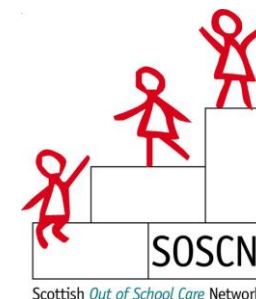


Out of School Workforce Survey 2014 Results

Scottish Out of School Care Network (SOSCN)
January 2015



INTRODUCTION AND BACKGROUND

The Scottish Out of School Care Network (SOSCN) is the national intermediary organisation for out of school care in Scotland. It is a Scottish registered charity (SC020520) and was established in 1991.

The survey was made available online via www.freeonlinesurveys.com. If requested, services were also sent paper copies of the questionnaire; any data received via paper copies was also inputted into the online survey, which was also used to analyse the results. 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, **200** completed surveys were received, although **39** were incomplete for Job Category with the SSSC, which rendered them unusable. This number of returns was higher than the previous year, however the number of incomplete and therefore discounted returns was also higher; for future surveys we shall look at ways of reducing the number of incomplete returns.

Of this number, **75** were from Lead Practitioners (a c. 25% higher return than last year), **52** from Practitioners (c.25% lower return than last year), **34** from Support Workers (slightly higher return, but nearly the same as last year). Of the analysed returns, **138** females and **20** males responded (3 unknown).

3 had a registered disability (5 were unknown).

In terms of ethnicity **152** were White: Scottish/English/Welsh/Northern Irish; **1** was White: Irish; **1** was Asian/Asian UK: Indian; **1** was Asian/Asian UK: Chinese; **1** was other ethnic group: other, and **5** were unknown.

Note: This is the seventh year of this survey being undertaken, and although many of the questions remained the same as previous years additional questions were asked in terms of content of qualifications and how confident staff were putting this into practice.

Due to the level of returns this is at best a 'barometer' of the pay, condition, qualification levels etc of the out of school care workforce in Scotland.

LEAD PRACTITIONER PROFILE INFORMATION	2014	2013	2012
Average age	43	45	43
Average term-time hours	29	28	27
Average holiday-time hours	36	32	34
Average no. of years working in out of school care	12	12	10
Average pay per hour	£11.30	£10.75	£10.74
Registered with SSSC	96%	90%	95%
See OSC as a career	84%*	90%	90%
Very or fairly satisfied with job	84%*	88%	-
PRACTITIONER PROFILE	2014	2013	2012
Average age	36	34	34
Average term-time hours	21	20	20
Average holiday-time hours	29	27	26
Average no. of years working in out of school care	7	6	6.25
Average pay per hour	£8.06	£8.12	£7.88
Registered with SSSC	95%	85%	95%
See OSC as a career	77%^	77%	83%
Highly or very satisfied with job	88%	94%	96%
SUPPORT WORKER PROFILE	2014	2013	2012
Average age	33	32	33
Average term-time hours	17	14	15
Average holiday-time hours	22	21	28.5
Average no. of years working in out of school care	4	4	3.5
Average pay per hour	£7.11	£7.43	£7.12
Registered with SSSC		52%	34%
See OSC as a career	88%~	45%	70%
Highly or very satisfied with job	91%~	94%	100%
*Figure potentially higher- the % calculated upon all responses, some of which were unknown (7% and 11% respectively in each category).			
^ Figure potentially higher- the % calculated upon all responses, some of which were unknown (13%).			
~ Figure potentially higher- the % calculated upon all responses, some of which were unknown (9% and 6% respectively in each category).			

1. LEAD PRACTITIONER INFORMATION

Total number of responses: 75

1. GENDER

Number of females: 69 (92%)

Number of males: 6 (8%)

1.2 AGE

Average age: 43

Age range: 23 – 72

1.3 DISABILITY

Registered disability: 0

No disability: 74 (99%)

Unknown: 1 (1%)

1.4 ETHNICITY

White: Scottish/English/Welsh/ Northern Irish: 70 (93%)

White other: 2 (3%)

Asian/Asian UK: Chinese 1 (1%)

Other ethnic group: other 1 (1%)

Unknown: 1 (1%)

1.5 REGISTRATION WITH THE SCOTTISH SOCIAL SERVICES COUNCIL (SSSC)

Are you registered with the SSSC?

