

Out of School Care Worker Survey – Initial Findings

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Scottish Out of School Care Network, June 2009



1. About the Scottish Out of School Care Network

The Scottish Out of School Care Network (SOSCN) is the lead national organisation promoting and supporting the development of high quality out of school care, play, care and learning activities in Scotland. SOSCN is a registered charity (SC020520) and has been in existence since 1991. The aims of the organisation are:

- To provide support, information and resources to all involved in out of school care
- To promote relevant research and the development of appropriate training and qualifications for workers in the field.
- To provide a forum for the exchange of ideas and experiences.
- To increase public awareness of the need for out of school care and thus encourage government at all levels to respond to that need.
- To explore opportunities for practical co-operation amongst SOSCN members.
- To encourage SOSCN members to provide a good quality service for children and parents.

The organisation provides support, directly or indirectly to all out of school care services in Scotland.

SOSCN works within the principles outlined in the UN Convention on the Rights of the Child, and our work has a focus on the most disadvantaged in society; including families affected by poverty, disability, rurality, lone parents, or other inequalities such as ethnicity, language or culture.

SOSCN is a member of the UK wide **End Child Poverty Campaign**.

2. Out of School Care in Scotland

There are over 46,000 out of school childcare places in Scotland delivered by over 1,000 out of school care services. Out of school care supports families in need, and give children and young people access to positive experiences and opportunities which may not be otherwise available to them. The age range of children can be from 3 (wraparound care) to 16 (services for young people). Out of school care enables parents to take up work and educational opportunities while at the same time giving children and young people access to play, care and learning opportunities in a safe and stimulating setting. Out of School Care contributes towards the aims of economic, social, health and educational policies set out by government.

3. Research Methodology and Summary

Over 500¹ surveys (see Appendix One to view the survey form) were distributed to SOSCN member organisations. As an incentive to complete and return the form, all completed surveys received before the closing date were entered into a prize draw. In total, 375 completed surveys were received from at least 23 local authorities.

Of this number, 117 were from Lead Practitioners, 165 from Practitioners and 93 from Support Workers. 347 females and 26 males responded.

9 (3%) have a registered disability and 15 (4%) described their ethnicity as being something other than “White/Scottish/English/British-white/Scottish-white”.

46% returns were from the voluntary sector, 29% from the private, 10% from the public and 7% unknown.

Note: This is the second year of this survey being undertaken, and although there were some minor changes and additions, many of the questions remain the same as 2008, allowing for direct comparisons between the years to be made.

The figure in square brackets represents findings from 2008 survey.

3.1 Lead Practitioner Profile

It was found that the “average” lead practitioner is 50 years old, employed for 28 [26] hours (term-time) and 34 [31] hours (holiday-time), earning £10.22 [£8.93] per hour and has been employed in out of school care for 9 [8] years.

70% are currently registered with the Scottish Social Services Council (SSSC).

91% [85%] see out of school care as a career, 98% [95%] are either very or fairly satisfied with their job.

¹ It is not possible to give a more precise figure as additionally to a membership mailing, the survey was sent all OSC development officers across Scotland for distribution locally.

39% [10%] are qualified to SVQ 4 and 17% [36%] are working towards it. 2% are qualified to BA degree level and 12% are working towards it. 32% are paid for additional training/study and the average number of additional hours per month taken for study is 21.

Regards the Level 9 qualification, 25% think it should be a requirement from 2011, 68% think it should be later than 2011 and 7% provided no response.

36% of lead practitioners require/would like more hours in their job. 29% have a secondary job; of this figure, 68% have another childcare job. The average number of additional hours per week in the secondary childcare job is 14 and the average pay is £7.98

3.2 Practitioner Profile

It was found that the “average” practitioner is 33 years old, employed for 20 [18] hours (term-time) and 26 [26] hours (holiday-time), earning £7.38 [£6.63] per hour and has been employed in out of school care for 5 [4] years.

