5	700	0	100	3	50
Ethnicity								
Ethnic minority groups	4	2,600	4	3500	0	–900	12	1100
Remaining paid members of staff	96	67,00	96	76300	0	–9,300	88	7750
No. of settings employing staff from ethnic minorities	11	1,400	13	1900	–2	–500	23	400

Source: MORI

Base 2003: All paid staff in playgroups (2003 – unweighted 4,812, weighted and grossed 69,625) (2001 – unweighted NA, weighted and grossed 79,800)

Base: ¹ All paid staff in playgroups in the top 20% most deprived wards (unweighted 707, weighted and grossed 8,821)

Note: Table percentages may not add up to 100% due to rounding

Table 4.4: **Ethnicity**

Region	Percentage of workforce who belong to an ethnic minority group	Percentage of pupils of compulsory school age (primary) who belong to an ethnic minority group ¹
	%	%
England	4	17.5
East Midlands	5	10.9
East of England	1	20.1
London	14	45.3
Yorkshire and Humberside	7	20.4
North East England	1	3.6
North West England	3	10.7
South East England	2	8.8
South West England	1	7.5
West Midlands	3	18.4

Source: MORI

Base: All paid staff in playgroups (2003 – unweighted 4,812, weighted and grossed 69,625)

Note: ¹ Source DfES 'Statistics of Education 2002'

WORKING HOURS

- 4.22** Most of the paid workforce is part-time with 90% working under 30 hours a week and just 9% working full-time (over 30 hours a week). Under one percent of paid staff work long hours – over 50 hours a week (this is above the European Working Directive of a maximum of 48 hours per week).
- 4.23** The average hours worked per week for paid childcare staff was 16 hours. This compares with average weekly hours worked in the UK (according to the 2003 Labour Workforce Survey) of 33 hours a week, dropping to 27 1/2 hours per week for female workers. In the public admin, education and health sector the average working week is 30 hours a week (again 27 1/2 for females).
- 4.24** Senior managers worked on average 20 hours a week, the same as in 2001. Just under one in five (18%) worked full-time (over 30 hours a week).
- 4.25** Supervisory staff worked an average of 17 hours a week, with just ten percent working full-time (over 30 hours a week).
- 4.26** Other paid childcare support staff have an average working week of 13 hours. The majority (84%) worked under 20 hours a week.

PAY LEVELS

- 4.27** Respondents were asked to give hourly pay rates. Where this was not possible annual pay rates were accepted. Figures below for hourly and annual pay rates are based on all answering in each format. It should also be noted that there was a high level of non-response to some of the pay questions so figures should be treated with caution. Levels of non-response are shown on the table below. Due to the high level of non-response, grossed figures for all settings nationally have not been provided.
- 4.28** The average salary for childcare staff paid annually was £3,300 per annum and for those paid hourly it was £5.40 per hour. The estimated annual pay for those paid hourly is £3,400. However, all estimates of annual pay should be treated as indicative only due to the assumptions that have had to be made to calculate these¹⁹. This is much lower than wages nationally. Average hourly earnings in the UK according to the Labour Force Survey 2003 are £9.66 (£8.33 for females). This rises to £10.17 (£9.24 for females) for those working in the public admin, education and health sector.
- 4.29** Staff working in London had a higher average rate of pay than across settings in other regions (hourly rate £6.07, annual rate£5,900).
- 4.30** However, as might be expected, pay rates differed considerably by type of staff, reflecting different levels of expertise and responsibility:
- The average annual pay for senior managers was £5,700; average hourly pay was £6.50. The estimated annual pay for those paid hourly is £5,100.
 - Qualified supervisory staff reported average annual pay was £2,900 and average hourly pay £5.60. The estimated annual pay for those paid hourly is £3,700.
 - The average annual pay for other paid staff was £1,500; average hourly pay was £4.80. The estimated annual pay for those paid hourly is £2,400.
- 4.31** Hourly pay for supervisory and other childcare staff combined is £5.20, a slight increase on 2001 (£4.70).²⁰

¹⁹ The estimate of annual pay of those paid hourly is calculated by multiplying the average hourly rate, by the average hours worked for that group, by 39 weeks (assuming that these staff are paid holiday pay). This provides approximate figures only.

²⁰ Comparisons between 2001 and 2003 figures for supervisors and other paid childcare staff is not possible due to the change in definitions therefore these are shown combined. In 2001 senior managers were asked to give average pay for supervisors and other paid childcare staff, rather than give pay for each individual as in 2003, therefore comparisons should be treated with caution.

Table 4.5: **Working Hours and Pay for Paid Members of Staff**

	Total 2002/3	Don't know/ refused/no responses	Top 20% most deprived wards ¹
	%		
Average working hours per week²			
All paid staff	16 hours	1	19 hours
Senior manager	20 hours	–	21½ hours
Senior managers 2001	20 hours	0	–
Supervisory staff	17 hours	1	19½ hours
Other paid childcare staff	13 hours	1	17 hours
Annual Pay			
All staff paid annually	£3,300	13	£5,550
All staff paid per hour	£5.40	–	£5.20
Estimated annual pay of all staff paid per hour ³	£3,400	–	£5,150
Senior Managers' Pay⁴			
Senior managers paid annually	£5,700	34	£7,350
Senior managers paid per hour	£6.50	–	£6.30
Estimated annual pay of senior managers paid per hour	£5,100	–	£7,050
Qualified Supervisory Staff Pay			
Supervisory staff paid annually	£2,900	7	£4,950
Supervisory staff paid per hour	£5.60	–	£5.30
Estimated annual pay of supervisory staff paid per hour	£3,700	–	£5,350
Other Childcare Staff Pay			
Other staff paid annually	£1,500	4	£4,900
Other staff paid per hour	£4.80	–	£4.70
Estimated annual pay of other staff paid per hour	£2,400	–	£4,150
Qualified supervisory and other childcare staff hourly pay combined			
2003	£5.20	–	£5.00
2001	£4.70	–	–

Source: MORI

Base 2003: All staff in playgroups (2003 – unweighted 4,971, weighted and grossed 69,625) (2001 – unweighted NA, weighted and grossed 79,800)

Base: ¹ All staff in playgroups in the top 20% most deprived wards (unweighted 707, weighted and grossed 8,821)

Note: ² Working hours for other paid childcare staff and supervisory staff was not asked in 2001

Note: ³ The estimate of annual pay of those paid hourly is calculated by multiplying the average hourly rate by the average number of hours worked for that group, by 39 weeks (assuming that these staff are paid holiday pay). This is only able to provide approximate figures.

Note: ⁴ Pay for senior managers was not asked in 2001

Note: ⁵ Comparisons between 2001 and 2003 figures for supervisors and other paid childcare staff is not possible due to the change in definitions therefore these are shown combined. In 2001 senior managers were asked to give average pay for supervisors and other paid childcare staff, rather than give pay for each individual as in 2003, therefore comparisons should be treated with caution

Note: Table percentages may not add up to 100% due to rounding

5 Training

- Over eight in ten senior managers felt that the amount of training received by their staff in the last year was about right, but around one in seven (14%) thought they had received too little.
- There had been a marked increase in the proportion of playgroups and pre-schools that had a training plan (rising from 32% to 53%). As was the case in 2001, around two in five settings had a training budget (43%).
- Average spend on training in the past year among those with a training budget was around £359, an average of £4.50 per 1,000 members of paid staff.

INTRODUCTION

- 5.1** This chapter looks at views of the amount of training received by childcare staff, training plans, training budgets and amount spent on training.

VIEWS OF CURRENT LEVELS OF TRAINING

- 5.2** Over eight in ten (83%) senior managers felt that the amount of training that their childcare staff had received in the last year was about right.
- 5.3** Settings based in the North West of England were most likely to say that the amount of training received was about right (94%).

Table 5.1: **The Amount of Training Received**

	Total 2002/3		<i>Top 20% most deprived wards¹</i>	
	%	No.	%	No.
About right	83	9,900	84	1350
Too much	2	300	2	50
Too little	14	1,600	12	200
Don't know	1	100	1	14

Source: MORI

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Base: ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

TRAINING RESOURCES

TRAINING PLANS AND BUDGETS

- 5.4** The proportion of playgroups and pre-schools that have a written training plan has risen from 32% in 2001 to 53% in 2003. Around two in five (43%) have a training budget (similar to 2001).

SPEND ON TRAINING

- 5.5** Amongst settings that did have a training budget and who were aware of last year's spend, the average amount spent on training was £359, a decrease of £100 from £459 in 2001. However, these figures should be treated with some caution, because in both years nearly half of senior managers did not know how much had been spent on training and although interviewees were asked to exclude money obtained via grants in their response, in some cases this information may not have been available. (For this reason, grossed up figures for all settings nationally have not been provided).
- 5.6** For this period the main funding streams for training the workforce were through the Learning and Skills Council and two funding streams allocated to Local Authorities and their Early Years Development and Childcare Partnerships. One of these being the training element (£7m) of the Childcare Grant and the other from the European Social Fund for Unblocking Barriers to Training for Individuals.

Table 5.2: **Training Resources**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Written training plan								
Have training plan	53	6,300	32	4,500	+21	+1,800	54	900
Don't have training plan	46	5,400	65	9,000	-19	-3,600	45	750
Don't know	1	100	3	500	-2	-400	1	#
Training budget								
Have a training budget	43	5,100	41	5,700	+2	-600	46	750
Don't have a training budget	56	6,600	59	8,300	-3	-2,400	51	850
Don't know	2	200	0	0	+2	+200	2	50
Spend on training²								
£0	16	800	0	0	+16	+800	14	100
£1-£100	11	500	15	800	-4	-300	11	50
£101-£200	8	400	14	800	-6	-400	12	100
£201-£300	12	600	11	600	+1	#	15	100
£301-£400	4	200	6	300	-2	-100	0	0
£401-£500	6	300	5	300	+1	0	8	100
£501-£1,000	6	300	10	500	-4	0	5	50
£1,001-£2,000	2	100	2	100	0	0	4	50
£2001 or more	1	#	2	100	-1	#	0	0
Don't know	34	1700	36	2,100	-2	-400	31	200
Average spend		£359		£459		-£100		£319

Source: MORI

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Base¹: All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)Base²: All organisations with a training budget (2003 unweighted 354, weighted and grossed 5,066) (2001 unweighted 343, weighted and grossed 5,721) (Top 20% deprived unweighted 60, unweighted and grossed 767)

Note: Table percentages may not add up to 100% due to rounding

Note: # indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

6 Qualifications of Staff

- Two thirds of paid childcare staff (65%) held some kind of qualification relevant to working with children or young people. Overall, three in five held at least a Level 2 and over two in five at least a Level 3.
- Around three quarters of senior managers were qualified to Level 3 or above – showing an increase of around 10 percentage points from last year.
- Around one in four paid childcare staff were currently working towards a new qualification, the majority were not.
- Less than one in ten senior managers were NVQ assessors.

INTRODUCTION

6.1 This chapter focuses on the qualifications of paid childcare staff in playgroups. Specifically, only qualifications *relevant to working with young people and children* were explored. The section covers:

- The relevant qualifications held by different types of paid staff
- Relevant qualifications paid staff were working towards
- The qualifications that the senior manager was required to hold when they were recruited
- The proportion of senior managers who were NVQ assessors.

DEFINITIONS OF QUALIFICATIONS LEVELS

6.2 Because of the range of qualifications relevant to the childcare and early years workforce, qualifications are also reported grouped together in the levels that they have been accredited with by the Qualifications and Curriculum Authority:

- Level 1 (foundation level) – GCSE grade D-G, Foundation level GNVQ, Level 1 NVQ
- Level 2 (Intermediate level) – GCSE A-C*, Intermediate GNVQ, Level 2 NVQ
- Level 3 (Advanced level) – A level, Vocational A-level (Advanced GNVQ), Level 3 NVQ
- Level 4 – Higher-level qualifications, BTEC Higher Nationals, Level 4 NVQ
- Level 5 – Higher-level qualifications, BTEC Higher Nationals, Level 5 NVQ.

CURRENT QUALIFICATIONS HELD

6.3 Findings from this section are summarised in tables 6.1 to 6.5 below.

QUALIFICATIONS AMONG STAFF AS A WHOLE

- 6.4** Among all paid childcare staff as a whole, it was found that two-thirds (65%) had some kind of qualification relevant to working with children or young people, whilst 34% did not. Most were qualified at Level 3 (40%) or Level 2 (16%). Four percent had Level 4 or 5, and two percent had Level 1.
- 6.5** There were differences by location of settings. Staff in settings based in areas of higher population density and in London and the North East were more likely than average to have qualifications (69%, 69% and 73% respectively), as were those in the top 20% most deprived wards (73%).
- 6.6** Staff in voluntary, community and church groups were less likely to have qualifications (64%), whilst staff in private playgroups and pre-schools were more likely to be qualified (68%).
- 6.7** Staff in deprived wards are more likely to be qualified to Level 2 or above (66%) than average (60%).

QUALIFICATIONS BY TYPE OF STAFF

- 6.8** Levels and types of qualifications differed considerably by type of staff. The national standards for under 8s day care and childminding require that the person in charge who is present, is qualified to Level 3 or above. Where a provider does not meet the qualification requirement of the national standards, he/she may agree an action plan with the Ofsted Childcare inspector, detailing how this requirement will be met.
- 6.9** Three quarters of senior managers were qualified to Level 3 or above (77%) – this is an increase on the proportion qualified to this level since 2001 (up 10 percentage points).
- 6.10** As in 2001 the most common qualification was Diploma in Pre-school practice (23%).
- 6.11** Senior managers in the South West were the most highly qualified, with 86% having at least a Level 3 qualification. Senior managers based in Yorkshire and Humberside and the North East were least likely to be qualified to Level 3 (69% and 66% respectively).