Yes: 72 (96%)

No: 3 (4%)

Unknown: 0 (0%)

1.6 JOB TITLE

Manager, Lead Practitioner, Senior Practitioner, After School Care Manager, Lead Childcare Practitioner, Early Years and Childcare Manager, Play Leader

1.7 QUALIFICATIONS

Highest level childcare qualification currently posses		Highest level childcare qualification currently working towards	
Qualification	Number of responses	Qualification	Number of responses
None	1 (1%)	None	11 (15%)
SVQ 3*	7 (9%)	PDA Level 8	1 (1%)
SVQ 4*	12 (16%)	SVQ 3*	1 (1%)
SVQ 3 CCLD	2 (3%)	SVQ 4*	2 (3%)
SVQ 4 CCLD	7 (9%)	PDA Childhood Practice Level 9	10 (13%)
SVQ 3 Playwork	3 (4%)	BA Childhood Practice	12 (16%)
SVQ 4 Playwork	9 (12%)	PgDip Childhood Practice	1 (1%)
SVQ 4 Management	3 (4%)	MEd	1 (1%)
SVQ 4 Health & Social Care	1 (1%)	Unknown	36 (48%)
PDA Level 8	8 (11%)	*No indication of subject	
BA Childhood Practice	14 (19%)		
Pg Dip Childhood Practice	1 (4%)		
PgDE Primary	4 (5%)		
HNC Special Education	1 (1%)		
Unknown	1 (1%)		

1.8 ADDITIONAL HOURS

Are you paid additional hours to undertake training?

Yes: 21 (28%)
 No: 49 (65%)
 Don't know: 3 (4%)
 Unknown: 2 (3%)

If studying for a qualification how many hours (additional to work) does this require each month?

Average: 33 hours

1.9 FUNDING FOR QUALIFICATIONS

How are your qualifications currently funded?

Local authority:	35
Employer:	19
Self:	13
ILA:	7
SAAS:	20
Other:	3
Don't know:	0

NOTE: Respondents may have indicated more than one answer.

1.10 ACCESSING QUALIFICATIONS

Do you have problems accessing qualifications locally?

Yes:	20 (26%)
No:	47 (63%)
Don't know:	3 (4%)
Unknown:	5 (7%)

1.11 CONTENT OF QUALIFICATIONS

Please tell us about the content of the qualifications in relation to the following statement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
The qualifications address the knowledge & skills required for me to do my job.	2 (3%)	6 (8%)	11 (15%)	33 (44%)	18 (24%)	6 (8%)
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age).	4 (5%)	6 (8%)	21 (28%)	27 (36%)	9 (12%)	9 (12%)
The qualifications have given me the skills and knowledge to deliver quality play opportunities.	1 (1%)	5 (7%)	15 (20%)	31 (41%)	16 (21%)	8 (11%)
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	1 (1%)	3 (4%)	6 (8%)	36 (48%)	23 (32%)	6 (8%)

1.12 LEARNING INTO PRACTICE

Please tell us about how confident you are in putting learning from qualifications into practice.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
I feel confident about using what I have learned through my qualifications & putting it into practice.	1 (1%)	0	9 (12%)	34 (45%)	26 (35%)	6 (8%)
I am confident in knowing how to use GIRFEC and SHANARRI in my work.	3 (4%)	6 (8%)	14 (19%)	33 (46%)	13 (17%)	7 (9%)
I am confident in applying the playwork principles in play opportunities in my service.	1 (1%)	0	11 (15%)	36 (48%)	22 (29%)	6 (8%)
I am confident in applying the UNCRC in all aspects of my work.	1 (1%)	2 (3%)	5 (7%)	37 (49%)	24 (32%)	7 (9%)
I am confident in involving children & seeking their participation in the running of the service.	1 (1%)	0	2 (3%)	26 (35%)	42 (56%)	5 (7%)