40% are currently registered with the Scottish Social Services Council.

77% [65%] see out of school care as a career, 97% [95%] are either very or fairly satisfied with their.

55% [16%] are qualified to SVQ 3 or higher and 33% [33%] are working towards level 3 or higher. 33% are paid for additional training/study and the average number of additional hours per month taken for study is 16.

Regards the Level 9 qualification, 33% think it should be a requirement from 2011, 47% think it should be later than 2011 and 21% provided no response.

51% of practitioners require/would like more hours in their job. 30% have a secondary job; of this figure, 67% have another childcare job. The average number of additional hours per week in the secondary childcare job is 14 and the average pay is £8.77

3.3 Support Worker Profile

It was found that the “average” support worker is 32 years old, employed for 16 [16] hours (term-time) and 23 [20] hours (holiday-time), earning £6.62 [£5.77] per hour and has been employed in out of school care for 4 years.

22% are currently registered with the Scottish Social Services Council.

61% [59%] see out of school care as a career, 95% [97%] are either very or fairly satisfied with their job.

52% [41%] are qualified to SVQ 2 or higher and 38% [59%] are working towards level 2 or higher. 37% are paid for additional training/study and the average number of additional hours per month taken for study is 10.

Regards the Level 9 qualification, 32% think it should be a requirement from 2011, 44% think it should be later than 2011 and 24% provided no response.

48% of support workers require/would like more hours in their job. 32% have a secondary job; of this figure, 42% have another childcare job. The average number of additional hours per week in the secondary childcare job is 18.5 and the average pay is £7.77.

GENERAL INFORMATION – RETURNS			
TOTAL NUMBER OF RETURNS - 375			
LOCAL AUTHORITY		NUMBER OF RETURNS	
Unknown		52	(14%)
Aberdeen		13	(3%)
Aberdeenshire		3	(1%)
Argyll & Bute		9	(2%)
Dumfries & Galloway		2	(0.5%)
Dundee		1	(0.5%)
East Ayrshire		21	(6%)
East Dunbartonshire		37	(10%)
East Lothian		13	(3%)
East Renfrewshire		4	(1%)
Edinburgh		8	(2%)
Falkirk		16	(4%)
Fife		15	(4%)
Glasgow		80	(21%)
Inverclyde		20	(5%)
Midlothian		9	(2%)
North Ayrshire		7	(2%)
North Lanarkshire		10	(3%)
Perth & Kinross		3	(1%)
Renfrewshire		13	(3%)
Scottish Borders		16	(4%)
South Lanarkshire		15	(4%)
Stirling		2	(0.5%)
West Lothian		7	(2%)
GENDER			
Unknown	2 (0.5%)	Female	347 (92.5%)
		Male	26 (7%)
REGISTERED DISABILITY			
Yes	9 (3%)	No	366 (97%)
SECTOR			
Unknown		27	(7%)
College		2	(0.5%)
Voluntary		173	(46%)
Private		107	(29%)
Public		36	(10%)
ETHNICITY			
White/Scottish/English/British-white/Scottish-white		360 (96%)	
British Indian	1	Chinese	1
Danish-white	2	Latin American	2
European white	1	Irish	2
Pakistani	2	Polish	1
Scottish-Australian	1	Sri Lankan British	1
Turkish British	1		

TABLE ONE- LEAD PRACTITIONER INFORMATION			
Average Age	50 *	Average Pay Per Hour	£10.22 **
Average Weekly Hours (Term)	28	Average Weekly Hours (Holiday)	34
Average length of time working in OSC	9 years	See OSC as a career	107 (91%)

