

2002/03 Childcare and Early Years Workforce survey

Day Nurseries and other Full-day Care Provision



May 2004

SureStart



Evidence
& research

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Executive Summary

INTRODUCTION

1. The Department for 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 full daycare providers.
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 full daycare providers was 9,964, an increase from 7,800 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. Three quarters of full daycare providers were owned by the manager or by a chain.
7. Seven in ten full daycare providers had been operating for five years or more, indicating stability in the sector.
8. Around two fifths of full daycare providers are making a profit, but one in ten were operating at a loss.

PLACES AND CHILDREN

9. The total number of childcare places for 0–7 year olds in full daycare was 431,600 and 649,400 children (including those aged 8+ years) were enrolled². There was an increase of 110,200 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.

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.

10. The average number of childcare places for 0–7 year olds was 43.5 but the average number of children aged 0–7 years enrolled was 64.2.

CHARACTERISTICS OF STAFF

11. The overall number of paid and unpaid staff was 124,200, an increase of 17,700 individuals since 2001. The number of paid staff increased to 111,100 (up by 16,800 individuals) and the number of unpaid volunteer staff had grown to 13,100 (up 900).
12. Three quarters of paid staff were under the age of 40 and nearly all were female. Eight percent were from an ethnic minority group and one percent had a disability.
13. The average hours worked per week by paid childcare staff was 35, with all types of staff tending to work full time (over 30 hours a week).
14. A third of settings had used agency staff in the last 12 months.
15. The average salary for paid childcare staff was £6,100 per annum and for those paid hourly it was £5.50 per hour. The average annual salary for senior managers was £11,800 per annum.

TRAINING

16. Around three quarters (78%) of senior managers felt that the amount of training received by their staff in the last year was about right, but around one in five (19%) thought they had received too little.
17. There had been an increase in the proportion of full daycare providers that had a training plan (rising from 62% to 70%). As was the case in 2001, around half of settings had a training budget (50%).
18. Average spend on training in the past year among those with a training budget was around £4,100, an average of £367 per paid member of staff.

QUALIFICATIONS OF STAFF

19. Three quarters of paid childcare staff held some kind of qualification relevant to working with children or young people. Overall, almost three in five held at least a Level 3.
20. Around eight in ten senior managers were qualified to Level 3 or above – showing an increase of around 7 percentage points from 2001.
21. Around one in three paid childcare staff were currently working towards a new qualification, the majority were not.
22. Approaching a quarter of senior managers were NVQ assessors.

RECRUITMENT AND RETENTION

23. In total, around 30,600 paid childcare staff were recruited in the last 12 months. This gave an overall recruitment rate³ of 31%, a decrease from the recruitment rate in 2001 (36%).
24. Adverts in the local press (78%) were the most common methods of recruiting new staff.
25. Around half of full daycare providers had experienced a great deal or a fair amount of difficulty in recruiting staff in the last 12 months.
26. The average length of service amongst all paid staff at their current setting was three years and five months, rising to seven years for senior managers.
27. Around seven in ten settings (68%) had lost at least one paid member of staff in the previous 12 months, with a total of 17,700 staff leaving across all settings.
28. Of those who left the organisation in the last 12 months, it was believed that half (50%) obtained other posts in the childcare and early years sector; a fifth (21%) went to jobs in other sectors and one in ten (11%) didn't take up any other employment
29. The turnover rate⁴ for paid staff across the whole sector was 18% of which about 9% went to other early years or childcare settings and 9% left the sector altogether. The overall rate was similar to 2001 (20%).
30. Employment growth⁵ rose to 13%, up from 11% in 2001.

³ 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.

⁴ 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 that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

⁵ This is calculated by dividing 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 that this growth rate therefore includes the 'churn within the sector' as well as numbers of individuals both 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 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 **day nurseries and other full-day provision**.
- 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** The Government is committed to improving access to good quality childcare, early learning and family support. Ensuring all children get a sure start in life, and help secure a better future for families and stronger and safer communities.
- 1.6** There is clear evidence of the benefits to children of pre school provision, particularly those who are disadvantaged. This is especially true 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.
- 1.7** In 2002, Government policy on childcare, early education and Sure Start local programmes was brought together in a single interdepartmental Unit, called Sure Start Unit. This Unit reports to Ministers in both the Department for Education and Skills and the Department for Work and Pensions.

- 1.8** 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.
- 1.9** 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.
- 1.10** Further information about Sure Start and its programmes can be found on www.surestart.gov.uk.
- 1.11** 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, in 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.
- 1.12** 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. It's *'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.
- 1.13** 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.
- 1.14** 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. Although the survey has been published in April 2004, telephone interviews were carried out between December 2002 – May 2003.
- 1.15** 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.
- 1.16** The surveys provide a useful source of factual data about the sector on which national and local level policy makers can draw.

- 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.

STUDY DESIGN

- 1.18** The bullet points below summarise the methodology adopted for the survey among full daycare providers. Full methodological details are provided in the appendices, along with a copy of the questionnaire used.
- 850 interviews were conducted among full daycare providers 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 full daycare providers 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 18th February to 2nd April 2003.
 - The target respondent was the senior manager.
 - An adjusted response rate of 74% was achieved across the sample as a whole.

REPORT LAYOUT

- 1.19** 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 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.
- 1.20** 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).
- 1.21** 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.

- 1.22** 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

- 1.23** It should be noted that a sample, not the entire population of full daycare providers 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.
- 1.24** Findings from the survey have been grossed up to provide figures for the population of full daycare providers 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.
- 1.25** 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.
- 1.26** 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.
- 1.27** 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

- 1.28** In nearly all cases the respondent was the senior manager (94%). However, two percent of interviews were conducted with a deputy manager, other manager or supervisor, and three percent with another member of staff.

1.29 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 out to all respondents and was not used throughout the questionnaire, and no definition of other childcare staff was given⁶. 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.

1.30 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.

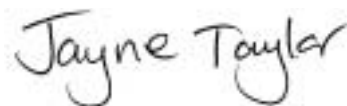
1.31 In some cases, we have also analysed data by level of population density – rather than use the ONS definition of urban/mixed/rural, which defines rural very narrowly and for which there would have been insufficient "rural" sample to allow reliable analysis. In order to maximise analysis opportunities, we have split the sample in three into 'low density' (which for this audience covers less than 10 persons per hectare) 'medium density' (10 – 24 persons per hectare) and 'high density' (25 persons or more per hectare).

ACKNOWLEDGEMENTS

1.32 We would like to place on record our appreciation for the time given by the full daycare providers 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.

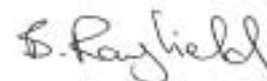
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Checked & Approved:



Jayne Taylor

Checked & Approved:



Briony Rayfield

⁶ 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 full daycare providers was 9,964, an increase from 7,800 in 2001. The change in numbers could partly be due to the different sampling base used⁷, and also due to the move of some playgroups to become full daycare providers.
- Three quarters of full daycare providers were owned by the manager or by a chain.
- Seven in ten full daycare providers had been operating for five years or more, indicating stability in the sector.
- Around two fifths of full daycare providers are making a profit, but one in ten were operating at a loss.

INTRODUCTION

- 2.1** This chapter of the report sets out the characteristics of full daycare providers, discussing the number of full daycare providers and their business characteristics, including ownership, age and profitability.
- 2.2** 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 Chapter 1: Introduction).

NUMBERS AND GEOGRAPHICAL SPREAD OF PROVIDERS

- 2.3** The total number of full daycare providers in England was 9,964⁸, an increase from the number in 2001 (7,800)⁹.
- 2.4** As Table 2.1 shows, settings were not evenly distributed across England. The distribution of settings across the regions was similar to the distribution of households with dependent children across England.

⁷ 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.

⁸ Ofsted, January-March 2003.

⁹ Children's Day Care Facilities Survey, March 2001, cited in SQW/NOP, DfES 2001 Childcare Workforce Survey.

2.5 A quarter of full daycare providers are based in the top 20% most deprived wards.

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		9,964		7,800		+2,164	100
Region							
East Midlands	8	800	8	600	0	+200	9.1
East of England	9	900	8	600	+1	+300	11.7
London	16	1,500	17	1,300	-1	+200	12.2
Yorkshire and Humberside	10	1,000	10	700	0	+300	10.4
North East	4	400	3	200	+1	+200	5.1
North West	13	1,300	15	1,200	-2	+100	13.1
South East	18	1,800	16	1,300	+2	+500	17.0
South West	11	1,100	12	900	-1	+200	10.1
West Midlands	12	1,200	12	900	0	+300	10.5
Type of Area							
Rural ²	10	1,000		NA		NA	NA
Mixed	12	1,200		NA		NA	NA
Urban	76	7,600		NA		NA	NA
Top 20% most deprived wards	24	2,350		NA		NA	NA

Source 2003: Ofsted, January-March 2003/MORI

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

Base: All full daycare providers (2003- unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Note: ¹ 2001 Census

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

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 as a result of grossing and rounding

BUSINESS CHARACTERISTICS

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

OWNERSHIP OF FULL DAYCARE PROVIDERS

- 2.7** The majority of settings (76%) were owned by the manager or by a chain, with around one in ten being run by a voluntary, community or church group (9%).
- 2.8** Settings in low density areas are more likely than average to be owned by the manager or by a chain (82%), while those in high density areas are more likely to be run by the local authority or by a voluntary, community or church group (7% and 12% respectively). Full daycare providers in the top 20% most deprived wards are also more likely than average to be managed by the local authority (12%) or voluntary, community or church group (16%).