1.13 AVERAGE HOURS

Average number of hours term-time: 29 hours

Average number of hours holiday-time: 36 hours

1.14 PAY/SALARY

Average pay: £11.30 per hour

Pay range: £20.17 - £7.00 per hour

1.15 NUMBER OF YEARS WORKING IN OUT OF SCHOOL CARE

Average number of years working in OSC: 12 years

Range of years working in OSC: 1 year – 31 years

1.16 OUT OF SCHOOL CARE AS A CAREER

Do you see working in OSC as a career?

Yes: 54 (72%)

No: 9 (12%)

Don't know: 6 (8%)
Unknown: 6 (8%)

1.17 JOB SATISFACTION

How satisfied in your job are you?

Very: 41 (55%)
Fairly: 22 (29%)
Not very: 3 (4%)
Dissatisfied: 1 (1%)
Unknown: 8 (11%)

1.18 ADDITIONAL WORK HOURS

Would you like to be employed for more hours?

Yes: 25 (33%)
No: 42 (56%)
Unknown: 8 (11%)

If you answered yes, why?

2 most common answers- need additional hours to cover all the paperwork; need additional hours to allow more time working directly with children.

1.19 CHALLENGES

What is the biggest challenge you face?

Higher-level qualification requirements; paperwork and insufficient time to complete it; staffing issues, incl. turnover and motivation; parent participation; funding; management committees; difficulties accessing training; employment law; premises; having professional status recognised by others in different sectors; challenging behaviour of children.

1.20 REWARDS

What is the greatest reward?

Having fun with staff and children; working with the children; happy children; seeing children develop and gain new skills and confidence; providing a service for the local community; gaining excellent grades from the Care Inspectorate; relationship made with children and families; making a difference in children's lives; turning a service around and make it financially sustainable.

1.21 ADDITIONAL JOB

Do you have an additional job?

Yes: 21 (28%)

No: 46 (61%)

Unknown: 8 (11%)

If you answered 'yes', is this job in childcare?

Yes: 14 (67%)

No: 7 (33%)

Other jobs- crèche assistant; crèche worker; nursery manager; relief nursery worker and PSA; lecturer; nursery nurse; playgroup worker; early education and childcare officer; trainer and assessor.

2. PRACTITIONER INFORMATION

Total number of responses: 52

2.1 GENDER

Number of females: 45 (86%)
Number of males: 6 (12%)
Unknown: 1 (2%)

2.2 AGE

Average age: 36 years old
Age range: 19 – 67 years old

2.3 DISABILITY

Registered disability: 1 (2%)
No disability: 49 (94%)
Unknown: 2 (3%)

2.4 ETHNICITY

White: Scottish/English/Welsh/Northern Irish 51 (98%)
White: Irish 1 (2%)

2.5 REGISTRATION WITH THE SCOTTISH SOCIAL SERVICES COUNCIL (SSSC)

Are you registered with the SSSC?

Yes: 49 (95%)
No : 2 (3%)
Unknown: 1(2%)

2.6 JOB TITLE

Playworker; Play Support Worker; Senior Playworker; Childcare Worker; Play Assistant; Deputy Supervisor; Assistant Manager; Practitioner; Deputy Childcare Supervisor