Table 6.1: **Current Qualifications Held Among all Paid Staff (including senior manager)**

	Total 2003		<i>Top 20% most deprived wards¹</i>	
	%	No.	%	No.
Highest qualifications²				
Diploma in Pre-school practice	13	9,100	10	900
NVQ in early years/Childcare and Education/ work with children and young people – Level 3	12	8,500	15	1,300
Nursery Nursing Diploma/National – Level 3	8	5,600	10	850
Early years/childcare – practice, education/ childhood studies – Level 2 (BTEC, NVQ, progression, award, diploma, certificate)	4	2,500	5	450
Caring for children/NVQ in Early Years Care/ Childcare/3240/foundation award – Level 2	4	2,800	7	650
Highest Qualification Level				
Any Level 1	2	1,200	2	200
Any Level 2	16	11,300	19	1,650
Any Level 3	39	27,400	44	3,850
Any Level 4	4	2,700	4	300
Any Level 5	*	200	0	0
Other ³	4	2,500	4	400
No qualification	34	23,700	27	2,350
Don't know/no answer	1	500	*	50
At least Level 2	60	41,700	66	5,850
At least Level 3	44	30,300	47	4,200

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base 2003: All paid staff in playgroups (unweighted 4,977, weighted and grossed 69,623)

Base: ¹ All paid childcare staff in playgroups in the top 20% most deprived wards (unweighted 707, weighted and grossed 8,821)

Note: ² Combined figures for all paid childcare staff in 2001 are not available

Note: ³ 'other' includes no relevant qualifications and those that do not fit within the QCA qualification framework.

Note: Only top 5 mentions are shown

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates responses represent less than 1% of the total

SUPERVISORS AND OTHER PAID STAFF

2003 Qualifications

- 6.12** The majority of supervisors (84%) had a qualification, with two in five (62%) having at least a Level 3 qualification. A Level 3 qualification is the minimum national day care standard for under 8's daycare and childminding for supervisors/person in day to day charge of the setting.
- 6.13** As in 2001 the most common qualification held by supervisory staff was a Diploma in Pre-school Practice (19%).
- 6.14** Again there were differences by region – with supervisors in the East and North West of England being most likely have at least a Level 3 qualification (68% and 70% respectively). Supervisors in the North East were less likely to have reached this level of qualification (43%).
- 6.15** Supervisory staff in private organisations were more likely than average to have reached at least Level 3 (65%), while those in voluntary/community/church organisations were less likely than average to have reached this level (60%).
- 6.16** Approaching two in five of other paid childcare workers had some kind of qualifications (37%), with just 31% having at least a Level 2 qualification. This falls short of the national day care standards for under 8's which state that at least half of other paid childcare workers should hold a Level 2 qualification.
- 6.17** There were differences by region, with a higher proportion of those in the East of England and in rural areas having no qualification (68% and 66% respectively). Other childcare staff in high density areas and in the top 20% most deprived wards were more likely than average to have a qualification of some kind (41% and 46% respectively).

Comparisons with 2001

- 6.18** Due to a firming up of definitions of supervisory and other paid childcare staff in 2003 it is not possible to make direct comparisons with 2001 data for these types of staff separately (as discussed in the introduction). However, it is possible to compare qualifications for supervisory staff and other childcare staff combined.
- 6.19** As can be seen in Table 6.5, on the whole qualification levels have remained fairly static between 2003 and 2001. However, the proportion holding a qualification at least at Level 3 has risen from 35% in 2001 to 37% in 2003.

Table 6.2: **Current Qualifications Held Among Paid Staff**

	Senior Manager		Supervisors		Other Paid Staff	
	%	No.	%	No.	%	No.
Highest qualifications¹						
Diploma in Pre-school practice	23	2,700	19	5,400	3	1,000
NVQ in early years/Childcare and Education/work with children and young people – Level 3	20	2,400	19	5,200	–	–
Nursery Nursing Diploma/National – Level 3	14	1,700	12	3,400	–	–
Degree (PGCE, Bed, Early Childhood Studies)	5	600	–	–	–	–
National Certificate in Early Years/Early Childhood Studies/Early Childhood Studies – Level 3	5	600	–	–	–	–
Caring for Children/NVQ in early years/Care/childcare/3240/Foundation Award	–	–	5	1,400	4	1,300
Early years/childcare – practice/education/childhood studies – Level 2	–	–	4	1,200	4	1,200
Preschool practice (introduction/certificate)	–	–	–	–	5	1,500

Source: MORI

Base 2003: All paid staff in playgroups (unweighted 4,977, weighted and grossed 69,623)

Note: ¹ Only top 5 mentions are shown for each grade. Direct comparisons with 2001 figures are not possible due to the different groupings of qualifications

Table 6.3: **Level of Qualifications Held Among Senior Mangers**

Highest Qualification Level	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Any Level 1	2	200	N/A	N/A	N/A	N/A	4	50
Any Level 2	8	900	16	2,300	-8	-1,400	8	150
Any Level 3	67	7,900	58	8,100	+9	-200	68	1,100
Any Level 4 or 5	10	1,200	9	1,200	+1	0	9	150
Other ²	4	500	10	1,400	-6	-900	6	100
No qualification	9	1,100	7	1,000	+2	+100	6	100
At least Level 2	85	10,000	83	11,600	+2	-1,600	85	1,400
At least Level 3	77	9,100	67	9,300	+10	-200	77	1,250

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base: All senior managers (2003 – unweighted 8,500, weighted and grossed 11,892) (2001 – unweighted 8,668, weighted and grossed 14,000)

Base: ¹ All senior managers in the top 20% most deprived wards (unweighted 1,377, weighted and grossed 1,635)

Note: ² 'other' includes no relevant qualifications and those that do not fit within the GCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

Table 6.4: **Level of Qualifications Held Among Supervisors and Other Paid Childcare Staff**

Highest Qualification Level	Supervisors ¹			Total 2003			Other Paid Childcare Staff		
	%	No.	%	No.	%	No.	%	No.	
Any Level 1	1	400	3	100	2	500	1	750	
Any Level 2	17	4,800	21	800	19	5,600	22	700	
Any Level 3	57	16,100	55	2,050	11	3,400	20	50	
Any Level 4 or 5	5	1,400	4	150	1	300	1	100	
Other ³	3	900	6	200	4	1,100	3	1,850	
No qualification	15	4,300	11	400	62	18,300	54	1,450	
Don't know/no answer	1	200	1	50	1	300	0	700	
At least Level 2	79	22,300	80	3,000	32	9,300	43	1,450	
At least Level 3	62	17,500	59	2,200	13	3,700	21	700	

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base: ¹ All supervisors (2003 – unweighted 1,967, weighted and grossed 28,189) Base 1: All supervisors in the top 20% most deprived wards (unweighted 320 weighted and grossed 3,740)

Base: ² All other paid childcare staff (2003 – unweighted 1,995, weighted and grossed 29,543) Base 1: All other paid childcare staff in the top 20% most deprived wards (unweighted 250 weighted and grossed 3,445)

Note: ³ 'other' includes no relevant qualifications and those that do not fit within the QCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

Table 6.5: **Levels of Qualifications Held Among Supervisors and Other Paid Childcare Staff Combined**

Highest Qualification Level	Total 2003		Total 2001 ¹		Change 2003/2001		Top 20% most deprived wards ²	
	%	No.	%	No.	%	No.	%	No.
Any Level 1	2	900	N/A	N/A	N/A	N/A	1	100
Any Level 2	18	10,400	21	13,600	-3	-3,200	22	1,550
Any Level 3	34	19,150	33	21,600	+1	-2,450	40	2,750
Any Level 4 or 5	3	1,700	2	1,500	+1	+200	3	200
Other ²	3	2,000	6	3,600	-3	-1,600	4	300
No qualification	39	22,600	38	25,200	+2	-2,100	31	2,250
Don't know/ no answer	1	500					1	50
At least Level 2	55	31,600	56	36,700	-1	-5,100	62	4,450
At least Level 3	37	21,200	35	23,100	+2	-1,900	40	2,900

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base: All supervisors and other paid childcare staff (2003 – unweighted 3,962 weighted and grossed 57,732) (2001 – unweighted 3,940, weighted and grossed 65,755)

Base: ¹Some figures have changed due to anomalies corrected since the 2001 Workforce publication.

Base: ²All supervisors and other paid childcare staff in the top 20% most deprived wards (unweighted 570, weighted and grossed 7,185)

Note: ² 'other' includes no relevant qualifications and those that do not fit within the QCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

QUALIFICATIONS BEING WORKED TOWARDS

6.20 Findings from this section are summarised in tables 6.6 to 6.10 below.

QUALIFICATIONS AMONG STAFF AS A WHOLE

- 6.21** Among paid childcare staff as a whole, one in three staff were currently working towards a new qualification (29%), but most were not (71%).
- 6.22** Paid staff working at settings based in Yorkshire and Humberside, North East and West Midlands were more likely than average to be working towards a new qualification (37%, 33% and 34% respectively), as were those in the top 20% most deprived wards (34%).
- 6.23** A lower proportion than average of staff in the South West were working towards any qualifications (23%). Similarly, staff in private settings were less likely than average to be working towards any qualifications (26%).
- 6.24** Staff were most commonly working towards qualifications at Level 3 (17%). Eight percent were working towards a Level 2 qualification, two percent towards a Level 4 qualification, and just one percent towards a Level 1 qualification.
- 6.25** The most common qualifications staff were working towards were: an NVQ in early years/childcare and education/work with children and young people (9%).

Table 6.6: **Current Qualifications Working Towards Among All Paid Staff (including senior manager)**

	Total 2003		Top 20% most deprived wards ¹	
	%	No.	%	No.
Highest qualifications²				
NVQ in early years/Childcare and Education/ work with children and young people – Level 3	9	6,000	10	900
Diploma in pre-school practice	4	2,600	4	350
Caring for children/NVQ in Early Years Care/ Childcare/3240/foundation award – Level 2	3	2,000	3	300
Early years/childcare – practice/education childhood studies – Level 2 (BTEC, NVQ, progression, award, diploma, certificate)	2	1,400	3	250
Nursery Nursing Diploma/National – Level 3	1	500	*	#
National Certificate in Early Years/Early Childhood Studies – Level 3 (BTEC, National Diploma, Higher National Certificate, Intermediate award)	1	900	1	100
Advanced award in working with children	1	1,000	2	200
Pre-school practice (introduction/certificate)	1	500	1	150
Certificate(pre-school/pre-school practice/ babies – Level 2)	1	600	1	100
Certificate in working with under 2's	1	400	*	#
Degree (PGCE/Bed/Childhood Studies)	1	700	1	100
Highest Qualification Level				
Any Level 1	1	400	1	100
Any Level 2	8	5,500	9	800
Any Level 3	17	11,700	19	1,700
Any Level 4	2	1,500	3	250
Any Level 5	*	100	*	#
Other ³	1	700	2	150
Not currently studying	71	49,200	66	5,800
Don't know/no answer	1	400	*	#
At least Level 2	27	18,900	31	2,800
At least Level 3	19	13,400	22	2,000

Source: MORI

Base 2003: All paid staff in playgroups (unweighted 4,812, weighted and grossed 69,623)

Base: ¹ All paid childcare staff in playgroups in the top 20% most deprived wards (unweighted 707, weighted and grossed 8,821)

Note: ² Only mentions of 1% or over are shown. Combined figures for all paid staff as a whole are not available for 2001

Note: ³ 'other' includes no relevant qualifications and those that do not fit within the QCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates responses represent less than 1% of the total

Note: # indicates fewer than 100 staff (fewer than 50 staff for the top 20% most deprived wards.)

QUALIFICATIONS BY TYPE OF STAFF

Senior Managers

- 6.26** One in five senior managers (23%) were working towards a qualification – a similar proportion to that in 2001 (22%).
- 6.27** A wide range of different qualifications were being worked towards with the most commonly being NVQ in Early Years/Childcare and Education/work with young people – Level 3, mentioned by seven per cent
- 6.28** A lower than average proportion of senior managers in the South West were working towards any qualification (14%), reflecting the fact that they tended to be more highly qualified than average in the first place.

SUPERVISORS AND OTHER PAID CHILDCARE STAFF

2003 Qualifications

- 6.29** Around a quarter (23%) of supervisors were working towards a new qualification, most commonly an NVQ in Early Years Care and Education, Level 3 (9%).
- 6.30** There were differences by region, with supervisors working in the North East, West Midlands and the top 20% deprived areas being more likely than average to be working towards a new qualification (30%, 33% and 30% respectively).
- 6.31** Approaching two in five other paid childcare staff (36%) were working towards a qualification. Again the most common qualification this group were working towards was: an NVQ in Early Years Care and Education, Level 3 (9%).

Comparisons with 2001

- 6.32** The proportion of supervisors and other childcare staff currently working towards a qualification has increased through Levels 1 – 5. The greatest rise can be seen at Level 3 (up from 14% in 2001 to 18% in 2003).