LENGTH OF OPERATION

- 2.9** Seven in ten full daycare providers had been up and running for five or more years (73%), similar to 2001.
- 2.10** Settings in the South West tended to be longer established, with over eight in ten (81%) having been running for over five years, as were providers with over 50 children enrolled (76%).
- 2.11** In contrast, a higher proportion than average of settings in the East of England, and in low density areas had been established under five years (38% and 32% respectively, compared with an overall average of 27%).

BUSINESS PLANS

- 2.12** Half of full daycare providers (56%) had a business plan that had been updated in the last two years, similar to last year (59%)¹⁰. A further 8% had a plan that had not been updated and one in five (19%) had no plan at all.
- 2.13** Larger settings, with over 50 children enrolled, were more likely than average to have a business plan (76% compared to the average of 70%), as were settings that had been operating for less than three years (88%).
- 2.14** There were also differences by region, with those in the East Midlands, North East and North West being more likely than average to have a business plan (81% and 82%), while those in the South West were less likely to (60%)

¹⁰ These figures are not directly comparable, however, as the question wording was different in 2001 (see table 2.2 notes).

BUSINESS PERFORMANCE

- 2.15** Business performance in 2002/3 was very similar to that in 2001, with two in five making a profit (43%), and one in ten (12%) making a loss. A further one in four (27%) were covering costs.
- 2.16** As might be expected, the number of privately owned settings (full daycare providers owned by the manager or by a chain) making a profit was significantly higher (52% compared to the average of 43%) but there were still 9% making a loss and likely to be facing sustainability issues.
- 2.17** Larger settings (with over 50 enrolments) and longer established settings (operating for three years or more) were also more likely to be making a profit (49% and 46% respectively)
- 2.18** There was little difference in business performance by region, with the exception that settings in the South West were more likely than average to be making a profit (55%).

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	78	7,700	81	6,300	-3	+1,400	64	1,500
Voluntary/community/church group	9	900	5	400	+4	+500	16	350
Local authority	6	600	6	400	0	+200	12	300
School/college	7	700	1	100	+6	+600	8	200
Other	4	400	9	700	-5	-300	4	100
Length of operation								
Under 5 years	27	2,700	30	2,400	-3	+300	22	550
5 years plus	73	7,300	70	5,400	+3	+1,900	78	1,850
Business Plan²								
Yes	70	7,000	-	-	-	-	75	1,800
No	19	1,900	-	-	-	-	16	350
Don't know	10	1,000	-	-	-	-	8	200
With Business Plan³								
Updated in last 2yrs	80	5,600	-	-	-	-	79	1,400
Not updated in last 2yrs	12	800	-	-	-	-	13	250
Don't know	8	600	-	-	-	-	8	150
Profitability								
Making a profit	43	4,300	44	3,400	-1	+900	34	800
Covering costs/breaking even	27	2,700	31	2,400	-4	-300	30	700
Making a loss	12	1,200	10	800	+2	+400	17	400
Don't know	18	1,800	15	1,100	+3	+700	19	450

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

Source: MORI

Base: All full daycare providers (2003- unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

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 607, weighted and grossed 6,989). All organisations in the 20% most deprived wards with a written business plan (unweighted 164, weighted and grossed 1,779)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (±50 of 2,362 for top 20% most deprived wards) as a result of grossing and rounding.

3 Places and Children

- The total number of childcare places for 0-7 year olds in full daycare was 431,600 and 649,400 children (including those aged 8+ years) were enrolled¹¹. There was an increase of 110,200 children enrolled since 2001.
- The average number of childcare places for 0-7 year olds was 43.5 but the average number of children aged 0-7 years enrolled was 64.2.

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 full daycare for children aged 0-7 years across all settings was 431,600 places. 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. The average capacity per setting was 43.5.
- 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.

¹¹ 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.

¹² DfES 2001 Childcare Workforce Surveys

Table 3.1: **Numbers of Places**

	Total 2003		<i>Top 20% most deprived wards¹</i>	
	%	No.	%	No.
Total no of places		431,600		99,650
Average no of places		43.54		42.44
None	*	#	*	#
1–9 places	1	100	2	50
10–19 places	9	900	9	200
20–29 places	22	2,200	25	600
30–39 places	17	1,700	13	300
40–49 places	17	1,600	15	350
50 or more places	33	3,300	34	800
Refused	1	100	1	#

Source: MORI

Base: All full daycare providers 2003 – unweighted 850, weighted and grossed 9,964.

Base:¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and 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** The most common form of full daycare provision were day nurseries (91%), but one in five (18%) did offer a private nursery school. Only around one percent of settings offered an Early Excellence centre, extended playgroup or combined day nursery.
- 3.5** In addition to the full daycare offered, a small number of settings also offered playgroups/pre-school (6%), out of school clubs (5%) or holiday clubs (3%).

Table 3.2: **Types of Childcare Offered**

	Total 2003		Top 20% most deprived wards ¹	
	%	No.	%	No.
Full day-care	100	9,964	100	2,362
Day Nursery	91	9,000	93	2,200
Private Nursery School	18	1,800	11	250
Early Excellence Centre	1	100	1	#
Extended Day Playgroup	1	100	1	#
Combined Day Nursery	*	#	1	#
Playgroup/Pre-school	6	600	9	200
Out of School Club	5	500	5	150
Holiday Club	3	200	3	#
Other	*	#	1	#

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (±50 of 2,362 for top 20% most deprived wards) as a result of grossing and 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

- 3.6** The total number of enrolments was 649,400 showing an increase in 110,200 enrolments since 2001. The average number of enrolments per setting decreased from 69.1 in 2001 to 65.7 in 2003.
- 3.7** 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

- 3.8** The number of 0-7 year olds enrolled across all settings was an estimated 634,400. The average number of enrolments per setting was 64.2, compared with an average number of places available of 43.5. 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.
- 3.9** As seen below in table 3.4 the distribution of places and enrolments is fairly similar across all regions and all levels of population density.

8 YEARS AND OLDER

- 3.10** Just six percent of settings take any children aged eight years and above, a total of 15,200.
- 3.11** Settings in the East Midlands and in low density areas were most likely to have any children over eight years old enrolled (14% and 9% respectively). In contrast, only two percent of those based in London accepted children aged eight or above.
- 3.12** Larger full daycare providers (with over 50 enrolments) were most likely to accept children aged over seven (8%).

Table 3.3: **Numbers of Enrolments**

	Total 2003	<i>Total 2001</i>	<i>Change 2003/2001</i>	<i>Top 20% most deprived wards¹</i>
Enrolments²				
Total number of enrolments	649,400	539,200	+110,200	132,700
Average number of enrolments	65.70	69.1	-3.4	56.50
Total enrolments children aged 0-7²				
Total number of enrolments	634,400	-	-	-
Average number of enrolments	64.18	-	-	-
Total enrolments children aged 8+²				
Total number of enrolments	15,200	-	-	1,400
Average number of enrolments	1.53	-	-	0.59

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

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 full daycare providers. 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 and figures may not add up to 100% or + 100 of 9,964 (+50 of 2,362 for top 20% most deprived wards) as a result of grossing and rounding

SUMMARY OF PLACES AND ENROLMENTS BY REGION AND TYPE OF AREA

Table 3.4: **Numbers of Childcare Places and Enrolments by Region and Type of Area**

	Total places for 0–7 years 2003		Total 0–7 years enrolled 2003		Distribution of households with dependent children in England ¹
Capacity					
Total number of places	431,600		634,400		
Average number of places	43.54		64.18		
Average	% number of places	Average distribution of places	% enrolment	% distribution of children enrolled	
Region					
East Midlands	53.68	10	84.37	10	9
East of England	43.22	9	68.20	10	12
London	40.04	14	50.45	12	12
Yorkshire and Humberside	41.68	9	64.65	10	10
North East	49.39	4	66.55	4	5
North West	47.66	15	65.70	14	13
South East	44.29	18	65.67	18	17
South West	37.85	10	65.39	12	10
West Midlands	41.25	11	59.98	11	11
Type of Area					
Low density	42.06	33	64.57	34	NA
Medium density	44.41	32	66.40	32	NA
High density	44.20	36	61.82	34	NA
Top 20% most Deprived wards	42.44	23	55.91	21	NA

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 as a result of grossing and rounding.

¹ 2001 Census.