2.7 QUALIFICATIONS

Highest level childcare qualification currently posses		Highest level childcare qualification currently working towards	
Qualification	Number of responses	Qualification	Number of responses
None	3 (6%)	None	14 (27%)
SVQ 2*	1 (2%)	SVQ 3	3 (6%)
SVQ 3*	11 (21%)	SVQ 4	1 (2%)
SVQ 4*	3 (6%)	SVQ 3 Playwork	1 (2%)
SVQ 2 Playwork	1 (2%)	SVQ 4 Playwork	1 (2%)
SVQ 3 Playwork	8 (15%)	SVQ 3 Social Services (Children & Young People	1 (2%)
SVQ 3 Management	1 (2%)	BEd Primary	1 (2%)
SVQ 3 CCLD	5 (10%)	Dip Childhood Practice	2 (4%)
SVQ 4 CCLD	1 (2%)	PDA Childhood Practice Level 9	1 (2%)
NVQ 5 Playwork	1 (2%)	NC	1 (2%)
NC	1 (2%)	Unknown	26 (50%)
HNC	11 (21%)	*No indication of subject	
NNEB	1 (2%)		
NPA	1 (2%)		
Unknown	4 (8%)		

2.8 ADDITIONAL HOURS

Are you paid additional hours to undertake qualifications and training?

Yes: 21 (40%)

No: 29 (12%)

Don't know: 1 (2%)

Unknown: 1 (2%)

If studying for a qualification how many hours (additional to work) does this require every month?

Average: 19 hours

2.9 FUNDING FOR QUALIFICATIONS

How are you qualifications currently funded?

Local authority:	21
Employer:	10
Self:	6
ILA:	6
SAAS:	10
Other:	1
Don't know:	4

NOTE: Respondents may have indicated more than one answer.

2.10 ACCESSING QUALIFICATIONS

Do you have problems accessing qualifications locally?

Yes:	5 (7%)
No:	43 (83%)
Don't known:	1 (2%)
Unknown:	3 (6%)

2.11 CONTENT OF QUALIFICATIONS

Please tell us about the content of the qualifications in relation to the following statements

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
The qualifications address the knowledge & skills required for me to do my job.	0	2 (4%)	2 (4%)	20 (38%)	25 (48%)	3 (6%)
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age).	0	2 (4%)	6 (12%)	20 (38%)	21 (40%)	3 (6%)
The qualifications have given me the skills and knowledge to deliver quality play opportunities.	0	0	3 (6%)	20 (38%)	26 (50%)	3 (6%)
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	0	1 (2%)	4 (8%)	19 (37%)	23 (44%)	5 (10%)

2.12 LEARNING INTO PRACTICE

Please tell how confident you are about putting learning from qualifications into practice.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
I feel confident about using what I have learned through my qualifications & putting it into practice.	0	0	0	21 (40%)	27 (52%)	3 (6%)
I am confident in knowing how to use GIRFEC and SHANARRI in my work.	0	2 (4%)	6 (12%)	25 (48%)	14 (27%)	5 (7%)
I am confident in applying the playwork principles in play opportunities in my service.	0	0	5 (10%)	22 (42%)	21 (40%)	4 (8%)
I am confident in applying the UNCRC in all aspects of my work.	0	1 (2%)	3 (6%)	24 (46%)	18 (35%)	6 (12%)
I am confident in involving children & seeking their participation in the running of the service.	0	0	0	19 (37%)	29 (56%)	4 (8%)

2.13 AVERAGE HOURS

Average number of hours term-time: 21 hours

Average number of hours holiday-time: 29 hours

2.14 PAY/SALARY

Average: £8.06 per hour

Range: £5.10 - £11.12 per hour

2.15 NUMBER OF YEARS WORKING IN OUT OF SCHOOL CARE

Average: 7 years

Range: Less than 1 year – 20 years

2.16 OUT OF SCHOOL CARE AS A CAREER

Do you see working in out of school care as a career?

Yes: 40 (77%)

No: 4 (8%)

Don't know: 1 (2%)
Unknown: 7 (13%)

2.17 JOB SATISFACTION

How satisfied in your job are you?

Very: 29 (56%)
Fairly: 17 (33%)
Not very: 1 (2%)
Dissatisfied: 5 (10%)

2.18 ADDITIONAL WORK HOURS

Would you like to be employed for more hours?

Yes: 29 (56%)
No: 16 (31%)
Unknown: 7 (13%)

If you answered 'yes' to the previous question, why?