Table 6.7: **Current Qualifications Working Towards Among Paid Staff**

	Senior Manager		Supervisors		Other Paid Staff	
	%	No.	%	No.	%	No.
Highest qualifications¹						
Diploma in Preschool practice	2	300			4	1,200
NVQ in Early Years/Childcare and Education/work with children and young people – Level 3	7	800	9	2,500	9	2,700
Degree (PGCE, Bed, Early Childhood Studies)	2	200	1	200		
Advanced diploma in Childcare Education	1	100				
National Certificate in Early Years	1	200	1	200	2	600
Advance award in working with children	1	100	2	600		
Advanced certificate in Childcare and Education	1	100				
NVQ Assessor – Level 2	1	100				
Caring for children/NVQ in early years/Care/Childcare/3240/Foundation award – Level 2			1	400	5	1,600
Early years/childcare – practice/education/childhood studies – Level 2			1	200		
Nursery Nursing Diploma/National – Level 3			1	200		
Certificate in working with under 2's			1	300		
Preschool Practice (introductory certificate)					2	500

Source: MORI

Base 2003: All paid staff in playgroups (unweighted 4,977, weighted and grossed 69,623)

Note: ¹ Only mentions over 1% are shown. Direct comparisons with 2001 figures are not possible due to the different groupings of qualifications

Table 6.8: **Levels of Qualifications Currently Working Towards Among Senior Managers**

Highest Qualification Level	Total 2003			Total 2001			Change 2003/2001			Top 20% most deprived wards ¹		
	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Any Level 1	1	100	N/A	N/A	N/A	N/A	N/A	1	1	#		
Any Level 2	2	200	1	200	0	1	1	1	1	#		
Any Level 3	14	1,600	12	1,700	+2	-100	14	14	14	250		
Any Level 4/5	5	600	4	500	+1	+100	10	10	10	150		
Other ²	2	200	4	600	-2	-400	2	2	2	#		
Not currently studying	77	9,100	78	11,000	-1	-1,900	73	73	73	1,200		
At least Level 2	20	2,400	19	2,300	+1	+200	25	25	25	400		
At least Level 3	19	2,200	18	2,200	+1	+100	24	24	24	400		

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base: All senior managers (2003 – unweighted 850, weighted and grossed 11,892) (2001 – unweighted 868, weighted and grossed 14,000)

Base: ¹ All senior managers in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: ² 'other' includes no relevant qualifications and those that do not fit within the GCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

Note: # indicates fewer than 100 staff (fewer than 50 staff for the top 20% most deprived wards.)

Table 6. 10: **Qualifications Currently Working Towards Among Supervisors and Other Paid Childcare Staff Combined**

Highest Qualification Level	Total 2003		Total 2001 ¹		Change 2003/2001		Top 20% most deprived wards ²	
	%	No.	%	No.	+%	+No.	%	No.
Any Level 1	1	300	N/A	N/A	N/A	N/A	1	50
Any Level 2	9	5,200	8	4,900	+1	+300	11	800
Any Level 3	18	10,200	14	9,200	+4	+1,000	21	1,500
Any Level 4 or 5	2	1,100	1	600	+1	+500	1	100
Other ²	1	400	3	2,200	-2	-1,800	2	150
Not currently studying	69	40,100	74	48,800	-4	-8,300	64	4,600
Don't know/no answer	1	400					*	#
At least Level 2	29	16,500	22	14,700	+7	+1,800	33	2,400
At least Level 3	20	11,300	15	9,800	+4	+1,300	22	1,600

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Base: All supervisors and other paid childcare staff (2003 – unweighted 3,962 weighted and grossed 57,732) (2001 – unweighted 3,940, weighted and grossed 65,755)

Base: ¹Some figures have changed due to anomalies corrected since the 2001 Workforce publication

Base: ² All supervisors and other paid childcare staff in the top 20% most deprived wards (unweighted 570, weighted and grossed 7,185)

Note: ² 'other' includes no relevant qualifications and those that do not fit within the QCA qualification framework.

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates a response less than 1%

Note: # indicates fewer than 100 staff (fewer than 50 staff for the top 20% most deprived wards.)

QUALIFICATIONS REQUIRED WHEN RECRUITING CO-ORDINATORS

6.33 Two-thirds of senior managers had been required to have certain qualifications relevant to working with young people when they were recruited (64%), this is similar to the proportion in 2001 (66%).

NVQ ASSESSORS

6.34 Under one in ten senior managers were NVQ assessors (7%).

6.35 As table 6.11 shows, senior managers who are working in the top 20% most deprived wards were more likely than average to be an NVQ assessor, as were those in areas of high density (10%).

Table 6.11: **Proportion of Senior Managers who are/are not NVQ Assessors**

	Total 2003		Top 20% most deprived wards ¹	
	%	No.	%	No.
Base: All respondents				
Yes – an NVQ assessor	7	800	13	200
No – not an NVQ assessor	93	11,100	87	1,450
Don't know	*	#	0	0

Source: MORI

Base: All playgroups (2003 – unweighted 850, weighted and grossed 11,892)

Base: ¹ All playgroups in the top 20% most deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

Note: * indicates a response less than 1%

Note: # indicates fewer than 100 staff (fewer than 50 staff for the top 20% most deprived wards.)

7 Recruitment and Retention

- In total, around 14,000 paid childcare staff were recruited in the last 12 months. This gave an overall recruitment rate²¹ of 22%, a decrease from the recruitment rate in 2001 (27%).
- Word of mouth (72%) and adverts in the local press (62%) were the most common methods of recruiting new staff.
- A quarter of playgroups had experienced a great deal or a fair amount of difficulty in recruiting staff in the last 12 months.
- The average length of service amongst all paid staff at their current setting was five years and five months, rising to nine years and two months for senior managers.
- Similarly to 2001, around half of settings (49%) had lost at least one paid member of staff in the previous 12 months, with a total of 9,000 staff leaving across all settings.
- Of those who left the organisation in the last 12 months, it was believed that two in five (40%) obtained other posts in the childcare or early years sector; one in seven (23%) went to jobs outside the sector and one in five (22%) didn't take up any other employment.
- The turnover rate²² for paid staff across the whole sector was 14% of which about 6% went to other early years or childcare settings and 8% left the sector altogether. The overall turnover rate in 2003 remained level with 2001.
- Employment growth²³ dropped to 8%, down from 12% in 2001.

²¹ This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited. It should be noted that this recruitment rate therefore includes the 'churn within the sector' as well as staff being recruited to the sector

²² This is calculated by dividing the total number leaving by the total number currently employed less the difference between those recruited and those leaving their current employment. It should be noted that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

²³ This is calculated by dividing the net change in staff by the total currently employed less the difference between those recruited and those leaving their sector. It should be noted therefore that this growth rate includes the 'churn within the sector' as well as staff joining or leaving the sector.

INTRODUCTION

7.1 This final chapter of the report sets out the staffing issues for playgroups. This is split into two main sections:

- Recruitment: total staff recruited and by type, recruitment methods and difficulties.
- Retention issues: length of service, staff retention and turnover.

RECRUITMENT

7.2 Information relating to this section is summarised in Tables 7.1 to 7.3.

LEVELS OF RECRUITMENT

OVERVIEW ACROSS ALL STAFF

7.3 In total, 14,000 paid childcare staff were recruited last year, giving an overall recruitment rate of 22%. This shows a drop in the recruitment rate from 2001 of 27% (where 19,000 paid staff were recruited).²⁴

SENIOR MANAGERS

7.4 Seven percent of senior managers had been recruited in the previous 12 months, circa 800 individuals. This was similar to the proportions in 2001 (1,000).

SUPERVISORS AND OTHER PAID CHILDCARE STAFF

7.5 In the last year, one in three (31%) of playgroups and pre-schools recruited at least one supervisor. An average of 0.44 new supervisors per setting were recruited, a total of 5,300.

7.6 A higher than average proportion of settings operating in the South West had recruited any supervisors in the last 12 months (43%).

7.7 Two in five (40%) playgroups and pre-schools had recruited at least one other paid childcare staff in the last year, with an average of approaching one other childcare staff recruited per setting (0.67). A total of 7,900 other paid childcare staff were newly recruited.

7.8 There were differences by region, with a lower proportion of settings based in the North East of England recruiting any other paid support staff (27%) and a higher than average proportion recruited in the East of England (50%).

7.9 The total number of supervisors and other paid childcare staff recruited was 13,200, a decrease of 3,000 from 2001. Reflecting this the average number recruited had dropped from 1.56 in 2001 to 1.11.²⁵

²⁴ This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited. It should be noted that this recruitment rate therefore includes the 'churn within the sector' as well as staff being recruited to the sector.

²⁵ Comparisons between 2001 and 2003 figures for supervisors and other paid childcare staff is not possible due to the change in definitions therefore these are shown combined.

Table 7.1: **Proportion of Playgroups Recruiting New Staff**

	Total 2003	No.	%	Total 2001	No.	±%	Change 2003/2001	±No.	%	No.
										Top 20% most deprived wards ¹
All paid staff (including senior manager)										
Total number recruited	14,000			19,000			-5,000			2,000
Recruitment rate ²	22			27			-5			26
Senior Manager										
Joining in the last 12 months	7	800	7	1,000	0		-200		2	#
Supervisors³										
Any	31	3,700	-	-	-		-		31	500
None	69	8,200	-	-	-		-		69	1,150
Average number recruited	0.44			-			-			0.49
Estimated number recruited	5,300			-			-			800
Other paid childcare staff										
Any	40	4,700	-	-	-		-		31	500
None	60	7,200	-	-	-		-		69	1,150
Average number recruited	0.67			-			-			0.72
Estimated number recruited	7,900			-			-			1,200
Supervisors and other childcare staff combined										
Average number recruited	1.11			1.56			-0.45			1.22
Estimated number recruited	13,200			18,100			-4,900			2,000

Source: MORI
 Base 2003: All paid staff in playgroups (2003 – unweighted 4,971, weighted and grossed 69,625) (2001 – unweighted 868, weighted and grossed 79,800)
 Base: ¹ All paid staff in playgroups in the top 20% most deprived wards (unweighted 707, weighted and grossed 8,821)
 Note: ² This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited.
 Note: ³ Comparisons between 2001 and 2003 figures for supervisors and other paid childcare staff is not possible due to the change in definitions.
 Note: Table percentages may not add up to 100% due to rounding

RECRUITMENT METHODS

- 7.10** As in 2001 word of mouth was the most common method of recruitment (mentioned by 72%).
- 7.11** Adverts in the local press, adverts at the school or site and parents of children catered for were also frequently mentioned (62%, 57% and 58% respectively).
- 7.12** There were regional differences with South East and South West being more likely than average to have used adverts in the local press (74% and 72% respectively). Settings in low density areas were also more likely than average to have used this medium (69%) as were organisations with over 50 enrolments (72%).
- 7.13** Settings in Yorkshire and Humberside and the South West were more likely than average to have used the Job Centre/New Deal Scheme (42% and 41% compared to the average of 31%), as were those based in the top 20% deprived wards (40%).
- 7.14** Voluntary/community organisations were more likely than average to have used a variety of methods: word of mouth (74%), adverts in the local press (65%), adverts at school/on site (63%), parents of children catered for (61%) and Job Centre/New Deal Scheme (35%).

Table 7.2: **Recruitment Methods**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No.	%	No.
Recruitment methods²								
Word of mouth	72	8,500	82	11,500	-10	-3,000	67	1,100
Adverts in local press	62	7,400	65	9,200	+3	-1,800	54	900
Parents of children catered for	58	6,900	73	10,200	-15	-3,400	53	850
Adverts at school/on site	57	6,800	-	-	+57	+6,800	61	1,000
Ad hoc CVs/applications sent to you	37	4,400	-	-	+37	+4,400	34	550
Job Centre/New Deal Scheme	31	3,700	40	5,600	-9	-1,900	40	650
LEA/Local Authority/Council jobs bulletin	29	3,400	-	-	+20	+3,400	31	500
Colleges	25	2,900	37	5,200	-12	-1,300	23	400
Open days/out of school club open days	13	1,600	-	-	+13	+1,600	12	200
Recruitment fairs	5	500	7	900	-2	-400	7	100
Internet	2	300	2	200	0	+100	1	#
National press	1	100	*	#	+1	+100	1	#
Shop windows	-	-	8	1,200	-8	-1,200	-	-
Other	7	800	-	-	+7	+800	9	150
None of these	6	700	-	-	+6	+700	7	100
Don't know	1	100	*	#	+1	#	0	0

Source: MORI

Base 2003: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) [2001 – unweighted N/A, weighted and grossed 14,000]

Base: ¹ All playgroups in top 20% deprived wards (unweighted 137, weighted and grossed 1,635)

Note: ² The question allowed multiple responses, therefore totals may add up to over 100%. In addition 'LEA/local Authority/Council jobs bulletting', 'ad hoc CV's sent to you' and adverts at school/onsite' were not read out in 2001.

Note: Table percentages may not add up to 100% due to rounding

RECRUITMENT DIFFICULTIES

- 7.15** A quarter (24%) of playgroups and pre-schools had experienced a great deal or fair amount of difficulty in recruiting staff over the previous 12 months.
- 7.16** Settings had experienced recruitment difficulties when recruiting both supervisors (68%) and other paid childcare staff (51%).²⁶
- 7.17** The most common difficulties encountered were no qualified applicants (37%). The other most common problems were:
- Too few applicants (31%)
 - Provider couldn't afford wages required by applicants (31%)
 - Too few applicants with the right experience (21%)
 - Candidates wanting to work different hours to those offered (20%)

²⁶ Comparisons with 2001 data are unavailable due to the change in definitions of supervisors and other paid childcare staff.