4 Characteristics of Staff

- The overall number of paid and unpaid staff was 124,200, an increase of 17,700 individuals since 2001. The number of paid staff increased to 111,100 (up by 16,800 individuals) and the number of unpaid volunteer staff had grown to 13,100 (up 900).
- Three quarters of paid staff were under the age of 40 and nearly all were female. Eight percent were from an ethnic minority group and one percent had a disability.
- The average hours worked per week by paid childcare staff was 35, with all types of staff tending to work full time (over 30 hours a week).
- A third of settings had used agency staff in the last 12 months.
- The average salary for paid childcare staff was £6,100 per annum and for those paid hourly it was £5.50 per hour. The average annual salary for senior managers was £11,800 per annum.

INTRODUCTION

- 4.1** This chapter sets out the scale of employment in childcare within full daycare providers 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.

NUMBERS OF PERMANENT STAFF

- 4.2** The total number of paid and unpaid childcare staff working in full daycare providers in England was around 124,200. This indicates an increase of 17,700 since 2001.
- 4.3** The average number of staff was 12.5 compared to 13.7 in 2001.

PAID STAFF

- 4.4** There had been an increase in paid staff from 94,300 in 2001 to 111,100 in 2003. The average number of paid staff per setting is 11.2 (compared to 12.1 in 2001).
- 4.5** The numbers of paid staff in 2003 breaks down into:
- 10,000 senior managers¹³, an increase since 2001 from 7,800
 - 61,500 supervisory staff, over six on average per setting
 - 39,700 other childcare staff, an average of four per setting.
- 4.6** The number of supervisory staff and other childcare staff combined had increased from 86,500 in 2001 to 111,100 in 2003¹⁴.
- 4.7** Smaller settings, with under 29 children enrolled, have fewer paid staff compared with larger settings with 50+ children enrolled (an average of 5.7 and 14.1 respectively).

UNPAID STAFF

- 4.8** There were a total of 13,100 volunteers, an increase of 900 unpaid staff since 2001. The average number of unpaid staff per setting was 1.3 (compared to 1.6 in 2001).
- 4.9** Unpaid staff consists of the following groups:
- 11,000 unpaid students, an average of one per setting, showing an increase of 400 since 2001
 - 2,000 other volunteers, just under one per setting on average. This also indicates an increase of 400 since 2001.

¹³ The number of senior managers is based on one per setting.

¹⁴ 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		<i>Total 2001</i>		<i>Change 2003/2001</i>		<i>Top 20% most deprived wards¹</i>	
	%	No.	%	No.	%	No.	%	No.
Overall totals								
Paid and unpaid staff		124,200		106,500		+17,700		29,300
Paid staff only		111,100		94,300		+16,800		25,500
Unpaid staff only		13,100		12,200		+900		3,850
	%	No.	%	No.	%	No.	%	No.
Numbers by type of staff²								
Senior manager	8	10,000	7	7,800	+1	+2,200	8	2,350
Supervisory staff	50	61,500	–	–	–	–	50	14,750
Other paid childcare staff	32	39,700	–	–	–	–	29	8,400
Supervisory staff and other paid childcare staff combined	81	101,100	81	86,500	0	+14,600	79	23,150
Student volunteers	9	11,000	10	10,600	–1	+400	11	3,350
Other volunteers	2	2,000	2	1,600	0	+400	2	500
Overall average number of staff								
Paid and unpaid staff		12.5		13.7		–1.2		12.4
Paid staff only		11.2		12.1		–0.9		10.8
Unpaid staff only		1.3		1.6		–0.3		1.6
Average number per setting by type of staff²								
Senior manager		1		1		0		1
Supervisory staff		6.2		–		–		6.2
Other paid childcare staff		4.0		–		–		3.6
Supervisory staff and other paid childcare staff combined		11.2		11.1		+0.1		10.8
Student volunteers		1.1		1.4		–0.3		1.4
Other volunteers		0.2		0.2		0		0.2

Source: MORI

Base: All staff in full daycare provision (2003 – unweighted 10,711 weighted and grossed 124,183; 2001 – unweighted NA, weighted and grossed 109,500)

Base: ¹ All staff in full daycare provision in the top 20% most deprived wards (unweighted 2,668, weighted and grossed 29,311)

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 and figures may not add up to 100% or ±100 of 124,183 (±50 of 29,311 for top 20% most deprived wards) as a result of grossing and rounding

USE OF AGENCY STAFF

- 4.10** A third of full daycare providers had used agency staff in the previous 12 months (33%), an increase from 26% in 2001.
- 4.11** London settings were most likely to have used agency staff in the last 12 months (57%). Similarly those in high density areas and in the top 20% most deprived wards were also more likely to have used agency staff (44% and 40% respectively).

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	33	3,300	26	2,000	+7	+1,300	40	950
No	67	6,700	74	5,800	-7	+900	60	1,400

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (±50 of 2,362 for top 20% most deprived wards) as a result of grossing and rounding

DEMOGRAPHICS OF PAID STAFF

AGE

- 4.12** Two in five (41%) paid staff working in full daycare settings were aged between 16 and 24, representing 45,300 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%), showing that the profile of full daycare staff is considerably younger than the average.
- 4.13** Senior managers tended to be older, with one in five (17%) being aged over 50.

GENDER

- 4.14** As in 2001, nearly all paid childcare staff were female. Men represented just two percent of the workforce, approximately 2,000 individuals.
- 4.15** Sixteen percent of full daycare providers employed any male staff.
- 4.16** Settings based in London were more likely than average to employ male staff (26%), as were those organisations with over 50 children enrolled (21%).

DISABILITY

- 4.17** Nine percent of full daycare providers had any disabled paid members of childcare staff, the same proportion as last year. This represented over one percent of the workforce, around 1,600 paid members of staff¹⁵.
- 4.18** Larger organisations, with over 50 enrolments, were most likely to employ at least one member of staff who had a disability (13%).

ETHNICITY

- 4.19** A third of full daycare providers (34%) reported having a paid member of staff from an ethnic minority group, similar to the proportion in 2001 (35%). This equates to eight percent of the workforce or 8,800 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 16% in areas with the highest population density (i.e. more urban areas) compared to 3% in lower density areas, and to 32% 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 (7% compared to 18%).

¹⁵ 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".

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	11	12,100	11	9,800	0	2,300	9	2,400
20–24 years	30	33,200	37	32,500	-7	700	27	6,900
25–39 years	35	39,000	34	30,500	+1	8,500	39	9,900
40–49 years	13	14,900	13	11,400	0	3,500	13	3,200
50 years and over	7	7,300	5	4,800	+2	2,500	6	1,500
Gender								
Female	98	109,200	98	92,400	0	16,800	98	25,000
Male ²	2	2,000	2	1,900	0	+100	2	450
No. of settings employing male staff	16	1,600	17	1,300	-1	+300	17	400
Disability								
Without a disability	99	109,500	99	93,400	0	16,100	99	25,250
With a disability	1	1,600	1	900	0	700	1	250
% of settings employing disabled staff	9	900	11	900	-2	0	9	200
Ethnicity								
Ethnic minority groups	8	8,800	8	7,500	0	1,300	15	3,800
Remaining paid members of staff	92	102,300	92	86,800	0	15,500	85	21,700
No. of settings employing staff from ethnic minorities	34	3,400	35	2,700	-1	700	50	1,200

Source: MORI

Base 2003: All paid staff in full daycare provision (2003 – unweighted 9,567, weighted and grossed 111,126; 2001 – unweighted NA, weighted and grossed 94,302)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323, weighted and grossed 25,484)

² The rise in male staff is not significant due to the small numbers of male staff

Note: Table percentages and figures may not add up to 100% or ± 100 of 124,183 (± 50 of 25,484 for top 20% most deprived wards) as a result of grossing and 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	8	17.5
East Midlands	6	10.9
East of England	2	20.1
London	32	45.3
Yorkshire and Humberside	3	20.4
North East England	1	3.6
North West England	3	10.7
South East England	4	8.8
South West England	3	7.5
West Midlands	7	18.4

Source: MORI

Base: All paid staff in full daycare provision (2003 – unweighted 9,567, weighted and grossed 111,126)

Note: ¹ Source DfES 'Statistics of Education 2002'

WORKING HOURS

- 4.22** Most of the paid workforce was full time, with 80% working over 30 hours a week and just 19% working part time (under 30 hours a week). One percent of paid staff worked 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 35. This compares with an average of 33 weekly hours worked in the UK (according to the 2003 Labour Workforce Survey), dropping to 27½ hours per week for female workers. In the public admin, education and health sector the average working week is 30 hours a week (again 27½ hours for females).
- 4.24** Senior managers worked on average 39 hours a week, similar to 2001. Nine in ten (90%) worked full-time (over 30 hours a week).
- 4.25** Supervisory staff worked an average of 36 hours a week, with the majority (85%) working full-time (over 30 hours a week).
- 4.26** Other paid childcare support staff had an average working week of 33 hours. Again the majority (70%) worked over 30 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 £6,100 per annum and for those paid hourly it was £5.50 per hour. The estimated annual pay for those paid hourly is £7,500. (However it should be noted that all estimates of annual pay from hourly pay should be treated as indicative only due to the assumptions that have been made to calculate these¹⁶). These wages are 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** 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 £11,800; average hourly pay was £8.50. The estimated annual pay for those paid hourly is £12,900.
 - Qualified supervisory staff had an average annual pay of £6,500; average hourly pay was £5.50. The estimated annual pay for those paid hourly is £7,700.
 - The average annual pay for other paid staff was £3,200; average hourly pay was £5.00. The estimated annual pay for those paid hourly is £6,400.
- 4.30** Hourly pay for supervisory and other childcare staff combined is £5.00, the same as in 2001¹⁷.