Scottish Social Services Council (SSSC) & registration requirements					
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)				82 (70%)	
When do you think Lead Practitioners/Managers in OSC should be required to obtain a Level 9 degree qualification?					
From 2011, as per Early Years	29 (25%)	Later than 2011	80 (68%)	Unknown	8 (7%)
From 2011 comments:					
<i>"I'm more than welcome to do any additional training."</i>					
<i>"This will allow OSC to become a more recognised career and allow all practitioners to be on the same salary."</i>					
<i>"If the OSC sector wishes to be regarded as professional, then we need to be studying within the same timescale as our early years colleagues. There is no good reason for waiting."</i>					
<i>"I am about to complete my SVQ 4 Playwork therefore I would like to start my level 9 as soon as possible"</i>					
<i>If we want recognition of a "whole" childcare workforce, then why should it be considered more important for early years workers to be qualified first - surely it should be a workforce requirement- playworkers shouldn't be treated as 2nd class"</i>					
<i>"Either way it is essential to have a degree level of understanding - my degree has been very useful to me in my post."</i>					
Later than 2011 comments:					
<i>"Having a degree is an admirable goal, but not applicable in part-time jobs. Vocation qualifications are much better suited to this work."</i>					
<i>"I do not think staff already in the position should be made to obtain a Level 9. I am 53 years of age and have been in the position for 14 years."</i>					
<i>"I do not think they should have to obtain level 9 - sustainability for smaller projects affording wages."</i>					
General comments:					
<i>"This is a difficult qualification which I am currently doing and was very hard to get funding and does not accommodate OSC workers."</i>					
<i>"I feel that I only work 3.5 hours per day, I have SVQ 4 and this should be enough."</i>					
<i>"Neither- I feel if LPS had to be qualified to this level there would be few people who would stay in the industry. They'd either go & work in a full-time post in a nursery or make a career elsewhere. Fee structure couldn't sustain expected graduate salaries"</i>					
<i>"I feel that specific modules would be better for OSC, after all, we do not do the same work as nurseries- we look after children up to 16 years."</i>					
<i>"I do not believe this is necessary or reflects the wage structure. People will not join the career and many will leave."</i>					

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree	2 (2%)	BA Degree	14 (12%)
BA Diploma	1 (1%)	BEd Degree	1 (1%)
HNC	12 (10%)	BA Diploma	1 (1%)
S/NNEB	4 (3%)	PDA	3 (3%)
PDA	12 (10%)	SVQ 4	20 (17%)
SVQ 4	46 (39%)	SVQ 3	5 (4%)
N/SVQ 3	29 (25%)		
SVQ 2	7 (6%)		
Paid additional hours for study/training	32	Average additional hours of study per month	21

Overall Job Satisfaction			
Very	78 (67%)	Fairly	36 (31%)
Not Very	3 (3%)	Dissatisfied	0
Require more hours	42 (36%)		

*21 - 59

**£8 - £14.50

TABLE TWO - PRACTITIONER INFORMATION			
Average Age	33 *	Average Pay Per Hour	£7.38 **
Average Weekly Hours (Term)	20	Average Weekly Hours (Holiday)	26
Average length of time working in OSC	5 years	See OSC as a career	127 (77%)

Scottish Social Services Council (SSSC) & registration requirements			
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)			66 (40%)
When do you think Lead Practitioners/Managers in OSC should be required to obtain a Level 9 degree qualification?			
From 2011, as per Early Years	54 (33%)	Later than 2011	77 (47%)
		Unknown	34 (21%)
From 2011 comments:			
<p><i>"Managers of OSC do the same job as early years, therefore they should train to the same standard within the same timescale."</i></p> <p><i>"I have already obtained a level 10 degree qualification in BA Childhood Studies and I think this should be a requirement and worth while."</i></p> <p><i>"In order to ensure wages are driven up and OSC is recognised as a serious childcare provider staff must be qualified & lead practitioners should show that they are competent at degree level."</i></p>			
Later than 2011 comments:			
<p><i>"I feel that a level 9 degree qualification is unnecessary for OSC and will cause job losses and the closure of clubs when they cannot pay a degree level salary to managers."</i></p> <p><i>"I don't feel a level 9 degree is the right qualification for LP- HNC was probably the best level. I feel for those who have to give up their job after many years because they don't do the qualifications."</i></p> <p><i>"It's all getting out of hand- life experiences are just as important for an after school club."</i></p> <p><i>"I don't believe this level is necessary, a caring, sensible approach and practical skills are more important."</i></p> <p><i>"Where will salary increase come from to pay for this qualification?"</i></p> <p><i>"Practitioners don't get paid enough in accordance to qualifications; they deserve more pay if they are required to do this."</i></p> <p><i>"Are the salaries going to be paid to degree level salaries?"</i></p>			
General comments:			
<p><i>"I think only the relevant qualifications are needed for the job and my manager is always up to date and staff."</i></p> <p><i>"I don't agree with the Level 9 qualification, I think it is unnecessary."</i></p> <p><i>"Pay does not reflect the Level 9."</i></p> <p><i>"Insufficiently qualified staff at all levels."</i></p>			