Table 7.3: **Recruitment Difficulties**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No.	%	No.
Extent of difficulties in last 12 months								
A great deal	11	1,300	-	-	-	-	11	200
A fair amount	13	1,500	-	-	-	-	14	200
Not very much	6	800	-	-	-	-	10	150
Not at all	37	4,300	-	-	-	-	32	550
Not applicable/have not tried to recruit	33	3,900	-	-	-	-	33	550
Don't know	*	#	-	-	-	0	0	-
Playgroups and pre-schools with recruitment difficulties²								
Yes	30	3,600	26	3,700	+4	-100	35	550
No	70	8,200	74	10,300	-4	-2,100	65	1,100
Types of staff had difficulty recruiting³								
Supervisors	68	1,900	-	-	-	-	74	300
Other paid childcare staff	51	1,400	-	-	-	-	45	200
Other	3	100	-	-	-	-	-	-
Difficulties encountered³								
No qualified applicants	37	1,100	37	1,300	0	-100	52	200
Too few applicants	31	800	51	1,900	-20	-800	23	100
Provider couldn't afford wages required by applicant	31	800	23	800	+8	+200	10	50
Too few applicants with the right experience	21	600	28	1,000	-7	-300	39	150
Candidates wanting to work different hours from those offered	20	600	-	-	+20	+700	13	50
Competition from other types of work	4	100	-	-	+3	+100	0	0
Competition from other childcare/early years settings	3	100	-	-	-	-	4	#
Few hours/part time	-	-	7	300	-7	-300	-	-
Poor pay/low salary	-	-	6	200	-6	-200	-	-
Other	17	500	-	-	+17	+600	9	50

Source: MORI

Base 2003: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) [2001 – unweighted 868, weighted and grossed 14,000]

Base: ¹ All playgroups in top 20% deprived wards (unweighted 137, weighted and grossed 1,635)

Note: ² 2001 respondents were asked whether or not they had had any difficulties in recruitment rather than the extent of any problems

Note: ³ Base 2003 all that had any difficulties (unweighted 196, weighted and grossed 2,821), for top 20% deprived (unweighted 33, weighted and grossed 405). Comparisons with 2001 data on problems recruiting supervisors and other paid childcare staff are unavailable due to the change in definitions of supervisors and other paid childcare staff

Note: * indicates responses represent less than 1% of the total

Note: # indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

Note: Table percentages may not add up to 100% due to rounding

RETENTION ISSUES

Information relating to this section is summarised in Tables 7.4 to 7.5.

LENGTH OF SERVICE

- 7.18** The average length of service amongst all paid staff at their current setting was five years and five months.
- 7.19** The average length of employment amongst senior managers was nine years and two months, indicating an increase in length of service of 11 months from 2001. Senior managers working at private settings (owned by the manager or part of a chain) had a higher than average length of service (10 years and 6 months), as were those based in the West Midlands (10 years and 1 month), North West (10 years and 8 months), and those in high density areas (12 years).
- 7.20** Among all paid childcare staff (excluding senior manager), the average length of service at their current setting was four years and seven months. Two thirds (65%) had worked there up to four years and a third (34%) had worked there for five years or more.

Table 7.4: Length of Employment

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No.	%	No.
Length of service – all paid staff								
Less than 1 year	14	9,400	-	-	-	-	15	1,350
1-2 years	27	18,800	-	-	-	-	29	2,550
3-4 years	19	13,300	-	-	-	-	20	1,800
5 years or more	41	27,600	-	-	-	-	35	3,100
Don't know	1	600	-	-	-	-	-	-
Average length of service				NA		NA		5 years and 3 months
Length of service – senior manager								
Less than 1 year	7	800	7	1,000	0	-200	2	50
1-2 years	11	1,300	11	1,600	0	-300	15	250
3-4 years	16	1,900	19	2,600	-3	-700	20	350
5-10 years	31	3,700	33	4,600	-2	-900	29	500
11-20 years	26	3,100	24	3,400	+2	-300	25	400
21 or more	8	1,000	7	900	+1	+100	9	150
Don't know	*	#	0	0	*	#	0	0
Average length of service						+11 months		9 years and 3 months
Length of service – all paid staff (excluding senior manager)								
Less than 1 year	15	8,600	22	14,700	-7	-6,100	18	1,300
1-2 years	30	17,400	19	12,600	+11	-4,800	32	2,300
3-4 years	20	11,400	25	16,400	-5	-5,000	20	1,500
5 years or more	34	19,800	34	22,400	0	-2,600	28	2,100
Don't know	1	500	-	-	+1	+500	-	-
Average length of service								4 years and 3 months

Source: MORI

Base 2003: All playgroups (2003 – unweighted 850, weighted and grossed 11,892) [2001 – unweighted 868, weighted and grossed 14,000]

Base: ¹ All playgroups in top 20% deprived wards (unweighted 137, weighted and grossed 1,635)

Note: Table percentages may not add up to 100% due to rounding

ANNUAL LOSSES

- 7.21** Similarly to last year, around half of the settings (49%) had had at least one paid member of staff leave in the previous 12 months. An average of 0.75 paid staff had left per organisation, equating to 9,000 paid staff across all settings, a decrease from the number in 2001 (10,600).
- 7.22** Settings in the North East were less likely to have had a member of staff leave in the previous 12 months (31%), whilst those in the East were more likely than average to have lost a member of staff (60%).

DESTINATION OF STAFF WHO LEFT

- 7.23** Of those staff who left the organisation in the last 12 months it was believed that:
- Two in five (40%) went to other jobs in childcare or childcare sectors (around 3,500 individuals). This was similar to 2001.
 - A quarter (23%) went to jobs outside the child sector (around 2,100 individuals). This indicates a marked increase in the proportion leaving the childcare/early years sector since 2001, where just 14% had left for this reason (1,500 individuals)
 - One in five (22%) did not take up other employment (around 2,000 individuals). This was similar to 2001.

STAFF TURNOVER

- 7.24** Looking at the total number of employees being recruited and the number leaving the sector enables us to express the turnover rate²⁷ for the sector and the rate of employment growth²⁸.
- 7.25** The turnover rate for paid staff across the whole sector was 14% of which about 6% went to other early years or childcare settings and 8% left the sector altogether. The overall turnover rate in 2003 remained level with 2001.
- 7.26** Overall, employment growth was 8%, showing a decrease from 2001 (12%).

²⁷ This is calculated by dividing the total number leaving their employment by the total currently employed, less the difference between those recruited and those leaving their current employment. It should be noted therefore that this turnover rate includes the 'churn within the sector' as well as staff leaving the sector.

²⁸ This is calculated by dividing the net change in staff by the total currently employed less the difference between those recruited and those leaving their current employment. It should be noted therefore that this growth rate includes the 'churn within the sector' as well as staff joining or leaving the sector.

Table 7.5: **Numbers and Destination of Staff Losses**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No.	%	No.
Numbers of staff leaving in previous 12 months								
Any	49	5,800	46	6,400	+3	-600	42	12,950
None	51	6,100	54	7,600	-3	-1,600	58	950
1-2	43	5,200	39	5,500	+4	-300	36	600
3-4	4	500	6	800	-2	-300	5	100
5+	1	200	1	100	0	+100	2	50
Don't know	*	#	-	-	*	#	0	0
Average number of staff leaving per setting		0.75		0.76		-0.01		0.69
Total number of staff leaving		9,000		10,600		1,600		1,150
Destination of staff that have left in the last 12 months²								
Childcare or early years education sector	40	3,500	36	3,800	+4	-300	45	500
Outside childcare or early education sector	23	2,100	14	1,500	+9	+600	21	250
Didn't obtain another job	22	2,000	23	2,500	-1	-500	14	150
Don't know	15	1,300	-	-	+15	+1,300	20	250
Turnover								
Turnover rates		14		15		-1		15
Employment growth		8		12		-4		11

Source: MORI

Base 2003: All playgroups (2003 – unweighted 850, weighed and grossed 11,892) [2001 – unweighted 868, weighed and grossed 14,000]

Base: ¹ All playgroups in top 20% deprived wards (unweighted 137, weighed and grossed 1,635)

Base: ² All staff leaving their employment in the last 12 months (2003 unweighted 608, weighed and grossed 8,962) [2001 unweighted NA, weighed and grossed 10,640] (top 20% deprived unweighted 94, weighed and grossed 1,133) For 2001 no don't know code was included, therefore percentages do not add to 100%

Note: * indicates responses represent less than 1% of the total

Note: Table percentages may not add up to 100% due to rounding

Note: # indicates fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards.)

Appendix A: Technical Details

SAMPLE SOURCES

EARLY YEARS

The sample frame for the surveys of early years providers – nursery schools, primary schools with nursery and reception classes, and primary schools with reception classes – comprised of all relevant providers on the DfES Edubase of all education establishments in the UK. The database provided was current at 13 November 2002. Establishments that had taken part in other research for DfES recently were excluded from the sample frame.

Audiences were defined as follows:

- Nursery schools: all nursery schools;
- Primary schools with nursery and reception classes: primary schools coded as having nursery classes, and primary schools that were not flagged as having nursery classes on the database but where the lowest age of pupils was 3 years¹;
- Primary schools with reception classes: primary schools coded as having no nursery classes, and where the lowest age of pupil was 4 or 5.

CHILDCARE

The main sample frame for childcare audiences – childminders, full daycare providers, playgroups, out of school clubs and holiday clubs – comprised of all relevant providers on the Childcarelink database held by Opportunity Links. The database was current at 7 December 2002.

However, Childcarelink was not felt to contain details of all providers in all parts of the country. Therefore some individual Childcare Information Services (CISs) were contacted to obtain further leads. Additional contact details were obtained and included in the sample frame from: Essex, Dudley, Medway and Leeds.

Before drawing the sample, all childcare providers who had not given consent for their contact details to be made available for research were excluded from the sample frame.

It should be noted that the day nursery² (full daycare) audience was actually defined as including several types of providers on the Childcarelink database: full-day nurseries; combined nursery centres; extended day playgroups; early excellent centres and private nursery schools. This was to bring the audience definition in line with the National Daycare Standards category “full daycare” which will define the audience for future surveys.

¹ Calls were made to several schools where this applied, and all were found to have nursery classes

² Only 3 ‘others’ were captured in the new categories, less than 1% of the overall total number of interviews in full daycare

In the 2001 survey, this audience was only comprised of two categories: day nurseries and private nursery schools. However, findings from 2002/03 have been analysed focusing on just the two categories surveyed last year – day nurseries and private nursery schools – to allow comparison with findings from the 2001 survey.

For both childcare and early years audiences, the profile of the universe and populations (after certain records had been excluded) were checked, in terms of level of rurality, and levels of deprivation according to the Index of Multiple Deprivation (IMD), in order to maintain the representativeness of the population. They were found to be similar.

SAMPLING

Target sample sizes were 850 for all audiences except nursery schools. For nursery schools, a target of 200 interviews was set, reflecting that only 245 sample leads were available (all available leads were issued for fieldwork for this audience).

Sampling for early years audiences was conducted by MORI, whilst sampling for childcare audiences was carried out by Opportunity Links, with input from MORI.

For all audiences (except nursery schools), the sample was stratified by region in such a way as to equalise reliability of findings in each area. Samples for early years audiences were then ordered, within each region, by local authority area, and then by level of deprivation, level of rurality and number of children, before leads were selected at random.

Samples for childcare audiences were ordered, within each region, by childcare information service area, and then level of deprivation and level of rurality, before leads were selected at random.

For early years audiences, sufficient leads were drawn to allow for a response rate of 70% assuming that 100% of leads were eligible. For day nursery and playgroup audiences, sufficient leads were drawn to allow for an eligibility rate of 90% and a response rate of 80%. For childminders, and out of school clubs sufficient leads were drawn to allow for an eligibility rate of 80% and a response rate of 80%. For holiday schemes, sufficient leads were drawn to allow for an eligibility rate of 80% and a response rate of 60%.

In addition, some reserve sample was drawn in advance for contingency.

Some broad quotas were also set to monitor the profile of the achieved sample by level of deprivation, and level of rurality.

QUESTIONNAIRE DESIGN AND PILOTING

One core questionnaire was used for all audiences, except childminders who had a different questionnaire. In addition, the questionnaire was versioned somewhat between early years and childcare audiences.

In the main, the survey replicated the questionnaire from the 2001 survey to allow comparability of findings. However, it was up-dated, developed and fine-tuned by MORI in close consultation with colleagues at DfES.

A pilot was conducted in November 2002 to test the questionnaire wording and interview length, and the final questionnaires incorporated some minor changes to address issues emerging from the pilot.

FIELDWORK AND SURVEY ADMINISTRATION

Prior to fieldwork, all organisations in the samples were mailed an advance letter explaining about the survey and encouraging participation. In addition, for all audiences except childminders, a form was enclosed prompting respondents to collect information about staff qualifications and pay prior to the interview.

The survey interviews were conducted by telephone using CATI (computer assisted telephone interviewing) by MORI Telephone Surveys. Fieldwork for early years audiences was conducted during the period 9 December 2002 and 11 March 2003. Fieldwork for day nurseries, playgroups and out of school clubs was conducted during the period 14 February – 2 April 2003. Fieldwork among childminders was conducted from 7 February to 11 March and holiday schemes during the Easter holidays and the two weeks following, 14 April – 12 May 2003.