¹⁶ 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 not paid holiday pay). This only provides approximate figures.

¹⁷ 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 2003	Don't know/ refused/no responses	Top 20% most deprived wards ¹
	%		
Average working hours per week²			
All paid staff	35 hours	*	34 hours
Senior manager	39 hours	–	39½ hours
Senior managers 2001	41 hours	–	–
Supervisory staff	36 hours	*	35 hours
Other paid childcare staff	33 hours	1	32 hours
Annual Pay			
All staff paid annually	£6,100	5	£6,150
All staff paid per hour	£5.50	–	£5.50
Estimated annual pay of all staff paid per hour ³	£7,500	–	£7,300
Senior Managers' Pay⁴			
Senior managers paid annually	£11,800	22	£14,600
Senior managers paid per hour	£8.50	–	£8.00
Estimated annual pay of senior managers paid per hour	£12,900	–	£12,300
Qualified Supervisory Staff Pay			
Supervisory staff paid annually	£6,500	3	£6,500
Supervisory staff paid per hour	£5.50	–	£5.50
Estimated annual pay of supervisory staff paid per hour	£7,700	–	£7,500
Other Childcare Staff Pay			
Other staff paid annually	£3,200	2	£2,450
Other staff paid per hour	£5.00	–	£5.00
Estimated annual pay of other staff paid per hour	£6,400	–	£6,200
Qualified supervisory and other childcare staff hourly pay combined⁵			
2003	£5.00	–	£5.00
2001	£5.00	–	–

Source: MORI

Base 2003: All paid staff in full daycare provision (2003 – unweighted 9,567, weighted and grossed 111,126; 2001 – unweighted NA, weighted and grossed 94,3020)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323 weighted and grossed 25,484)

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 not paid holiday pay). This only provides 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: * indicates responses that represent less than 1% of the total

Note: Table percentages and figures may not add up to 100% or ± 100 of 111,126 (±50 of 25,484 for top 20% most deprived wards) as a result of grossing and rounding

5 Training

- Around three quarters (78%) of senior managers felt that the amount of training received by their staff in the last year was about right, but around one in five (19%) thought they had received too little.
- There had been an increase in the proportion of full daycare providers that had a training plan (rising from 62% to 70%). As was the case in 2001, around half of settings had a training budget (50%).
- Average spend on training in the past year among those with a training budget was around £4,100, an average of £367 per paid member of 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** Around three quarters of senior managers (78%) felt that the amount of training that their childcare staff had received in the last year was about right. However, a significant minority (19%) felt there had not been enough training.
- 5.3** Settings based in low density areas were most likely to say that there had been too little training (23%).

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

	Total 2003		Top 20% most deprived wards ¹	
	%	No.	%	No.
About right	78	7,800	78	1,850
Too much	2	200	2	#
Too little	19	1,900	20	450
Don't know	1	100	1	#

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and rounding

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

TRAINING RESOURCES

TRAINING PLANS AND BUDGETS

- 5.4** The proportion of full daycare providers that had a written training plan had risen from 62% in 2001 to 70% in 2003. Around half (50%) had a training budget (similar to last year).
- 5.5** Settings based in the top 20% most deprived wards were most likely to have a written training plan (80%), as were larger settings, with over 50 enrolments, (74%).

SPEND ON TRAINING

- 5.6** Amongst settings that did have a training budget and who were aware of last year's spend, the average amount spent on training was £4,100, an increase from £1,100 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).
- 5.7** 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	70	7,000	62	4,800	+8	+2,200	80	1,900
Don't have training plan	28	2,800	35	2,700	-7	+100	19	450
Don't know	1	100	3	200	-2	-100	1	#
Training Budget								
Have a training budget	50	5,000	51	4,000	-1	+1000	55	1,300
Don't have a training budget	47	4,700	49	3,800	-2	900	43	1,000
Don't know	3	300	0	0	+3	+300	2	50
Spend on training²								
£0	6	300	0	0	+6	+300	7	100
£1-£100	4	200	7	300	-3	-100	1	#
£101-£200	7	300	6	200	+1	+100	5	100
£201-£300	5	200	4	200	+1	0	3	#
£301-£400	4	200	4	100	0	+100	3	#
£401-£500	4	200	5	200	-1	0	4	#
£501-£1,000	11	600	10	400	+1	+200	10	150
£1,001-£2,000	7	400	8	300	-1	+100	9	100
£2001 or more	7	300	7	300	0	0	5	50
Don't know	45	2,200	49	2,000	-4	+200	53	700
Average spend ³		£4,100		£1,100		+£3,000		£1,100

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Base: ² All organisations with a training budget (2003 – unweighted 423, weighted and grossed 4,966; 2001 – unweighted 433, weighted and grossed 3,972; top 20% most deprived wards unweighted 118, weighted and grossed 1,296)

Base: ³ All organisations with a training budget and aware of last years spend (2003 – unweighted 233, weighted and grossed 2,738; 2001 – unweighted 217, weighted and grossed 2,010; Top 20% most deprived wards unweighted 61, weighted and grossed 608)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964/4,966 (± 50 of 2,362/1,296 for top 20% most deprived wards) as a result of grossing and rounding

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

6 Qualifications of Staff

- Three quarters of paid childcare staff held some kind of qualification relevant to working with children or young people. Overall, almost three in five held at least a Level 3.
- Around eight in ten senior managers were qualified to Level 3 or above – showing an increase of around 7 percentage points from 2001.
- Around one in three paid childcare staff were currently working towards a new qualification, the majority were not.
- Approaching a quarter of senior managers were NVQ assessors.

INTRODUCTION

6.1 This chapter focuses on the qualifications of paid childcare staff in full daycare provision. Specifically, only qualifications relevant to working with young people and children were explored. The chapter 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 that 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 three-quarters (77%) had some kind of qualification relevant to working with children or young people, whilst 20% did not. Most were qualified at Level 3 (52%) or Level 2 (19%). Four percent had Level 4 or 5, and one percent had Level 1.

6.5 Qualifications were fairly similar across the country, with the exception that staff based in the South East were least likely to be qualified (69%), as were those in low density areas (74%)

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

	Total 2003		Top 20% most deprived wards ¹	
	%	No.	%	No.
Highest qualifications²				
Nursery Nursing Diploma/National – Level 3	30	33,500	34	8,550
NVQ in early years/Childcare and Education/work with children and young people – Level 3	12	13,800	12	2,950
BTEC in Nursery Nursing – Level 2	8	9,000	9	2,250
National Certificate in Early Years/Childcare and Education/work with children and Young People – Level 3	6	6,400	7	1,800
Caring for children/NVQ in Early Years Care/Childcare/3240/foundation award – Level 2	5	5,300	7	1,850
Highest Qualification Level				
Any Level 1	1	600	1	250
Any Level 2	19	21,500	21	5,350
Any Level 3	52	58,300	55	14,100
Any Level 4	4	4,400	4	1,050
Any Level 5	*	400	*	50
Other ³	1	700	1	150
No qualification	20	22,700	15	3,850
Don't know/no answer	2	2,500	3	650
At least Level 2	76	84,600	81	20,550
At least Level 3	57	63,100	60	15,200

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

Source: MORI

Base 2003: All paid staff in full daycare provision (unweighted 9,567, weighted and grossed 111,126)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323, weighted and grossed 25,484)

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 and figures may not add up to 100% or ± 100 of 111,126 (± 50 of 25,484 for top 20% most deprived wards) as a result of grossing and rounding

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

QUALIFICATIONS BY TYPE OF STAFF

- 6.6** 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.

SENIOR MANAGERS

- 6.7** Over eight in ten senior managers were qualified to Level 3 or above (85%).
- 6.8** Managers have become more qualified since 2001 – with the proportion qualified to at least Level 3 rising by seven percentage points (78% in 2001 to 85% in 2003).
- 6.9** The most common qualification was a Nursery Nursing Diploma/ National – Level 3 (41%).

SUPERVISORS

- 6.10** Three quarters of supervisors (73%) had at least Level 3 qualification, with the most common qualification again being the Nursery Nursing Diploma/National – Level 3. A Level 3 qualification is the national day care standard minimum for supervisors/person in day to day charge of the setting.