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree	3 (2%)	BA Degree	5 (3%)
HNC	28 (17%)	PDA	4 (2%)
NC	4 (2%)	SVQ 4	6 (4%)
S/NNEB	3 (2%)	SVQ 3	39 (24%)
PDA	4 (2%)	SVQ 2	3 (2%)
SVQ 4	4 (2%)		
SVQ 3	56 (34%)		
SVQ 2	24 (15%)		
Paid additional hours for study/training	54 (33%)	Average additional hours of study per month	16

Overall Job Satisfaction			
Very	92 (56%)	Fairly	67 (41%)
Not Very	2 (1%)	Dissatisfied	0
Require more hours	85 (51%)	Unknown	5 (3%)

*17 - 75

**Min wage - £11.65

TABLE THREE - SUPPORT WORKER INFORMATION			
Average Age	32 *	Average Pay Per Hour	£6.62 **
Average Weekly Hours (Term)	16	Average Weekly Hours (Holiday)	23
Average length of time working in OSC	4 years	See OSC as a career	57 (61%)

Scottish Social Services Council (SSSC) & registration requirements					
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)				20 (22%)	
When do you think Lead Practitioners/Managers in OSC should be required to obtain a Level 9 degree qualification?					
From 2011, as per Early Years	30 (32%)	Later than 2011	41 (44%)	Unknown	22 (24%)
General Comments: "I think it would be more beneficial for all staff to be trained to SVQ 3 or 4." "If a practitioner wants to do the qualification then they should be allowed but it doesn't need to be compulsory I don't think."					

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree	2 (2%)	PGCE	1 (1%)
NC	4 (4%)	HNC	1 (1%)
S/NNEB	1 (1%)	SVQ 4	6 (4%)
PDA	1 (1%)	SVQ 3	17 (18%)
SVQ 4	0	SVQ 2	13 (14%)
SVQ 3	6 (6%)		
SVQ 2	35 (38%)		
Paid additional hours for study/training	34 (37%)	Average additional hours of study per month	10

Overall Job Satisfaction			
Very	58 (63%)	Fairly	30 (32%)
Not Very	3 (3%)	Dissatisfied	0
Require more hours	45 (48%)	Unknown	2 (2%)

*16 – 64

** Min wage - £8.84

TABLE FOUR – ADDITIONAL JOBS INFORMATION					
Lead Practitioners		Practitioners		Support Workers	
No. of individuals	34 (29%)	No. of individuals	51 (30%)	No. of individuals	38 (32%)
Childcare Jobs	23 (68%)	Childcare Jobs	34 (67%)	Childcare Jobs	16 (42%)
Average pay	£7.98	Average pay	£8.77	Average pay	£7.77
Average hours	14	Average hours	14	Average hours	18.5
Additional Childcare Jobs		Additional Childcare Jobs		Additional Childcare Jobs	
Playworker		Youth Worker		Youth Worker	
Manager		Teaching/Classroom/Learning Assistant		SEN Assistant	
SEN Assistant		Supply Nursery Worker		Playworker	
Class Supervisor		SEN Assistant		Classroom Assistant	
Gymnastics Coach		Playground Supervisor		Drama Facilitator	
Relief/supply work		Playworker			
Youth worker		Crèche Worker			

END NOTE: This is initial analysis of the data- further analysis and a fuller report will be available later at the end of the summer.