In order to maximise response rates, all organisations were called at least 12 times or until a definite outcome was achieved. In addition, respondents who refused to be interviewed, were contacted a second time by a MORI Telephone Surveys Supervisor.

ACHIEVED SAMPLES AND RESPONSE RATES

Details of the number of interviews achieved, response rates, and outcomes for all sample leads are provided in the table below.

Response rates and sample outcomes by audience

	N	Primary with nursery and reception classes	Primary with reception but no nursery	Playgroups	Child-minders	Full daycare	Out of school clubs	Holiday clubs	N
Telephone numbers issued	245	1,325	1,229	1,383	1,440	1,238	1,396	1,711	
Successful interviews	200	850	850	850	850	850	850	850	
Unadjusted response rate	82%	64%	69%	61%	59%	69%	61%	50%	
Unsuccessful:									
Bad numbers	4	9	2	70	52	50	191	191	
Ineligible	5	29	18	70	149	76	259	375	
Not available in fieldwork	1	30	6	4	2	6	11	23	
Adjusted response rate	85%	68%	71%	69%	69%	74%	75%	65%	
Refused/ stopped part way	6	191	214	132	131	198	126	116	
No interview achieved after 12 calls/region, deprivation or rurality quota reached/ not needed	29	216	139	257	255	108	150	347	

Source: MORI

DATA ANALYSIS AND WEIGHTING

Data analysis and weighting were carried out by MORI Telephone Surveys.

Questions where there were 10% or more “other” responses were also back-coded by MTS.

Data among all audiences was weighted by region to adjust for the regionally stratified sample design and to ensure that findings were representative of providers across England as a whole. In addition, figures were grossed up to the current estimated national totals of providers across the country.

- For early year’s audiences, data are weighted and grossed using population and profile data from the DfES Edubase of all early years providers, current at 7 December 2002. However, adjustments were also made to the target population and profiles on a regional basis in light of findings from the survey on level of ineligibility within the sample. The proportion of leads found to be ineligible were: 4.0% among nursery schools; 5.1% among primary schools with nursery classes; 2.1% among primary schools with nursery and reception classes.
- For childcare audiences: day nurseries, playgroups and childminders data are weighted and grossed using population and profile data from Ofsted records as at January – March 2003. Some caution should be exercised when comparing 2003 to 2001 findings as different sources of data were used to inform the weighting and grossing of data each year.
- For out of school clubs and holiday schemes, data are weighted according to population and profile data from the ChildcareLink database³ as at 7 December 2002. For out of school clubs and holiday schemes, as with early years audiences, adjustments were made to the target population and profiles on a regional basis in light of findings from the survey on level of ineligibility within the sample (as data weighted back to ChildcareLink database rather than Ofsted). The proportion of leads found to be ineligible were: 18.6% among out of school clubs and 21.9% among holiday schemes.
- It should be noted that 2002/03 data for out of school clubs are representative of those held on the Opportunity Links database but that care should be taken when comparing with findings in 2001⁴ as different sources of data were used to inform the weighting and grossing of data. The Opportunity Links database in 2002/03 is likely to be a less accurate source. Like the other childcare audiences, out of school clubs were weighted by region and also by whether single (out of school only) or dual provider to ensure aggregate data is representative and reflects the true profile of out of school clubs according to the ChildcareLink database as at 7 December 2002. Those out of school clubs with no paid staff were also excluded from interview.
- For holiday schemes there is no comparison to be made with 2001, as the data was neither weighted nor grossed in that year. It should be noted that 2002/03 data for holiday schemes are representative of those held on the Opportunity Links database but that this is likely to be a less accurate source than Ofsted. Like the other childcare audiences, holiday schemes were weighted by region and also by whether single

³ This was because Ofsted records for out of school and holiday provision is combined and does not distinguish at a regional level between the two

⁴ Out of school clubs weighted and grossed to Children’s Day Care Facilities Survey March 2001

(holiday club only) or dual provider and by whether multi-provider to ensure aggregate data is representative and reflects the true profile of out of school clubs according to the ChildcareLink database as at 7 December 2002. Those holiday clubs with no paid staff or multi-provider duplicates were also excluded from interview.

The weighting process had an impact on the effective sample sizes of the eight audiences. The actual and effective sample sizes are provided in the table below.

Actual and Effective Sample Sizes

	Actual sample	Effective sample
	N	N
Nursery schools	200	199
Primary schools with nursery and reception classes	850	733
Primary schools with reception classes	850	726
Playgroups	850	745
Full daycare	850	777
Childminders	850	762
Out of school clubs	850	769
Holiday schemes	850	667

Source: MORI

Appendix B: Summary of Key Data by Region and by Type of Area

Total	East Midlands		East of England		London		Yorks & Humberside		North East		North West		South East		South West		West Midlands	
Number of Places																		
Number of providers	11,892	1,100	1,800	1,200	950	350	1,350	2,400	1,700	1,100	1,350	2,400	1,700	1,100	1,350	2,400	1,700	1,100
Number of places (0-7)	325,300	28,200	47,050	33,350	23,700	8,700	32,850	68,900	53,850	28,750	32,850	68,900	53,850	28,750	32,850	68,900	53,850	28,750
Number of enrolments (0-7)	467,500	40,750	86,150	42,600	34,350	11,600	53,700	99,500	57,750	41,000	53,700	99,500	57,750	41,000	53,700	99,500	57,750	41,000
Staff headcount																		
Senior managers	11,900	1,100	1,800	1,200	950	350	1,350	2,400	1,700	1,100	1,350	2,400	1,700	1,100	1,350	2,400	1,700	1,100
Supervisory staff	28,200	2,050	4,150	3,450	1,950	750	3,000	9,050	4,400	2,400	3,000	9,050	4,400	2,400	3,000	9,050	4,400	2,400
Other paid childcare staff	29,550	3,050	5,350	2,700	2,050	550	2,550	7,400	3,350	2,600	2,550	7,400	3,350	2,600	2,550	7,400	3,350	2,600
Student volunteers	6,100	550	1,150	550	450	200	950	1,00	650	550	950	1,00	650	550	950	1,00	650	550
Other volunteers	15,150	950	2,750	1,050	2,000	350	1,500	2,550	2,850	1,150	1,500	2,550	2,850	1,150	1,500	2,550	2,850	1,150
Total workforce ⁽¹⁾	69,650	6,200	11,250	7,300	4,900	1,650	6,900	15,850	9,450	6,100	6,900	15,850	9,450	6,100	6,900	15,850	9,450	6,100
Total paid workforce ⁽²⁾	6	4	4	7	6	11	5	6	6	6	5	6	6	6	6	6	6	6
Agency staff (% of providers using these)																		
Staff characteristics																		
% male	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
% from an ethnic minority background	4	5	1	14	7	1	1	7	2	3	1	3	2	1	3	2	1	3
% with a disability	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
% Age up to 24 years	7	7	10	5	6	7	11	7	7	4	11	7	7	4	11	7	7	4
% 25-39 years	49	49	46	36	55	49	44	55	55	50	44	55	55	50	44	55	55	50
% 40-49 years	31	32	29	42	27	31	31	29	29	30	31	29	29	28	31	29	28	30
% 50+ years	11	10	12	17	10	13	13	9	9	11	13	9	9	10	13	9	10	11
All paid staff (average hours worked per week)	16	15	16	16	15	17	17	16	16	15	17	16	16	14	17	16	14	15
All staff paid annually (average annual pay - £s)	3,300	2,900	2,300	5,950	4,600	4,550	2,500	1,700	1,850	4,150	2,500	1,700	1,850	4,150	2,500	1,700	1,850	4,150
All staff paid hourly (average hourly pay - £s)	5.40	5.30	5.30	6.10	5.20	5.10	5.50	5.40	5.20	5.00	5.50	5.40	5.20	5.00	5.50	5.40	5.20	5.00

	Total	East Midlands	East of England	London	Yorks & Humberside	North East	North West	South East	South West	West Midlands
Length of service (in years)										
Senior managers	9	10	8	11	8	9	11	9	7	10
All paid staff (excluding senior manager)	5	5	4	5	5	5	5	5	4	5
All paid staff	5	6	5	6	5	6	6	5	5	6
Employment change										
Overall employee turnover rate ⁽³⁾	14	12	18	11	16	12	13	12	16	11
Recruitment rate ⁽⁴⁾	22	20	29	19	26	19	18	19	22	21
Employment growth ⁽⁵⁾	8	9	11	8	10	7	5	6	6	9
Recruitment difficulty in last year	24	19	29	26	28	17	19	21	31	17
Qualifications & Training										
% of senior managers that are qualified to level 3 or above	77	72	78	80	69	66	80	76	86	72
% of supervisors qualified to level 3 or above	62	56	68	60	59	43	70	61	65	58
% of other paid childcare workers qualified to level 2 or above	31	32	25	32	38	32	32	33	30	33
% of senior managers who are working towards a qualification	23	22	27	21	30	30	22	24	14	25
% of supervisors who are working towards a qualification	23	26	21	20	28	30	24	20	20	33
% of other paid childcare staff who are working towards a qualification	36	38	36	33	50	56	36	35	30	40
% of providers with training budgets	43	45	38	36	45	33	36	47	47	46
Average amount spent on training p.a.	359	42	460	705	234	644	133	379	349	296

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Notes:

- 1 Total workforce – total number of senior managers, supervisory staff, other paid childcare staff, trainees/students and volunteers.
- 2 Total paid workforce – total number of senior managers, supervisory staff and other paid childcare staff
- 3 Overall employee turnover rate – This is calculated by dividing the total number leaving their employment by the total currently employed less the difference between those recruited and those leaving their current employment.
- 4 Recruitment rate – This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited.
- 5 Employment growth – This is calculated by dividing the net change in staff by the total currently employed less the difference between those recruited and those leaving their current employment.

	Total	Low	Medium	High	Top 20% deprived
Number of Places					
Number of providers	11,900	4,150	4,050	3,700	1,650
Number of places (0-7)	325,300	105,250	119,850	100,200	45,200
Number of enrolments (0-7)	467,500	147,350	175,950	144,200	57,000
Staff headcount					
Senior Managers	11,900	4,150	4,050	3,700	1,650
Supervisory Staff	28,200	8,450	9,900	9,800	3,750
Other paid childcare staff	29,550	9,550	11,350	8,600	3,450
Student volunteers	6,100	1,450	2,550	2,050	1,200
Other volunteers	15,150	6,250	5,450	3,450	1,700
Total workforce ⁽¹⁾	90,800	29,900	33,350	27,600	11,700
Total paid workforce ⁽²⁾	69,650	22,200	25,350	22,100	8,800
Agency staff (% of providers using these)	6	5	6	7	11
Staff characteristics					
% male	*	*	*	*	*
% from an ethnic minority background	4	1	3	7	12
% with a disability	1	1	1	1	1
% Age up to 24 years	7	4	6	9	11
% 25-39 years	49	52	46	41	49
% 40-49 years	31	28	31	33	26
% 50+ years	11	10	12	12	8
All paid staff (average hours worked per week)	16	14	16	17	19
All staff paid annually (average annual pay)	3,300	700	2,950	4,950	5,550
All staff paid hourly (average hourly pay)	5.40	5.20	5.40	5.40	5.20

	Total	Low	Medium	High	Top 20% deprived
Length of service (in years)					
Senior manager	9	8	9	11	9
All paid staff (excluding senior manager)	5	4	5	5	4
All paid staff	5	5	5	6	5
Employment change					
Overall employee turnover rate ⁽³⁾	14	16	12	14	14
Recruitment rate ⁽⁴⁾	22	26	21	22	25
Employment growth ⁽⁵⁾	8	6	9	8	11
Recruitment difficulty in last year	24	25	23	23	25
Qualifications & Training					
% of senior managers that are qualified to level 3 or above	77	78	77	75	77
% of supervisors qualified to level 3 or above	62	62	66	58	59
% of other paid childcare workers qualified to level 2 or above	31	27	30	37	43
% of senior managers who are working towards a qualification	23	23	22	25	27
% of supervisors who are working towards a qualification	23	20	23	25	30
% of other paid childcare staff who are working towards a qualification	36	36	39	34	42
% of providers with training budgets	43	46	43	38	47
Average amount spent on training p.a.	359	344	356	380	319

Some figures have changed due to anomalies corrected since publication of the 2001 survey

Source: MORI

Notes:

- 1 Total workforce – total number of senior managers, supervisory staff, other paid childcare staff, trainees/students and volunteers.
- 2 Total paid workforce – total number of senior managers, supervisory staff and other paid childcare staff
- 3 Overall employee turnover rate – This is calculated by dividing the total number leaving their employment by the total currently employed less the difference between those recruited and those leaving their current employment.
- 4 Recruitment rate – This is calculated by dividing the total number recruited by the total number currently employed plus those leaving their current employment minus those recruited.
- 5 Employment growth – This is calculated by dividing the net change in staff by the total currently employed less the difference between those recruited and those leaving their current employment.

Appendix C: Statistical Reliability

SAMPLING TOLERANCE

Respondents represent only samples of total populations, so we cannot be certain that the figures obtained are exactly those we would have if everybody had taken part ("true values").