OTHER PAID CHILDCARE STAFF

- 6.11** Just under half of other paid childcare workers had some kind of qualification (49%), with 47% having at least a level 2 qualification. The national standards for under 8's day care and childminding state that at least half of other paid childcare workers should hold a Level 2 qualification.

SUPERVISORS AND OTHER PAID CHILDCARE STAFF COMPARISONS WITH 2001

- 6.12** 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). Therefore comparisons of qualifications for supervisory staff and other childcare staff are shown combined.
- 6.13** As can be seen in Table 6.5, the proportion of supervisors and other childcare staff who hold a Level 2 qualification has risen from 11% in 2001 to 21% in 2003. However, there has been a decrease in the proportion who hold a Level 3 qualification – falling from 60% in 2001 to 51% in 2003.

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

	Senior Manager		Supervisors		Other Paid Staff	
	%	No.	%	No.	%	No.
Highest qualifications¹						
Nursery Nursing Diploma/National – Level 3	41	4,100	40	24,700	12	4,700
NVQ in early years/Childcare and Education/work with children and young people – Level 3	11	1,100	19	11,400	–	–
Degree (PGCE, BEd, Early Childhood Studies) – Level 4	9	900	–	–	–	–
National Certificate in Early Years/Early Childhood Studies –Level 3	6	600	6	3,600	6	2,200
BTEC in Nursery Nursing – Level 2	4	400	10	6,400	5	2,200
Early Years/childcare – practice/education/childhood studies – Level 2	–	–	–	–	8	3,000
(BTEC/NVQ/progression/award/Diploma/certificate	–	–	4	2,300	7	3,000
Caring for children/NVQ in Early Years Care/Childcare/3240/foundation award – Level 2	–	–	–	–	–	–

Source: MORI

Base 2003: All paid staff in full daycare provision (unweighted 9,567, weighted and grossed 111,126)

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

Note: Table percentages and figures may not add up to 100% or ± 100 of the total base as a result of grossing and rounding

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

Highest Qualification Level	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	%	No.	%	No.
Any Level 1	1	100	N/A	N/A	N/A	N/A	1	50
Any Level 2	6	600	8	700	-2	#	7	200
Any Level 3	66	6,600	62	4,800	+4	+1,800	64	1,500
Any Level 4 or 5	20	1,900	16	1,200	+4	+700	22	550
Other ²	2	200	8	600	-6	-400	1	50
No qualification	6	600	4	400	+2	+200	3	50
At least Level 2	92	9,100	86	6,700	+6	+2,400	94	2,250
At least Level 3	85	8,500	78	6,000	+7	+2,500	87	2,050

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 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All senior managers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

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

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and rounding

Note: # indicates fewer than 100 providers in England

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

Highest Qualification Level	Supervisors ¹			Other Paid Childcare Staff		
	%	No.	%	%	No.	%
Any Level 1	*	200	1	100	300	2
Any Level 2	19	11,900	21	3,050	9,000	25
Any Level 3	69	42,700	68	10,100	9,100	30
Any Level 4 or 5	4	2,200	4	550	600	*
Other ³	*	200	*	50	300	*
No qualification	6	3,600	5	750	18,600	36
Don't know/ no answer	1	700	1	150	1,800	6
At least Level 2	92	56,700	93	13,700	18,700	56
At least Level 3	73	44,900	72	10,650	9,700	30
Total 2003						
			Top 20% most deprived wards			Top 20% most deprived wards
			No.		No.	No.

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

Source: MORI

Base: ¹ All supervisors (2003 – unweighted 5,384, weighted and grossed 61,461; for top 20% most deprived wards unweighted 1,382, weighted and grossed 14,746)

Base: All other paid childcare staff (2003 – unweighted 3,333, weighted and grossed 39,702; for top 20% most deprived wards unweighted 728, weighted and grossed 8,376)

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

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

Note: Table percentages and figures may not add up to 100% or ± 100 of the total base (± 50 of the base for top 20% most deprived wards) as a result of grossing and rounding

Table 6.5: **Level 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.	%	No.	%	No.
Any Level 1	*	500	N/A	N/A	N/A	N/A	1	250				
Any Level 2	21	20,900	11	9,100	+10	+11,800	22	5,200				
Any Level 3	51	51,800	60	52,100	-9	-200	54	12,600				
Any Level 4 or 5	3	2,800	2	1,700	+1	+1,100	3	600				
Other ²	*	500	2	1,500	-2	-1000	*	100				
No qualification	22	22,200	25	21,700	-1	+3,000	16	3,800				
Don't know/ no answer	2	2,500					3	650				
At least Level 2	75	75,400	73	62,900	+2	+12,500	79	18,350				
At least Level 3	54	54,600	62	53,800	-8	-800	57	13,150				

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 8,717 weighted and grossed 101,163; 2001 – unweighted 9,481, weighted and grossed 86,552)

Base:¹ Some 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 2,110 weighted and grossed 23,122)

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

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

Note: Table percentages and figures may not add up to 100% or ± 100 of 101,163 (± 50 of 23,122 for top 20% most deprived wards) as a result of grossing and rounding

QUALIFICATIONS BEING WORKED TOWARDS

6.14 Findings from this section are summarised in tables 6.6 to 6.11 below.

QUALIFICATIONS AMONG STAFF AS A WHOLE

- 6.15** Among paid childcare staff as a whole, one in three staff were currently working towards a new qualification (28%), but most were not (68%).
- 6.16** Staff were most likely to be working towards a Level 3 qualification (18%).
- 6.17** Paid staff working at settings based in North East England were least likely to be working towards a qualification (20%), whilst higher than average proportions were working towards qualifications in the East of England (34%), London (30%) and the South East (30%)
- 6.18** Staff working in Local Authority settings or in schools/colleges were less likely to be working towards qualifications than those in private settings (14% and 22% respectively, compared to 29%)

Table 6.6: **Qualifications Currently 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	6	6,900	6	1,400
Advanced award in working with children	4	4,900	4	1,100
Caring for children/ NVQ in Early Years Care/ Childcare/3240/ foundation award – Level 2	3	2,900	2	600
Nursery Nursing Diploma/ National – Level 3	3	3,600	4	1,000
Nursing qualification Degree – Level 4	2	2,000	1	250
Early years/childcare practice/ education childhood studies – Level 2 (BTEC, NVQ, progression, award, diploma, certificate)	2	1,700	1	350
Diploma in pre-school practice	1	600	1	150
BTEC in Nursery Nursing – Level 2	1	1,000	1	200
National Certificate in Early Years/ Early Childhood Studies – Level 3 (BTEC, National Diploma, Higher National Certificate, Intermediate award)	1	1,100	1	200
Degree (PGCE/Bed/Childhood Studies)	1	700	1	250
Highest Qualification Level				
Any Level 1	*	300	*	50
Any Level 2	6	6,300	5	1,300
Any Level 3	18	20,100	17	4,250
Any Level 4	4	4,100	4	900
Any Level 5	*	200	*	50
Other ³	*	400	*	100
Not currently studying	68	75,700	69	17,650
Don't know/no answer	4	4,000	4	1,050
At least Level 2	28	30,700	26	6,550
At least Level 3	22	24,400	21	5,250

Source: MORI

Base 2003: All paid staff in full daycare provision (unweighted 9,567, weighted and grossed 111,126)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323, weighted and grossed 25,484)

Note: ² Only mentions of 1% or over are shown. Combined figures for all paid childcare staff 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 and figures may not add up to 100% or ± 100 of 111,126 (± 50 of 25,484, for top 20% most deprived wards) as a result of grossing and rounding

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

QUALIFICATIONS BY TYPE OF STAFF

SENIOR MANAGERS

- 6.19** One in five senior managers (22%) were working towards a qualification – the same as in 2001.
- 6.20** A wide range of different qualifications were being worked towards with the most common being NVQ Assessor 2/3, mentioned by three percent.

SUPERVISORS

- 6.21** Around one in five supervisors (19%) were working towards a new qualification, most commonly an Advanced Award in Working with Children (mentioned by four percent).

OTHER PAID CHILDCARE STAFF

- 6.22** Over two in five other paid childcare staff (44%) were working towards a qualification. The qualification this group was most likely to be working towards was an NVQ in Early Years or Childcare and Education, Level 3 (12%).

SUPERVISORS AND OTHER PAID CHILDCARE STAFF COMPARISONS WITH 2001

- 6.23** As with qualifications held, 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). Therefore comparisons of qualifications for supervisory staff and other childcare staff are shown combined.
- 6.24** As can be seen in Table 6.10 there appears to be an increase in the number of supervisors and other childcare staff working towards a qualification. In particular, a higher proportion are working towards Level 3 than in 2001 (19% compared to 12%).