Scottish Out of School Care Network

Out of School Care Worker Survey



February 2009

WE NEED YOU! Please complete this survey and return to SOSCN by Friday 27th March 2009 to be entered into our cash prize draw- two prizes worth a total of £100 (£60 & £40) will be awarded to individuals randomly chosen from entries received by the deadline. The survey should only take a couple of minutes and the information is vital in helping to support and develop the out of school care (OSC) sector in Scotland.

1. Background information about you and your OSC service

Gender	Female <input type="checkbox"/>	Male <input type="checkbox"/>	Age		Do you have a registered disability?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
What is your ethnic origin?							
Is your OSC service voluntary, private, public or other?							
Voluntary <input type="checkbox"/>	Public (local authority) <input type="checkbox"/>	Private <input type="checkbox"/>	Other <input type="checkbox"/> (Please specify: _____)				
In which local authority is the OSC service based?							

2. Scottish Social Services Council (SSSC) Requirements

Which SSSC registration category does your job belong to?							
Lead Practitioner <input type="checkbox"/>		Practitioner <input type="checkbox"/>			Support Worker <input type="checkbox"/>		
What is your job title?							
Are you registered with the SSSC?		Yes <input type="checkbox"/>	No <input type="checkbox"/>	If yes, when did you register?			
Do you think Lead Practitioners/managers in OSC should be required to obtain a Level 9 degree qualification at the same time as Early Years Lead Practitioners, i.e. from 2011, or later than this?				From 2011 <input type="checkbox"/>		Later than 2011 <input type="checkbox"/>	
Additional comments to last question welcomed:							

3. Qualifications

What is the highest level (childcare) qualification you currently possess?							
What is the highest level (childcare) qualification you are currently working towards?							
Are you paid additional hours to undertake qualifications/training?						Yes <input type="checkbox"/>	No <input type="checkbox"/>
If studying for a qualification, how many hours (additional to work) does this require each month?							

4. About your job

No. of hours per week	Term-time		Holiday-time		Pay per hour	£	
How long have you been working in OSC?							
Do you see working in OSC as a career?				Yes <input type="checkbox"/>		No <input type="checkbox"/>	
How satisfied are you in your job?		Very <input type="checkbox"/>	Fairly <input type="checkbox"/>	Not very <input type="checkbox"/>	Dissatisfied <input type="checkbox"/>		

Nearly finished! There are just a few more questions over the page...



To be entered into the prize draw, please complete the details below (this section will be detached from the survey prior to analysis):

Name	
Contact Telephone Number	
Email Address	

4. About your job ctd.

Would you like to be employed for more hours?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If yes, why? If no, why not? Please explain further.		

5. Rewards & Challenges

As an individual working in OSC, what is the biggest challenge you face?
As an individual working in OSC, what is the greatest reward?

6. Additional Employment

Do you have an additional paid job?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If yes, is this job in childcare?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
What is your additional job (title)?		
No. of hours per week	Pay per hour	£

Thank you for your co-operation in completing this survey. If you require further copies, please photocopy or download them from our website: www.soscn.org alternatively, contact Finlay on 0141 564 1284.

Return to SOSCN using the pre-paid envelope or send to:
SOSCN, level 2, 100 Wellington Street, Glasgow G2 6DH by 27/03/09

Scottish Out of School Care Network (SOSCN)

Level 2
 100 Wellington Street
 Glasgow G2 6DH

T: 0141 564 1284 W: www.soscn.org

“Supporting play, care and learning”