However, we can predict the variation between the sample results and the true values from knowledge of the size of the samples on which results are based and the number of times a particular answer is given. The confidence with which we make this prediction is usually chosen to be 95% – that is, the chances are 95 in 100 that the true value will fall within a specified range.

The table below illustrates the predicted ranges for different sample sizes and percentage results at the "95% confidence interval".

Size of sample on which survey result is based

*Approximate sampling tolerances applicable to percentages
at or near these levels*

Effective sample size	10% or 90%	30% or 70%	50%
	±	±	±
50	8	13	14
100	6	9	10
200	4	6	7
400	3	5	5
800	2	3	4

For example, with a sample size of 200 where 30% give a particular answer, the chances are 19 in 20 that the true value – which would have been obtained if the whole population had been interviewed – will fall within the range of ± 6 percentage points from the sample result i.e., between 24% and 36%.

COMPARING SUB-GROUPS

When results are compared between separate groups within a sample, the difference may be “real” or it may occur by chance (because not everyone in the population has been interviewed). To test if the difference is a real one, that is, if it is “statistically significant”, we again have to know the size of the samples, the percentage of respondents giving a certain answer and the degree of confidence chosen.

If we assume a “95% confidence interval”, the differences between the results of two groups must be greater than the values given in the table below:

Size of sample on which survey result is based

Approximate sampling tolerances applicable to percentages at or near these levels

Effective sample size

	10% or 90%	30% or 70%	50%
	±	±	±
50 and 50	12	18	20
100 and 100	8	13	14
300 and 300	5	7	8
600 and 600	3	5	6

Appendix D: Questionnaire

CHILDCARE AND EARLY EDUCATION WORKFORCE SURVEY 2002/3 FINAL CHILDCARE (GROUP SETTINGS) QUESTIONNAIRE

Good morning/afternoon/evening. I'm from MORI, the Market Research company. Please could I speak to the senior manager of (CATI TO INSERT NAME OF PROVIDER) (that is the person with overall responsibility for running this provision)?

BY THE 8TH CALL BACK AND IN ORDER TO SECURE THE INTERVIEW WE CAN OFFER THE SENIOR MANAGER TO NOMINATE ANOTHER MANAGER OR SUPERVISOR TO RESPOND TO THE INTERVIEW.

We recently wrote to you explaining that we are carrying out a survey amongst childcare and early education providers on behalf of the DfES. The survey examines some the key characteristics of the sector and is an important resource for both national and local policy making. It also helps the DfES to monitor government targets in relation to qualifications and workforce growth and diversity.

Is now a convenient time?

Yes, continue	1
No, make appointment	2

DO NOT READ OUT

QA INTERVIEWER CODE: Is interview with senior manager or delegated to other manager/supervisor.

Senior Manager/Head (person with overall responsibility for managing the organisation)	1	
Deputy manager/Other manager/Supervisor	2	ACCEPT AFTER 8TH CALL
Other (please write in)	3	

INTRODUCTION/ESTABLISHING IDENTITY OF PROVIDER

Q1. **Can I just check that you have received the letter and form from us asking you to prepare some information on staff qualifications and pay prior to this interview?**

Yes, and have completed it	1	
Yes, but have not yet completed it	2	GIVE OPTION TO CALL BACK WHEN READY AND/OR TO FAX NEW COPY OF FORM
No	3	

ASK ALL CHILDCARE PROVIDERS: (DERIVE FROM SAMPLE) NOT TO BE ASKED OF EARLY YEARS

Q2. **Can I just check that you offer one of the following types of childcare?**
READ OUT.

A	Play Group/Pre-school	1	(NB WE'VE SWAPPED CODES A AND B AROUND)
B	Day Nursery	2	
C	Private Nursery School	3	
D	Early Excellence Centre	4	
E	Extended day playgroup	5	
F	Combined nursery centre	6	
G	Out of school club – eg after-school/breakfast club	7	
H	Holiday club	8	
	Other (write in)	9	

NB: DON'T KNOW IS NOT PERMITTED

CATI CHECK IF Q2 MATCHES SAMPLE.

(FOR THE "FULL DAYCARE" SAMPLE, PLEASE CHECK TYPE AGAINST THE DETAILED COLUMNS FOR DN (Day nursery), PNS (private nursery school), EEC (Early excellence centre) EPG (Extended day playgroup) and CNC (Combined nursery centre).

IF Q2 DIFFERENT FROM SAMPLE

Q2.a **Our records indicate you provide** [text sub – insert from sample types (for the full daycare audiences insert the detailed names of types (eg "private nursery school, extended day playgroup and not the summary term "fulldaycare"), **can I just double check what you provide?**

Provision correct as stated at Q2	1	CONTINUE
Need to correct/amend Q2	2	AMEND Q2

NB: DON'T KNOW IS NOT PERMITTED

ELIGIBILITY CHECK:

FOR PLAYGROUPS: CONTINUE IF CODE "1" AT Q2, OTHERS CLOSE

FOR FULL DAYCARE GROUPS: CONTINUE IF ANY CODED 2-6. OTHERS CLOSE

FOR OUTOFSCHOOL: CONTINUE IF CODED "7". OTHERS CLOSE

FOR HOLIDAY PROVIDERS: CONTINUE IF CODED "8". OTHERS CLOSE.

ASK ALL CHILDCARE PROVIDERS: (DERIVE FROM SAMPLE)

Q3. **And can I just check, which of the following types of care you provide:**

READ OUT A-C. MULTICODE OK.

A	Full daycare for children under 5 (by full-daycare we mean where care is provided for a continuous period of four hours or more).	1
B	Sessional care for children under 5 (by sessional care we mean where a session is less than a continuous period of four hours in any day, with a break between sessions with no children in the care of the provider)	2
C	Out of school care for school aged children (this can be care before or after school, or during the school holidays).	3
	Other (WRITE IN AND CODE 4)	4

NB: DON'T KNOW IS NOT PERMITTED

ASK ALL MULTICODED AT Q2 **For the rest of the interview I would like you to talk about your (INSERT AS BELOW)..... only. (NB if your organisation has several branches, please focus on the site that you are at now.)**

INSERT:

FOR PLAYGROUPS "playgroup/pre-school"

FOR OUT OF SCHOOL CLUBS "out of school club"

FOR HOLIDAY CLUBS "holiday club"

FOR FULL-DAY CARE CATEGORIES: INSERT ALL TYPES MENTIONED FROM CODES 2-6 AT Q2

ASK ALL CODED HOLIDAY CLUB (CODE 8) AT Q2

Q3b. **In which holiday periods do you operate? READ OUT AND CODE ANY THAT APPLY**

Christmas	1
Easter	2
Summer	3
Any half term	4
None of these	5

NB: DON'T KNOW IS NOT PERMITTED

FOR ALL CLUBS THAT OPERATE AT EASTER:

“For the rest of the interview I would like you to focus on your Easter holiday time provision.”

FOR ALL HOLIDAY CLUBS THAT DO NOT OPERATE AT EASTER:

Q3c. **Can I just check what was the most recent main holiday period your club was open?**

Christmas	1
Summer	2
Half term	3
Other (PLEASE WRITE IN AND CODE '4')	4

For the rest of the interview please focus on your [INSERT ANSWER FROM Q3C].

ASK ALL EARLY EDUCATION SETTINGS: NURSERY AND PRIMARY SCHOOLS

Q4. **Can I just check, are you a** (INSERT SAMPLE TYPE)? IF NO, PROBE TO FIND OUT TYPE. SINGLE CODE ONLY

Nursery school	1	
Primary school which has nursery classes that are funded as part of the main school and reception classes	2	
Primary school with reception classes but no nursery class that are funded within the main school budget	3	
Other	4	CLOSE

SERVICE PROVISION

ASK ALL

- Q5.a **How many registered full-time places do you have for children aged 0 to 7?** PROMPT **Please answer in total number of full-time places, for example 2 half days would count as one full-time place. How many children registered under the Children Act with OFSTED can you take at any one time?**

WRITE IN NUMBER

 .

-
- Q6.a ASK ALL

Approximately how many children aged 0 to 7 do you have enrolled at the moment? PROMPT **How many are on the books?**

WRITE IN NUMBER

 .

ASK ALL CHILDCARE PROVIDERS

- Q6.b **Approximately how many children aged 8 and over do you have enrolled at the moment?** PROMPT **How many are on the books?**

WRITE IN NUMBER

 .

CURRENT STAFFING

In this section we ask about three different groups of staff.

These are, firstly, the senior manager (that is the person with overall responsibility for managing the provision); secondly all other supervisory staff who are qualified to supervise a group of children on their own (they may or may not supervise other members of staff) e.g. Nursery officers and nursery nurses; and thirdly other childcare support staff, not qualified to supervise a group of children on their own.

NB: The definitions we are using for supervisory and other childcare staff is in line with National Daycare Standards categories, where Level 3 equals supervisory and Level 2 equals non supervisory.

Q7. PLEASE CLARIFY WITH THE RESPONDENT WHICH CATEGORY THEY SHOULD BE COUNTED AS FOR THE REST OF THE SURVEY QUESTIONS AND CODE BELOW

Senior manager (that is the person with overall responsibility for managing the provision)	1
Supervisory staff (this includes all other staff qualified to supervise a group of children on their own, including other managers, such as deputy managers)	2
Other childcare staff (not qualified to supervise groups of children on their own)	3
Other (not to be counted in any questions on paid staff below)	4

ASK ALL

Q7.a Could you tell me how many paid supervisory staff were employed to run all the childcare sessions last week? (By supervisory staff we mean all those, excluding the senior manager, who are qualified to look after a group of children on their own whether or not they supervise other staff.)

ENTER NUMBER

Q7.b And could you tell me how many other paid childcare staff (by this we mean all those who are not qualified to supervise a group of children on their own) were employed to run all the childcare sessions last week?

ENTER NUMBER

Q7.c Can I just confirm that the total number of paid staff (including you/the senior manager) employed last week was: (CHECK $Q7A+Q7B+1 = Q7C$)

ENTER NUMBER

- Q7.d (i) **And how many unpaid students on placement helped to run all the childcare sessions last week?** IF UNSURE PROBE FOR BEST ESTIMATE
- (ii) **And could you tell me how many other unpaid volunteers, helped to run all the childcare sessions last week?**
IF UNSURE PROBE FOR BEST ESTIMATE
- (i) ENTER NUMBER
- (ii) ENTER NUMBER

The rest of the interview is about paid staff

- Q8. **Now I'd like to ask how many hours per week each member of paid staff works. First you/the senior manager?** IF UNSURE OR IT VARIES, PLEASE PROBE FOR BEST ESTIMATE OF AVERAGE HOURS.
- ENTER TOTAL

ASK IF ANY AT Q7a

- Q8.a **And how many hours per week do each of the supervisory staff (those qualified to supervise a group of children on their own) work?**
IF CODE 2 AT Q7 ADD INTERVIEWER NOTE: INCLUDE RESPONDENT. IF UNSURE OR IT VARIES, PLEASE PROBE FOR BEST ESTIMATE OF AVERAGE HOURS.

Staff number	Number of hours worked	Don't Know
1	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>
6	<input type="text"/>	<input type="text"/>

ENTER NUMBER

(CATI TO BRING UP NUMBER OF STAFF AT Q7a)

ASK IF ANY AT Q7b

Q8.b **And how many hours per week do each of the other childcare staff (not qualified to supervise a group of children on their own) work? (this excludes unpaid volunteers)** IF UNSURE OR IT VARIES, PLEASE PROBE FOR BEST ESTIMATE OF AVERAGE HOURS.

Staff number	Number of hours worked		Don't Know
1	<input type="text"/>		<input type="text"/>
2	<input type="text"/>		<input type="text"/>
3	<input type="text"/>	ENTER NUMBER	<input type="text"/>
4	<input type="text"/>		<input type="text"/>
5	<input type="text"/>		<input type="text"/>
6	<input type="text"/>		<input type="text"/>

(CATI TO BRING UP THE NUMBER OF STAFF CODED AT Q7B)

ASK ALL

Now thinking about all paid staff, including supervisory staff, other childcare staff and the senior manager.

Q9.a **How many paid staff do any other paid work in addition to working for [XYZ provider] (as far as you are aware)?** SINGLE CODE ONLY

ENTER NUMBER

None	1
Don't know	2

CHECK ANSWER AT Q9A DOES NOT EXCEED TOTAL AT Q7C

ASK IF ONE OR MORE AT Q9a. OTHERS GO TO Q9c

Q9.b **Of these how many do other paid work in the education or childcare sector?** SINGLE CODE ONLY

ENTER NUMBER

None	1
Don't know	2

CHECK ANSWER AT Q9A DOES NOT EXCEED TOTAL AT Q9B

ASK ALL

Q10. **In the last twelve months have you used any agency, freelance or supply childcare staff?** SINGLE CODE ONLY

Yes	1
No	2
Can't remember	3

ASK ALL

Q11.a **How many paid staff are male?** INCLUDE SENIOR MANAGER

ENTER NUMBER

CHECK Q11a NOT GREATER THAN Q7C

Q11.b **For each member of your paid staff could you tell me how old they are? Firstly, yourself/Senior Manager**

CODE INTO AGE BANDS. IF RESPONDENT IS UNSURE PROMPT WITH BANDS AND PROBE FOR BEST ESTIMATE.