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

	Senior Manager		Supervisors		Other Paid Staff	
	%	No.	%	No.	%	No.
Highest qualifications¹						
Diploma in Pre-school practice	-	-	1	400	1	200
NVQ in early years/Childcare and Education/work with children and young people – Level 3	2	200	3	1,800	12	4,900
Nursery Nursing Diploma/National – Level 3	1	100	3	1,800	4	1,700
Degree (PGCE, Bed, Early Childhood Studies)	2	200	-	-	-	-
National Certificate in Early Years/Early Childhood Studies/Early Childhood Studies – Level 3	1	#	1	400	2	700
BTEC in Nursery Nursing – Level 2	-	-	1	300	2	600
Nursing Qualification Degree – level 4	1	100	2	1,200	2	600
Advanced diploma in Childcare Education	1	100	-	-	7	2,600
Advanced Award in Working with Children	1	100	4	2,200	-	-
Diploma in Social Work/other professional social work qualification – Level 4	1	100	-	-	-	-
Advanced Certificate in Childcare and Education	-	-	1	400	-	-
NVQ Assessor 2/3	3	300	-	-	-	-
Caring for children/NVQ in Early Years Care/Childcare/3240/foundation award – Level 2	-	-	1	300	6	2,600
Certificate in Nursery Management skills	-	-	-	-	1	300
Early years childcare – practice/education/childhood studies – Level 2	-	-	-	-	4	1,600
NVQ in Playwork – Take 10 for play/Diploma in Playwork	-	-	-	-	1	300
Advanced Certificate in Childcare and Education	1	400	-	-	-	-

Source: MORI

Base: All paid staff in full daycare provision (unweighted 9,567, weighted and grossed 111,126)

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

Note: Table percentages and figures may not add up to 100% or ± 100 of the total base as a result of grossing and rounding

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

Note: # indicates fewer than 100 providers in England

Table 6.8: **Level 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.
Any Level 1	*	#	N/A	N/A	N/A	N/A	*	#
Any Level 2	2	200	1	100	+1	+100	2	50
Any Level 3	8	800	4	300	+4	+500	9	200
Any Level 4 or 5	9	900	7	600	+2	+300	14	300
Other ²	2	200	6	400	-4	-200	2	50
Not currently studying	78	7,800	78	6,100	0	+1,700	72	1,700
At least Level 2	19	2,000	13	1,000	+7	+1,000	25	600
At least Level 3	17	1,700	12	900	+6	+800	22	550

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 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All senior managers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

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

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and 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)

Table 6.10: **Levels of 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	*	300	N/A	N/A	N/A	N/A	*	50
Any Level 2	6	6,100	4	3,500	+2	+2,600	5	1,250
Any Level 3	19	19,000	12	10,100	+7	+8,900	17	3,900
Any Level 4 or 5	3	3,100	1	1,100	+2	+2,000	2	550
Other ²	*	700	3	2,400	-3	-1,700	1	250
Not currently studying	67	67,900	80	69,500	-9	+2,400	69	15,900
Don't know/no answer	4	4,000					4	1,050
At least Level 2	28	28,200	17	14,600	+11	+13,600	24	5,700
At least Level 3	22	22,100	13	11,100	+9	11,000	19	4,550

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 8,717 weighted and grossed 101,163; 2001 – unweighted 9,481, weighted and grossed 86,552)

Base: ¹ Some 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 2,110, weighted and grossed 23,122)

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

Note: Table percentages and figures may not add up to 100% or ± 100 of 101,163 (± 50 of 23,122 for top 20% most deprived wards) as a result of grossing and rounding

Note: * indicates a response less than 1%

QUALIFICATIONS REQUIRED WHEN RECRUITING CO-ORDINATORS

6.25 Four-fifths of senior managers had been required to have certain qualifications relevant to working with young people when they were recruited (83%), this is similar to the proportion in 2001 (81%).

NVQ ASSESSORS

6.26 Approaching a quarter of senior managers were NVQ assessors (23%).

6.27 Those senior managers in settings with over 50 places for 0-7 year olds were most likely to be NVQ assessors (29%), but there were no other significant subgroup differences.

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	23	2,300	26	600
No – not an NVQ assessor	77	7,700	74	1,750
Don't know	*	#	1	#

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964)

Base: ¹ All full daycare providers in the top 20% most deprived wards (unweighted 213, weighted and grossed 2,362)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and 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 30,600 paid childcare staff were recruited in the last 12 months. This gave an overall recruitment rate¹⁸ of 31%, a decrease from the recruitment rate in 2001 (36%).
- Adverts in the local press (78%) were the most common methods of recruiting new staff.
- Around half of full daycare providers 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 three years and five months, rising to seven years for senior managers.
- Around seven in ten settings (68%) had lost at least one paid member of staff in the previous 12 months, with a total of 17,700 staff leaving across all settings.
- Of those who left the organisation in the last 12 months, it was believed that half (50%) obtained other posts in the childcare and early years sector; a fifth (21%) went to jobs in other sectors and one in ten (11%) didn't take up any other employment
- The turnover rate¹⁹ for paid staff across the whole sector was 18% of which about 9% went to other early years or childcare settings and 9% left the sector altogether. The overall rate was similar to 2001(20%).
- Employment growth²⁰ rose to 13%, up from 11% in 2001.

INTRODUCTION

7.1 This final chapter of the report sets out the staffing issues for full daycare providers. 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.

18 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 that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

19 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 that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

20 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 that this growth rate therefore includes the 'churn within the sector' as well as numbers of individuals both joining and leaving the sector.

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, 30,600 paid childcare staff were recruited last year, giving an overall recruitment rate of 31%²¹. This shows a 5% drop in the recruitment rate from last year (where 36% – 29,100 paid staff were recruited).

SENIOR MANAGERS

7.4 Nine percent of senior managers had been recruited in the previous 12 months, circa 900 individuals. This was similar to the proportion in 2001 (700).

SUPERVISORS AND OTHER PAID CHILDCARE STAFF

7.5 In the last year, over half (55%) of full daycare providers recruited at least one supervisor. An average of 1.6 new supervisors per setting were recruited, a total of 15,500.

7.6 A higher than average proportion of settings operating in the East Midlands and West Midlands had recruited any supervisors in the last 12 months (both at 67%).

7.7 Larger organisations (with over 50 children enrolled) and those that had been operating under two years were also more likely to have recruited any supervisors in the last 12 months (59% and 77% respectively).

7.8 Again just over half of organisations had recruited any other paid childcare staff (51%), with an average of 1.5 being recruited per organisation.

7.9 Larger organisations (with over 50 enrolments) were most likely to have recruited other childcare staff (60%), as were settings owned by a chain or the manager (56%) and those setting operating for under 2 years (70%).

7.10 The total number of supervisors and other paid childcare staff recruited was 29,700, an increase of 1,300 from 2001. The average number recruited had dropped from 3.6 in 2001 to 3.0.²²

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 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 Full Daycare Providers Recruiting New Staff**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No	%	No.
All paid staff (including senior manager)								
Total number recruited		30,600		29,100		+1,500		6,250
Recruitment rate ²		31		36		-5		27
Senior Manager								
Joining in the last 12 months	9	900	9	700	0	+200	9	200
Supervisors³								
Any	55	5,500	-	-	-	-	55	1,300
None	44	4,400	-	-	-	-	43	1,000
Average number recruited		1.57		-		-		1.40
Estimated number recruited		15,500		-		-		3,250
Other paid childcare staff³								
Any	51	5,100	-	-	-	-	45	1,100
None	47	4,700	-	-	-	-	53	1,250
Average number recruited		1.45		-		-		1.20
Estimated number recruited		14,200		-		-		2,800
Supervisors and other childcare staff combined								
Average number recruited		2.98		3.64		-0.66		2.56
Estimated number recruited		29,700		28,400		+1,300		6,050

Source: MORI

Base: All paid staff in full daycare provision (2003 – unweighted 9,567, weighted and grossed 111,126; 2001 – unweighted N/A, weighted and grossed 94,302)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323, weighted and grossed 25,484)

Note: ² This is calculated by dividing the total number recruited by the total currently employed plus those leaving their current employment minus those recruited

Note: ³ All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; All full daycare providers in top 20% deprived wards (unweighted 213, weighted and grossed 2,362). 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 and exclude don't knows.

Note: Table percentages and figures may not add up to 100% or ± 100 of 111,126 (±50 of 25,484 for top 20% most deprived wards) as a result of grossing and rounding

RECRUITMENT METHODS

- 7.11** As in 2001, adverts in the local press were the most common method of recruitment (mentioned by 78%).
- 7.12** Job centre/New Deal Scheme, word of mouth, and ad hoc CVs/applications sent were also frequently mentioned (55%, 53% and 47% respectively).
- 7.13** There were regional differences, with the Job Centre/New Deal Scheme being particularly popular with settings in the North West and West Midlands (mentioned by 71% and 70% respectively). London settings were more likely than average to use recruitment fairs (21% compared to the average of 12%) and settings based in Yorkshire and Humberside were more likely than average to place adverts at school/on site (34% compared to the average of 25%).
- 7.14** Settings owned by the manager or by a chain were more likely than average to have used a variety of methods: word of mouth (56%), colleges (44%), Job Centre/New Deal Scheme (58%) and ad hoc CVs/applications sent to them (50%). In contrast, a higher than average proportion of settings managed by the local authority had used the LEA/local Council jobs bulletin (56% compared to the average of 27%). Voluntary/community or church groups and settings owned or run by a school or college were more likely than average to have placed adverts at schools/on site (39% and 41% respectively).
- 7.15** Larger settings (with over 50 children enrolled) were most likely to use adverts in the local press (81%) and also more likely than average to use colleges (48%) or the Job Centre/New Deal Scheme (60%).