Staff number	16-19 years	20-24 years	25-29 years	30-39 years	40-49 years	50 years and over	Don't know
1 (Senior Manager)	1	2	3	4	5	6	7
2	1	2	3	4	5	6	7
3	1	2	3	4	5	6	7
4	1	2	3	4	5	6	7
5	1	2	3	4	5	6	7
6	1	2	3	4	5	6	7

CATI BRING UP THE NUMBER OF PAID STAFF AT Q7C.

Q11.c **And how many paid staff would describe themselves as members of an ethnic minority group?** INCLUDE SENIOR MANAGER

ENTER NUMBER

CHECK Q11c NOT GREATER THAN Q7C

Q11.d **And as far as you are aware, how many paid staff if any, have a disability which could be described as their having "a physical or mental impairment which has a substantial and long-term adverse effect upon their ability to carry out normal day-to-day activities"?**

INCLUDE SENIOR MANAGER

ENTER NUMBER

CHECK Q11d NOT GREATER THAN Q7C

Q12. **Now please tell me how many years each member of paid staff has been employed here. Firstly, the senior manager.** ASK FOR EACH MEMBER OF STAFF

IF UNSURE PROBE FOR BEST ESTIMATE

Staff number	Number of years	Less than one year	Don't Know
1 (Senior Manager)	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/> ENTER NUMBER	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>

CATI TO BRING UP NUMBER OF PAID STAFF AT Q7C.

Now I'd like to ask you about staff pay. (Can I remind you that your answers are confidential)

Q13.a **First please tell me how much is the senior manager paid per hour?**

IF UNSURE PROBE FOR BEST ESTIMATE

	Amount paid		Don't know	Refused
Senior Manager	£ <input type="text"/> . <input type="text"/> <input type="text"/> ENTER AMOUNT		<input type="text"/>	<input type="text"/>

IF RESPONDENT WANTS TO GIVE ANSWER AS AN ANNUAL SALARY, PLEASE ENCOURGE THEM TO RECORD THIS HOURLY.

HOWEVER, IF THEY REALLY CAN'T PROVIDE AN HOURLY FIGURE, YOU CAN CODE THE ANSWER ANNUALLY AS A LAST RESORT.

Senior Manager £ ANNUAL SALARY

ASK THOSE WITH ONE OR MORE SUPERVISORY STAFF AT Q7A

Q13.b **And please tell me, how much are each of your supervisory staff (those who are qualified to supervise a group of children on their own but who may or may not supervise other staff) paid per hour?**

IF UNSURE PROBE FOR BEST ESTIMATE

Staff number	Amount paid	Don't know	Refused
1	£ <input type="text"/> . <input type="text"/> <input type="text"/> ENTER AMOUNT	<input type="text"/>	<input type="text"/>
2		<input type="text"/>	<input type="text"/>
3		<input type="text"/>	<input type="text"/>
4		<input type="text"/>	<input type="text"/>
5		<input type="text"/>	<input type="text"/>

IF RESPONDENT WANTS TO GIVE ANSWER AS AN ANNUAL SALARY, PLEASE ENCOURAGE THEM TO RECORD THIS HOURLY.

HOWEVER, IF THEY REALLY CAN'T PROVIDE AN HOURLY FIGURE, YOU CAN CODE THE ANSWER ANNUALLY AS A LAST RESORT.

Senior Manager £ ANNUAL SALARY

CATI BRING UP SAME NUMBER OF SUPERVISORY STAFF AS AT Q7A

ASK THOSE WITH ONE OR MORE OTHER CHILDCARE STAFF AT Q7b

Q13.c **And how much are each of your other childcare staff (those not qualified to supervise a group of children on their own) paid per hour?**

IF UNSURE PROBE FOR BEST ESTIMATE

Staff number	Number of years	Less than one year	Don't Know know
1	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/> ENTER NUMBER	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>

	Staff number	Amount paid	Don't know	Refused
C	1	£ <input type="text"/> . <input type="text"/> <input type="text"/> ENTER AMOUNT	<input type="text"/>	<input type="text"/>
	2		<input type="text"/>	<input type="text"/>
	3		<input type="text"/>	<input type="text"/>
	4		<input type="text"/>	<input type="text"/>
	5		<input type="text"/>	<input type="text"/>

IF RESPONDENT WANTS TO GIVE ANSWER AS AN ANNUAL SALARY, PLEASE ENCOURGE THEM TO RECORD THIS HOURLY.

HOWEVER, IF THEY REALLY CAN'T PROVIDE AN HOURLY FIGURE, YOU CAN CODE THE ANSWER ANNUALLY AS A LAST RESORT.

£ ANNUAL SALARY

CATI BRING UP SAME NUMBER OF OTHER CHILDCARE STAFF AS AT Q7B
NO Q13D

QUALIFICATIONS AND TRAINING

ASK ALL

Moving on to staff qualifications. Please answer these questions about qualifications which are relevant to working with children or young people. (Please refer to the form we sent to you to complete prior to this interview.)

Q14.a **Firstly, can you tell me what is the highest qualification, relevant to working with children or young people, that the senior manager hold(s)?**
SINGLE CODE ONLY

IF RESPONDENT SAYS OTHER PLEASE MAKE SURE YOU NOTE DOWN THE NAME OF THE QUALIFICATION, THE NAME OF THE PROVIDER AND THE LEVEL OF THE QUALIFICATION.

Q14.b **And what (if any) is the highest qualification, relevant to working with children or young people, that you the senior manager is currently working towards?** SINGLE CODE ONLY

	Q14a	Q14b
Nursery nursing/nursing		
BTEC in Nursery Nursing – Level 2	1	1
Nursery Nursing – Diploma/National level 3	2	2
Nursing Qualification Degree – Level 4	3	3
Certificate in Nursery Management Skills NAMCW	4	4
Early childcare/Early years		
Certificate in Caring for Children CACHE – Level 1	5	5
Early years/childcare – practice/education/childhood studies – level 2 (BTEC/NVQ/progression/award/Diploma/certificate)	6	6
Caring for children/NVQ in Early Years Care/Childcare/3240/Foundation award – Level 2 – (CACHE/City and Guilds/EdExcel/OV)	7	7
National Certificate in Early Years/Early Childhood Studies – Level 3 – (BTEC/National diploma/Higher National Certificate/intermediate award)	8	8
NVQ in Early Years/Childcare and Education/work with children and Young People – Level 3 (Certificate of Professional Development) (CACHE/City and Guilds/EdExcel/OV)	9	9
Advanced Award in Working with Children National Open College Network – Level 3	10	10
Advanced Diploma in Childcare Education – level 4 – CACHE/PPA/PLA	11	11
Advanced Certificate in Childcare & Education NAMCW	12	12
Playwork		
Playwork with Children over 5 EMFEC – Level 1	13	13
Play work/NVQ in Playwork/Take 10 for Play – Level 2 (Intermediate/certificate/National Centre for Playwork education) City & Guilds/CACHE/EdExcel/OV –	14	14

	Q14a	Q14b
NVQ in Playwork – Take 10 for Play/ Diploma in Playwork City & Guilds/CACHE/ EdExcel/OV – Level 3	15	15
Advanced Certificate in Playgroup Practice – Level 3	16	16
Playwork (Playwork/advanced certificate) – Level 3	17	17
NVQ play work/L4 Play work Development – Level 4 – City and Guilds/CACHE/EdExcel	18	18
Playworker Certificate City and Guilds/CAC/HE/EdExcel	19	19
Pre-school		
Pre-school Practice (introduction/certificate)	20	20
NVQ/Certificate (pre-school/pre-school practice/ babies) – level 2	21	21
Certificate in working with under 2's PLA – level 2	22	22
Diploma in Pre-school Practice – Level 3 – CACHE/PPA/PLA	23	23
Degree		
Degree (PGCE/Bed/Early Childhood Studies) – level 4	24	24
Diploma in Social Work/other professional social work qualification Degree – Level 4	25	25
Education		
Certificate in Education – level 3 – OCN	26	26
S/NVQ in Group care and education – Level 3 – CACHE/CEYA	27	27
Diploma in Childcare & Education – Level 3 – CACHE	28	28
Diploma in Higher Education in Playwork Universities of Northumbria, Leeds, Metropolitan, London, Plymouth, Birmingham – Level 4	29	29
Childminding		
ICP-Introduction to Childminding Practice module CACHE – ICP unit Level 3	30	30
DCP – Developing Childminding Practice module CACHE – DCP unit Level 3	31	31
ECP – Extending Childminding Practice module CACHE – ECP unit Level 3	32	32

	Q14a	Q14b
Certificate in Childminding Practice CACHE – Level 3	33	33
Management		
Management Qualification Undergraduate-BSc/BA – Degree – Level 4	34	34
Management Qualification Postgraduate MBA Degree – Level 5	35	35
Montessori		
Certificate in Education (Montessori) – level 2	36	36
Diploma in Education (Montessori) – level 3	37	37
Diploma/Advanced Diploma in Education (including Montessori) – level 4	38	38
Other		
Foundation – Level 1 CACHE/PPA	39	39
Certificate NCFE– Level 2	40	40
NVQ Assessor Level 2	41	41
NVQ Assessor Level 2 and Level 3	42	42
S/NVQ City and Guilds/CAC/HE/EdExcel/OU – Level 4	43	43
No relevant qualification	44	44
Overseas qualifications	45	45
Other – Level 1 (PLEASE SPECIFY)	46	46
Other – Level 2 (PLEASE SPECIFY)	47	47
Other – Level 3 (PLEASE SPECIFY)	48	48
Other – Level 4 (PLEASE SPECIFY)	49	49
Other – Level 5 (PLEASE SPECIFY)	50	50
Any Other (PLEASE SPECIFY)	51	51
Don't know	52	52

Q14.c **Are you/is the senior manager an NVQ assessor?** SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

ASK IF ANY AT Q7a

Q15.a **Please tell me the highest qualification (relevant to working with children or young people) that each of the supervisory staff holds?**

SINGLE CODE FOR EACH MEMBER OF STAFF. LOOP ACCORDING TO NUMBER OF SUPERVISORS AT Q7a.

Q15.b **And what (if any) is the highest qualification (relevant to working with children or young people) that each are working towards?**

SINGLE CODE FOR EACH MEMBER OF STAFF. LOOP ACCORDING TO NUMBER OF SUPERVISORS AT Q7a.

INCLUDE ALL ITEMS FOR ALL AUDIENCES BUT SORT QUALIFICATIONS ACCORDING TO AUDIENCE SHOWING THE AUDIENCE SPECIFIC ITEMS AT THE TOP OF THE LIST (AUDIENCES SHOWN IN BRACKETS), (AUDIENCE DERIVED FROM SAMPLE)

Q15a Q15b

Nursery nursing/nursing		
BTEC in Nursery Nursing – Level 2	1	1
Nursery Nursing – Diploma/National level 3	2	2
Nursing Qualification Degree – Level 4	3	3
Certificate in Nursery Management Skills NAMCW	4	4
Early childcare/Early years		
Certificate in Caring for Children CACHE – Level 1	5	5
Early years/childcare – practice/education/ childhood studies – level 2 (BTEC/NVQ/ progression/award/Diploma/certificate)	6	6
Caring for children/NVQ in Early Years Care/ Childcare/3240/Foundation award – Level 2 – (CACHE/City and Guilds/EdExcel/OV)	7	7
National Certificate in Early Years/ Early Childhood Studies – Level 3 – (BTEC/National diploma/Higher National Certificate/intermediate award)	8	8
NVQ in Early Years/Childcare and Education/ work with children and Young People – Level 3 (Certificate of Professional Development) (CACHE/City and Guilds/EdExcel/OV)	9	9
Advanced Award in Working with Children National Open College Network – Level 3	10	10
Advanced Diploma in Childcare Education – level 4 – CACHE/PPA/PLA	11	11
Advanced Certificate in Childcare & Education NAMCW	12	12

Q15a Q15b

Playwork		
Playwork with Children over 5 EMFEC – Level 1	13	13
Play work/ NVQ in Playwork/Take 10 for Play – Level 2 (Intermediate/certificate/National Centre for Playwork education) City & Guilds/CACHE/EdExcel/OV –	14	14
NVQ in Playwork – Take 10 for Play/Diploma in Playwork City & Guilds/CACHE/EdExcel/OV – Level 3	15	15
Advanced Certificate in Playgroup Practice – Level 3	16	16
Playwork (Playwork/advanced certificate) – Level 3	17	17
NVQ play work/L4 Play work Development – Level 4 – City and Guilds/CACHE/EdExcel	18	18
Playworker Certificate City and Guilds/CAC/HE/EdExcel	19	19
Pre-school		
Pre-school Practice (introduction/certificate)	20	20
NVQ/Certificate (pre-school/pre-school practice/babies) – level 2	21	21
Certificate in working with under 2's PLA – level 2	22	22
Diploma in Pre-school Practice – Level 3 – CACHE/PPA/PLA	23	23
Degree		
Degree (PGCE/Bed/Early Childhood Studies) – level 4	24	24
Diploma in Social Work/other professional social work qualification Degree – Level 4	25	25
Education		
Certificate in Education – level 3 – OCN	26	26
S/NVQ in Group care and education – Level 3 – CACHE/CEYA	27	27
Diploma in Childcare & Education – Level 3 – CACHE	28	28
Diploma in Higher Education in Playwork Universities of Northumbria, Leeds, Metropolitan, London, Plymouth, Birmingham – Level 4	29	29

	Q15a	Q15b
Childminding		
ICP-Introduction to Childminding Practice module CACHE – ICP unit Level 3	30	30
DCP – Developing Childminding Practice module CACHE – DCP unit Level 3	31	31
ECP – Extending Childminding Practice module CACHE – ECP unit Level 3	32	32
Certificate in Childminding Practice CACHE – Level 3	33	33
Management		
Management Qualification Undergraduate-BSc/BA – Degree – Level 4	34	34
Management Qualification Postgraduate- eg.MBA Degree – Level 5	35	35
Montessori		
Certificate in Education (Montessori) – level 2	36	36
Diploma in Education (Montessori) – level 3	37	37
Diploma/Advanced Diploma in Education (including Montessori) – level 4	38	38
Other		
Foundation – Level 1 CACHE/PPA	39	39
Certificate NCFE– Level 2	40	40
NVQ Assessor Level 2	41	41
NVQ Assessor Level 2 and Level 3	42	42
S/NVQ City and Guilds/CAC/HE/EdExcel/OU – Level 4	43	43
No relevant qualification	44	44
Overseas qualifications	45	45
Other – Level 1 (PLEASE SPECIFY)	46	46
Other – Level 2 (PLEASE SPECIFY)	47	47
Other – Level 3 (PLEASE SPECIFY)	48	48
Other – Level 4 (PLEASE SPECIFY)	49	49
Other – Level 5 (PLEASE SPECIFY)	50	50
Any Other (PLEASE SPECIFY)	51	51
Don't know	52	52

CHECK THAT Q16a/Q16b NOT GREATER THAN Q8a

ASK IF ANY AT Q7b

Q16.a And what is the highest qualification (relevant to working with children or young people) that each of the other paid childcare staff holds?

EXCLUDES UNPAID VOLUNTEERS. SINGLE CODE FOR EACH MEMBER OF STAFF. LOOP ACCORDING TO NUMBER OF OTHER CHILDCARE/EARLY EDUCATION AT Q7b.

Q16.b And what (if any) is the highest qualification (relevant to working with children or young people) that each are working towards?

EXCLUDES UNPAID VOLUNTEERS. SINGLE CODE FOR EACH MEMBER OF STAFF. LOOP ACCORDING TO NUMBER OF OTHER CHILDCARE/EARLY EDUCATION AT Q7b.

INCLUDE ALL ITEMS FOR ALL AUDIENCES BUT SORT QUALIFICATIONS ACCORDING TO AUDIENCE SHOWING THE AUDIENCE SPECIFIC ITEMS AT THE TOP OF THE LIST (AUDIENCES SHOWN IN BRACKETS)

Q16a Q16b

	Q16a	Q16b
Nursery nursing/nursing		
BTEC in Nursery Nursing – Level 2	1	1
Nursery Nursing – Diploma/National level 3	2	2
Nursing Qualification Degree – Level 4	3	3
Certificate in Nursery Management Skills NAMCW	4	4
Early childcare/Early years		
Certificate in Caring for Children CACHE – Level 1	5	5
Early years/childcare – practice/education/childhood studies – level 2 (BTEC/NVQ/progression/award/Diploma/certificate)	6	6
Caring for children/NVQ in Early Years Care/Childcare/3240/Foundation award – Level 2 – (CACHE/City and Guilds/EdExcel/OV)	7	7
National Certificate in Early Years/Early Childhood Studies – Level 3 – (BTEC/National diploma/Higher National Certificate/intermediate award)	8	8
NVQ in Early Years/Childcare and Education/work with children and Young People – Level 3 (Certificate of Professional Development) (CACHE/City and Guilds/EdExcel/OV)	9	9
Advanced Award in Working with Children National Open College Network – Level 3	10	10
Advanced Diploma in Childcare Education – level 4 – CACHE/PPA/PLA	11	11

	Q16a	Q16b
Advanced Certificate in Childcare & Education NAMCW	12	12
Playwork		
Playwork with Children over 5 EMFEC – Level 1	13	13
Play work/ NVQ in Playwork/ Take 10 for Play – Level 2 (Intermediate/certificate/National Centre for Playwork education) City & Guilds/ CACHE/EdExcel/OV –	14	14
NVQ in Playwork – Take 10 for Play/Diploma in Playwork City & Guilds/CACHE/EdExcel/OV – Level 3	15	15
Advanced Certificate in Playgroup Practice – Level 3	16	16
Playwork (Playwork/advanced certificate) – Level 3	17	17
NVQ play work/L4 Play work Development – Level 4 – City and Guilds/CACHE/EdExcel	18	18
Playworker Certificate City and Guilds/CAC/HE/EdExcel	19	19
Pre-school		
Pre-school Practice (introduction/certificate)	20	20
NVQ/Certificate (pre-school/pre-school practice/ babies) – level 2	21	21
Certificate in working with under 2's PLA – level 2	22	22
Diploma in Pre-school Practice – Level 3 – CACHE/PPA/PLA	23	23
Degree		
Degree (PGCE/Bed/Early Childhood Studies) – level 4	24	24
Diploma in Social Work/other professional social work qualification Degree – Level 4	25	25
Education		
Certificate in Education – level 3 – OCN	26	26
S/NVQ in Group care and education – Level 3 – CACHE/CEYA	27	27
Diploma in Childcare & Education – Level 3 – CACHE	28	28
Diploma in Higher Education in Playwork Universities of Northumbria, Leeds, Metropolitan, London, Plymouth, Birmingham – Level 4	29	29

Q16a Q16b

Childminding		
ICP-Introduction to Childminding Practice module CACHE – ICP unit Level 3	30	30
DCP – Developing Childminding Practice module CACHE – DCP unit Level 3	31	31
ECP – Extending Childminding Practice module CACHE – ECP unit Level 3	32	32
Certificate in Childminding Practice CACHE – Level 3	33	33
Management		
Management Qualification Undergraduate-BSc/ BA – Degree – Level 4	34	34
Management Qualification Postgraduate- eg.MBA Degree – Level 5	35	35
Montessori		
Certificate in Education (Montessori) – level 2	36	36
Diploma in Education (Montessori) – level 3	37	37
Diploma/Advanced Diploma in Education (including Montessori) – level 4	38	38
Other		
Foundation – Level 1 CACHE/PPA	39	39
Certificate NCFE– Level 2	40	40
NVQ Assessor Level 2	41	41
NVQ Assessor Level 2 and Level 3	42	42
S/NVQ City and Guilds/CAC/HE/EdExcel/OU – Level 4	43	43
No relevant qualification	44	44
Overseas qualifications	45	45
Other – Level 1 (PLEASE SPECIFY)	46	46
Other – Level 2 (PLEASE SPECIFY)	47	47
Other – Level 3 (PLEASE SPECIFY)	48	48
Other – Level 4 (PLEASE SPECIFY)	49	49
Other – Level 5 (PLEASE SPECIFY)	50	50
Any Other (PLEASE SPECIFY)	51	51
Don't know	52	52

CHECK THAT Q16A/Q16B NOT GREATER THAN Q7B

ASK ALL

Q17. **Thinking of your paid staff as a whole, do you think the amount of childcare training received in the last year is . . .?**

READ OUT. REVERSE ORDER SINGLE CODE ONLY

About right	1
Too much	2
Too little	3
Don't know	4

ASK ALL

Q18. **Does your organisation have a written training plan?** SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

Q19.a **Does your organisation have a training budget?** SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

ASK IF YES (CODE 1) AT Q19a

Q19.b **Approximately, how much was spent on training for paid staff last year?**

PROMPT **This does not include any grants received.**

ENTER AMOUNT IN POUNDS

STAFF RECRUITMENT

ASK ALL

Q20.a **When you were/the senior manager was appointed, were you/was s/he required to have any qualifications relevant to working with children or young people?** SINGLE CODE ONLY

Yes	1
No	2
Don't know	3
Can't remember	4

ASK IF NO AT Q20a. OTHERS GO TO Q21

Q20.b **Were you/they required to work towards a qualification relevant to working with children or young people?** SINGLE CODE ONLY

Yes	1
No	2
Don't know	3
Can't remember	4

NO Q21

ASK ALL THOSE WITH ANY AT Q7a

Q22.a **How many supervisory staff (those who are qualified to supervise a group of children on their own, whether or not they supervise staff) have you recruited in the past 12 months? Please include any staff that were recruited but have already left.**

ASK ALL THOSE WITH ANY AT Q7B

Q22.b **And how many other paid childcare staff (those not qualified to a group of supervise children on their own whether or not they supervise staff) have you recruited in the past 12 months?**

(a) ENTER NUMBER

(b) ENTER NUMBER

ASK ALL

Q23. **Which of the following methods, if any, do you use for recruiting staff?**

READ OUT ROTATE ORDER. MULTICODE OK

Adverts in local press	1
Word of mouth	2
Parents of children catered for	3
Colleges	4
Open days	7
Recruitment fairs	8
Jobcentre/New Deal scheme	5
LEA/Local Authority/Council jobs bulletin	6
Ad hoc CVs/applications sent to you	9
Adverts at school/on-site	10
National press	11
The Internet	12
Other (PLEASE SPECIFY)	13
None of these	14
Don't know	13

Q24.a **To what extent, if at all, have you experienced any difficulties recruiting paid childcare staff over the last 12 months? (This includes supervisory staff and paid other childcare staff)**

READ OUT. REVERSE ORDER. SINGLE CODE ONLY

A great deal	1	
A fair amount	2	GO TO Q24b
Not very much	3	
Not at all	4	CONTINUE TO Q25
Don't know	5	
Not applicable/have not tried to recruit	6	

ASK IF CODE 1,2 AT Q24a.

Q24.b **Which types of staff have you had difficulty recruiting?**

READ OUT. MULTICODE OK

INTERVIEW NOTE: CLARIFY IF NECESSARY

Supervisor (Those qualified to supervise a group of children on their own, whether or not they supervise other staff)	1
Other childcare staff (those not qualified to supervise a group of children on their own)	2
Senior Manager	3
Support staff for children with special needs	4
Supply staff	5
Other (PLEASE SPECIFY)	6

Q24.c **What were the difficulties that you encountered?**

DO NOT PROMPT. PROBE FULLY. MULTICODE OK

Too few applicants	1
No qualified applicants	2
Too few applicants with the right experience	3
Provider couldn't afford wages required by applicant	4
Competition from other childcare/ early education establishments	5
Competition from other types of work	6
Cost of living in the area is too high	7
Finding temporary cover	8
Candidates wanting to work different hours to those offered	9
Other (PLEASE SPECIFY)	10

ASK ALL

Q25. **How many paid childcare staff, not including agency, freelance or supply staff have left your employment in the past 12 months?**

ENTER NUMBER

1 minute

ASK IF Q25 NOT EQUAL TO 0, OTHERS GO TO FILTER AT Q27

Q26. **As far as you are aware, of those who have left your employment in the past 12 months . . .** READ OUT

A **How many have got other jobs within the childcare or early education sector**

RECORD DON'T KNOW AS ZERO

B **How many have got other jobs outside the childcare or early education sector**

RECORD DON'T KNOW AS ZERO

C **How many didn't obtain another job**

RECORD DON'T KNOW AS ZERO

CHECK THAT A + B + C = TOTAL AT Q25. IF NOT CHECK, AND IF NECESSARY RECORD TOTAL OF DON'T KNOWS

CHECK THAT Q26 A-C + DKs = TOTAL AT Q25

BUSINESS MANAGEMENT

ASK ALL EXCEPT PRIMARY SCHOOLS

Q27. **What group, organisation or individual owns or manages the provision?**
MULTICODE OK

Owner-manager	1
Part of a group/chain	2
Voluntary/Community group	3
College/HE	4
Local authority only	5
Jointly managed scheme with Local Authority	6
School	7
Employer	8
Hospital	9
Retail (supermarket/creche)	10
Church/religious group	11
Other (PLEASE SPECIFY)	12
Don't know	13

ASK CHILDCARERS ONLY. EARLY EDUCATION SETTINGS GO TO Q31

Q28. **How long has this provision been operating?** SINGLE CODE ONLY

Less than 1 year	1
1 year	2
2 years	3
3 to 4 years	4
5 years or more	5

ASK ALL CHILDCARE PROVIDERS. EARLY YEARS PROVIDERS GO TO Q31

Q29.a **Does your organisation have a written business plan?** SINGLE CODE ONLY

IF YES (CODE 1) AT Q29a AND IF (CODE 3-5) AT Q28

Q29.b **Has it been updated within the past 2 years?** SINGLE CODE ONLY

	Q29a Written Plan	Q29b Updated
Yes	1	1
No	2	2
Don't know	3	3

ASK ALL

Q30. **Has this provision, in the last 12 months, made a profit, just covered its costs or operated at a loss?** SINGLE CODE ONLY

Yes – making a profit	1
Yes – covering costs	2
No – operating at a loss	3
Don't know	4

ASK ALL

Q31. **Finally, would you be happy to be recontacted by the Department for Education and Skills or by researchers working on their behalf for the purposes of further research?**

Yes	1
No	2
Don't know	3

Q33. **Can I just confirm that the name of this early years provision is:
READ OUT FROM SAMPLE**

1

And that your postcode is: READ OUT FROM SAMPLE

Please could you tell me your name?

ALL WHO SAID YES AT Q31 (CODE 1)

Please can I check your address?

THANK RESPONDENT AND CLOSE

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Produced by the Department for Education and Skills

www.surestart.gov.uk

ISBN 1 84478 251 4

PPBEL/D16/0604/23

Quote ref: WFS/Playgroups