Table 7.2: **Recruitment Methods**

	Total 2003		Total 2001		Change 2003/2001		Top 20% most deprived wards ¹	
	%	No.	%	No.	±%	±No	%	No.
Recruitment methods²								
Adverts in local press	78	7,800	90	7,100	-12	+700	75	1,750
Job Centre/New Deal Scheme	55	5,500	77	6,000	-22	-500	58	1,350
Word of mouth	53	5,300	73	5,700	-20	-400	45	1,050
Ad hoc CVs/applications sent to you	47	4,700	0	0	+47	+4,700	40	950
Colleges	42	4,100	72	5,600	-30	-1,500	35	800
LEA/Local Authority/Council jobs bulletin	27	2,700	0	0	+27	+2,700	29	700
Adverts at school/on site	25	2,500	0	0	+25	+2,500	26	600
Parents of children catered for	22	2,200	28	2,200	-6	0	17	400
Open days/out of school club open days	13	1,300	16	1,300	-3	0	12	300
Recruitment fairs	12	1,200	19	1,400	-7	-200	12	300
Internet	3	300	0	0	+3	+300	2	50
National press	2	200	0	0	+2	+200	3	100
Shop windows	0	0	2	200	-2	-200	0	0
Other	8	800	0	0	+8	+800	8	200
None of these	2	200	0	0	+2	+200	1	50
Don't know	1	100	0	0	+1	#	1	50

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in top 20% deprived wards (unweighted 213, weighted and grossed 2,362)

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

Note: # indicates fewer than 100 staff

RECRUITMENT DIFFICULTIES

- 7.16** Around half (49%) of full daycare providers had experienced a great deal or fair amount of difficulty in recruiting staff over the previous 12 months. This compares with 59% of settings in 2001 that had experienced recruitment difficulties.
- 7.17** Settings had experienced most recruitment difficulties when recruiting supervisors (79%), and a further 46% had experienced difficulties in recruiting other paid childcare staff.²³
- 7.18** The most common difficulty encountered was too few applicants (47%). The other most common problems were:
- No qualified applicants (41%)
 - Too few applicants with the right experience (42%)
 - Provider couldn't afford wages required by applicants (13%).

²³ Comparisons with 2001 data are unavailable due to the change in definition 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	26	2,600	–	–	–	–	25	600
A fair amount	23	2,300	–	–	–	–	18	450
Not very much	10	1,000	–	–	–	–	8	200
Not at all	27	2,700	–	–	–	–	32	750
Not applicable/have not tried to recruit	12	1,200	–	–	–	–	15	400
Don't know	1	100	–	–	–	–	2	#
Full daycare providers with recruitment difficulties²								
Yes	59	5,900	59	4,600	–	+1,300	51	1250
No	39	3,900	41	3,200	-2	+700	47	1150
Types of staff had difficulty recruiting³								
Supervisors	79	3,900	–	–	–	–	79	800
Other paid childcare staff	46	2,200	–	–	–	–	35	350
Senior Manager	2	100	–	–	–	–	2	#
Other	2	100	–	–	–	–	4	#
Difficulties encountered³								
No qualified applicants	41	2,000	44	2,000	-3	0	47	500
Too few applicants	47	2,300	57	2,600	-10	-300	43	450
Provider couldn't afford wages required by applicant	13	600	–	–	+13	+600	8	100
Too few applicants with the right experience	42	2,100	44	2,200	-2	-100	43	450
Candidates wanting to work different hours from those offered	7	300	–	–	+7	+300	4	50
Competition from other types of work	4	200	5	200	-1	0	1	#
Competition from other childcare/early years settings	3	100	6	300	-3	-200	2	#
Couldn't afford salary	–	–	11	500	-11	-500	–	–
Poor pay/low salary	–	–	4	200	-4	-200	–	–
Other	16	800	–	–	+16	+800	14	150

Source: MORI

Base: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964; 2001 – unweighted 850, weighted and grossed 7,800)

 Base: ¹ All full daycare providers in top 20% deprived wards (unweighted 213, weighted and grossed 2,362)

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

 Base: ³ All that had any difficulties (unweighted 419, weighted and grossed 4,918; for top 20% most deprived wards unweighted 88, weighted and grossed 1,017). 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 fewer than 100 providers in England (fewer than 50 providers for the top 20% most deprived wards)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964/4,918 (± 50 of 2,362/1,017 for top 20% most deprived wards) as a result of grossing and rounding

RETENTION ISSUES

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

LENGTH OF SERVICE

- 7.19** The average length of service amongst all paid staff at their current setting was three years and five months.
- 7.20** The average length of employment amongst senior managers was seven years, indicating an increase in length of service of 1 year from 2001.
- 7.21** Among all paid childcare staff (excluding senior managers), the average length of service at their current setting was three years. Over half (55%) had worked at their current setting for under two years, while nearly two fifths (36%) had worked there between 3 and 10 years. Just four percent had worked at their current setting for over ten years.

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	16	17,400	–	–	–	–	19	4,750
1–2 years	37	40,800	–	–	–	–	30	7,600
3–4 years	19	21,400	–	–	–	–	19	4,800
5 years or more	24	26,200	–	–	–	–	28	7,050
Don't know	5	5,300	–	–	–	–	5	1,300
Average length of service	3 years and 5 months		N/A		N/A		3 years and 9 months	
Length of service – senior manager								
Less than 1 year	9	900	9	700	0	+200	9	200
1–2 years	16	1,600	19	1,400	–3	+200	15	350
3–4 years	18	1,800	20	1,600	–2	+200	18	450
5–10 years	32	3,200	38	3,000	–6	+200	30	700
11–20 years	22	2,200	12	900	+10	+1,300	21	500
21 or more	3	300	2	200	+1	–100	4	100
Don't know	1	100	0	0	+1	+100	2	50
Average length of service	7 years		6 years		+1 year		7 years and 1 month	
Length of service – all paid staff (excluding senior manager)								
Less than 1 year	16	16,600	16	19,800	0	–3,200	20	4,500
1–2 years	39	39,200	18	22,600	+21	+16,600	31	7,250
3–4 years	19	19,600	17	21,200	+2	1,600	19	4,350
5 years or more	20	20,600	15	18,100	+5	2,500	25	5,750
Don't know	5	5,200	0	0	+5	+5,200	0	0
Average length of service	3 years		N/A		N/A		3 years and 5 months	

Source: MORI

Base: All paid staff in full daycare provision (2003 – unweighted 9,567, weighted and grossed 111,126; 2001 – unweighted NA, weighted and grossed 94,302)

Base: ¹ All paid staff in full daycare provision in the top 20% most deprived wards (unweighted 2,323, weighted and grossed 25,484)

Note: Table percentages and figures may not add up to 100% or ± 100 of 111,126 (± 50 of 25,484 for top 20% most deprived wards) as a result of grossing and rounding

ANNUAL LOSSES

- 7.22** A lower proportion than in 2001 had had at least one paid member of staff leave in the previous 12 months (68% compared to 77% in 2003). An average of 1.8 paid staff had left per organisation, compared with 2.1 in 2001. However, due to the increased number of settings in 2002/3 this represented an increase in the numbers leaving their current employment (up 1,200 individuals since 2001).
- 7.23** Settings in East Midlands were most likely to have had any staff leave in the last year (76%).
- 7.24** Larger organisations (with over 50 enrolments) were considerably more likely than settings with under 30 enrolments to have lost any staff (75% compared to 45%).
- 7.25** Settings owned by the manager or by a chain were more likely to have lost any staff than those run by voluntary/community/church groups and those run by schools/colleges (72%, compared to 54% and 50%).

DESTINATION OF STAFF WHO LEFT

- 7.26** Of those staff who left the organisation in the last 12 months it was believed that:
- Half (50%) went to other jobs in childcare or early years sectors, (around 8,800 individuals)
 - A fifth (21%) went to jobs outside the sector (around 3,800 individuals)
 - One in ten (11%) did not take up other employment (around 1,900 individuals)

STAFF TURNOVER

- 7.27** Looking at the total number of employees being recruited and the number leaving the sector enables us to express the turnover rate²⁴ for the sector and the rate of employment growth²⁵.
- 7.28** The turnover rate for paid staff was 18% of which about 9% went to other early years or childcare settings and 9% left the sector altogether. The overall rate was similar to 2001 (20%).
- 7.29** Overall, employment growth was 13%, again similar to 2001 (11%).

²⁴ 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 that this turnover rate therefore includes the 'churn within the sector' as well as staff leaving the sector.

²⁵ 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 that this growth rate therefore includes the 'churn within the sector' as well numbers of individuals both joining and 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	69	6,900	77	6,000	-9	+900	73	1,700
None	28	2,800	22	1,700	-6	+1,100	26	600
1-2	46	4,600	48	3,700	-2	+900	50	1,150
3-4	14	1,400	20	1,600	-6	-200	17	400
5+	8	800	9	700	-1	+100	6	150
Don't know	3	300	0	0	+3	+300	2	50
Average number of staff leaving per setting	1.83			2.11		-0.28		1.77
Total number of staff leaving	17,700			16,500		+1,200		4,100
Destination of staff that have left in the last 12 months²								
Childcare or early years education sector	50	8,800	75	9,900	-25	-1,100	50	2,050
Outside childcare or early education sector	21	3,800	25	3,400	-4	+400	17	700
Didn't obtain another job	11	1,900	0	0	+11	+1,900	12	500
Don't know	18	3,200	0	0	+18	+3,200	21	850
Turnover								
Turnover rate	18			20		-2		18
Employment growth	13			11		+2		9

Source: MORI

Base 2003: All full daycare providers (2003 – unweighted 850, weighted and grossed 9,964) (2001 – unweighted 850, weighted and grossed 7,800)

Base: ¹ All full daycare providers in top 20% deprived wards (unweighted 213, weighted and grossed 2,362)

Base: ² All staff leaving their employment in the last 12 months (2003 unweighted 1,513, weighted and grossed 17,730; 2001 unweighted NA, weighted and grossed 16,458; for top 20% most deprived wards unweighted 374, weighted and grossed 4,115)

Note: Table percentages and figures may not add up to 100% or ± 100 of 9,964 (± 50 of 2,362 for top 20% most deprived wards) as a result of grossing and 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

	Nursery schools classes	Primary with nursery and reception classes	Primary with reception but no nursery	Playgroups	Child-minders	Full daycare	Out of school clubs	Holiday clubs
	N	N	N	N	N	N	N	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 1-2 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		South		West Midlands	
	Midlands	East Midlands	England	East of England	London	Yorks & Humberside	North East	North West	South East	South West	West Midlands	West Midlands		
Number of Places														
Number of providers	9,964	776	884	884	1,545	971	350	1,337	1,763	1,135	1,203			
Number of places (0-7)	431,600	41,200	38,200	38,200	61,850	40,500	17,050	63,100	78,100	42,500	49,100			
Number of enrolments (0-7)	634,350	64,750	60,300	60,300	77,950	62,800	22,650	86,050	113,450	74,200	72,150			
Staff headcount														
Senior managers	10,000	800	900	900	1,550	950	350	1,350	1,750	1,105	1,200			
Supervisory staff	61,500	5,750	5,650	5,650	8,000	5,350	2,750	9,950	10,000	6,000	8,100			
Other paid childcare staff	39,700	2,950	4,000	4,000	6,200	3,850	1,200	4,650	8,500	4,100	4,250			
Student volunteers	11,000	1,000	900	900	1,850	1,000	550	1,900	1,100	1,000	1,700			
Other volunteers	2,000	100	200	200	300	100	50	350	500	300	150			
Total workforce ⁽¹⁾	124,200	10,550	11,550	11,550	17,900	11,350	4,900	18,150	21,900	12,500	15,400			
Total paid workforce ⁽²⁾	111,150	9,450	10,500	10,500	15,750	10,200	4,300	15,950	20,300	11,200	13,550			
Agency staff (% of providers using these)	33	31	29	29	57	27	36	21	31	30	30			
Staff characteristics														
% male	2	2	2	2	3	1	1	2	1	2	1			
% from an ethnic minority background	8	6	2	2	32	3	1	3	4	3	7			
% with a disability	1	1	1	1	1	1	*	3	2	2	1			
% Age up to 24 years	41	44	38	38	30	45	44	46	40	39	46			
% 25 – 39 years	35	30	37	37	44	35	36	33	32	34	35			
% 40 – 49 years	13	12	15	15	15	12	11	10	14	17	12			
% 50+ years	7	7	7	7	7	7	4	6	6	8	6			
All paid staff (average hours worked per week)	35	36	36	36	35	35	34	36	35	33	36			
All staff paid annually (average annual pay – £'s)	6,100	5,300	6,650	6,650	8,100	6,100	7,300	4,900	5,250	4,950	5,350			
All staff paid hourly (average hourly pay – £'s)	5.40	5.00	5.60	5.60	6.60	5.00	5.00	5.10	5.70	5.40	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	7	6	6	7	7	7	8	6	8	7
All paid staff (excluding senior manager)	3	3	3	3	3	3	3	3	3	3
All paid staff	3	3	3	3	4	4	4	3	4	3
Employment change										
Overall employee turnover rate ⁽¹⁾	18	18	19	19	18	17	17	18	16	20
Recruitment rate ⁽⁴⁾	31	32	31	28	33	29	33	31	27	34
Employment growth ⁽⁵⁾	13	13	12	9	15	13	16	13	12	14
Recruitment difficulty in last year	49	53	52	51	51	41	48	45	45	57
Qualifications & Training										
% of senior managers that are qualified to Level 3 or above	85	77	82	88	86	88	86	94	77	83
% of supervisors qualified to Level 3 or above	73	74	75	73	72	69	75	72	78	68
% of other paid childcare workers qualified to Level 2 or above	46	39	59	57	56	72	46	37	43	39
% of senior managers who are working towards a qualification	22	16	18	28	14	20	16	28	18	28
% of supervisors who are working towards a qualification	19	15	25	23	18	19	18	23	15	17
% of other paid childcare staff who are working towards a qualification	49	40	59	58	60	73	47	39	46	41
% of providers with training budgets	50	54	56	57	57	47	46	52	40	40
Average amount spent on training p.a.	4,100	8,200	1,500	1,400	2,750	950	1,050	1,000	600	600

Some figures have changed due to anomalies corrected since the 2001 publication. 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 total currently employed less the difference between those recruited and those leaving their current employment.

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	9,964	3,375	3,113	3,476	2,362
Number of places (0-7)	431,600	141,450	136,500	153,650	99,650
Number of enrolments (0-7)	634,400	215,900	204,650	213,800	131,300
Staff headcount					
Senior Managers	9,950	3,350	3,100	3,500	2,350
Supervisory Staff	61,500	19,750	20,800	20,950	14,750
Other paid childcare staff	39,700	13,750	12,200	13,800	8,400
Student volunteers	11,000	2,750	3,450	4,850	3,350
Other volunteers	2,000	950	550	550	500
Total workforce ⁽¹⁾	124,200	40,500	67,000	16,650	29,300
Total paid workforce ⁽²⁾	111,150	36,850	59,950	14,350	25,500
Agency staff (% of providers using these)	33	26	28	44	40
Staff characteristics					
% male	2	2	1	2	2
% from an ethnic minority background	8	3	5	16	15
% with a disability	1	1	2	2	1
% Age up to 24 years	41	39	45	39	37
% 25 – 39 years	35	33	34	38	39
% 40 – 49 years	13	15	12	13	13
% 50+ years	7	7	6	6	6
All paid staff (average hours worked per week)	35	35	36	35	34
All staff paid annually (average annual pay)	6,100	5,700	5,400	6,950	6,150
All staff paid hourly (average hourly pay)	5.40	5.30	5.20	5.70	5.40

	Total	Low	Medium	High	Top 20% deprived
Length of service (in years)					
Senior manager	7	6	8	7	7
All paid staff (excluding senior manager)	3	3	3	3	3
All paid staff	3	3	4	4	4
Employment change					
Overall employee turnover rate ⁽³⁾	18	18	18	18	18
Recruitment rate ⁽⁴⁾	31	31	33	30	37
Employment growth ⁽⁵⁾	13	13	15	12	9
Recruitment difficulty in last year	49	49	52	48	43
Qualifications & Training					
% of senior managers that are qualified to Level 3 or above	85	83	85	88	87
% of supervisors qualified to Level 3 or above	73	72	73	74	72
% of other paid childcare workers qualified to Level 2 or above	47	43	50	49	56
% of senior managers who are working towards a qualification	22	20	20	24	28
% of supervisors who are working towards a qualification	19	18	20	20	19
% of other paid childcare staff who are working towards a qualification	49	45	51	51	58
% of providers with training budgets	50	45	52	52	55
Average amount spent on training p.a.	4,100	8,950	950	2,500	1,100

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 total currently employed less the difference between those recruited and those leaving their current employment.
- 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	ACCEPT AFTER 8TH CALL
Deputy manager/Other manager/Supervisor	2	
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 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-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

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

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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