Would like more preparation time; would like more time to develop the service; would like to earn more money.

2.19 CHALLENGES

As an individual working in out of school care, what is the biggest challenge you face?

Lack of recognition of qualifications/skills in terms of pay and conditions; off the floor time & time to access training; communication with the school; working with other staff members; paperwork; differences in practice styles; children's challenging behaviour; lack of professional recognition; keeping up-to-date with legislation; premises; being consistent when dealing with children.

"There are no big challenges- all challenges are a learning curve."

2.20 REWARDS

As an individual working in OSC, what is the greatest reward?

Working with children; seeing children develop & achieve their potential; seeing happy children; building relationships with children and family; gaining SVQ3 in playwork and management.

2.21 ADDITIONAL JOB

Do you have an additional paid job?

Yes: 18 (35%)

No: 28 (54%)

Unknown: 6 (12%)

If you answered 'yes' to the previous question, is this job in childcare?

Yes: 11 (61%)

No: 6 (33 %)

Unknown: 1(6%)

What is your additional job title?

Youthworker; playgroup worker; school kitchen supervisor; artist; art tutor; play development worker; PSA; nursery nurse; early years practitioner

3. SUPPORT WORKER INFORMATION

Total number of responses: 34

3.1 GENDER

Female: 24 (71%)
Male: 8 (24%)
Unknown: 2 (6%)

3.2 AGE

Average age: 33
Age range: 17 - 61

3.3 DISABILITY

Registered disability: 2 (6%)
No disability: 30 (88%)
Unknown: 2 (6%)

3.4 ETHNICITY

White: Scottish/English/Welsh/Northern Irish 31 (91%)
White: Other 2 (6%)
Asian/Asian UK: Indian 1 (3%)

3.5 REGISTRATION WITH THE SCOTTISH SOCIAL SERVICES COUNCIL (SSSC)

Are you registered with the SSSC?

Yes: 29 (85%)
No: 3 (9%)
Don't know: 1 (3%)
Unknown: 1 (3%)

3.6 JOB TITLE

Playworker; support worker; practitioner; nursery assistant; childcare worker; child support worker; play assistant

3.7 QUALIFICATIONS

Highest level childcare qualification currently posses		Highest level childcare qualification currently working towards	
Qualification	Number of responses	Qualification	Number of responses
None	3 (9%)	None	7 (21%)
SVQ 2*	7 (21%)	SVQ 2	2 (6%)
SVQ 3*	3 (9%)	SVQ 3	3 (9%)
SVQ 2 Playwork	1 (3%)	SVQ 3 Playwork	1 (3%)
SVQ 3 Playwork	2 (6%)	SVQ 3 CCLD	1 (3%)
SVQ 2 CCLD	1 (3%)	MA Education	1 (3%)
NC	1 (3%)	HNC	1 (3%)
NPA	1 (3%)	Unknown	18 (53%)
HNC	1 (3%)	*No indication of subject	
Bed	2 (6%)		
BA Social Work	1 (3%)		
Unknown	10 (29%)		

3.8 ADDITIONAL HOURS

Are you paid additional hours to undertake qualifications/training?

Yes: 22 (65%)
 No: 9 (26%)
 Don't know: 1 (3%)
 Unknown: 2 (6%)

If studying for a qualification how many hours (additional to work) does this require each month?

Average: 17 hours

3.9 FUNDING FOR QUALIFICATIONS

How are your qualifications currently funded?

Local authority:	10
Employer:	11
Self:	5
ILA:	9
SAAS:	3
Don't know:	4
Unknown:	2

NOTE: Respondents may have indicated more than one answer.

3.10 ACCESSING QUALIFICATIONS

Do you have problems accessing appropriate qualifications locally?

Yes:	4 (12%)
No:	25 (74%)
Don't know:	2 (6%)
Unknown:	3 (9%)

3.11 CONTENT OF QUALIFICATIONS

Please tell us about the contents of the qualifications in relation to the following statements

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
The qualifications address the knowledge & skills required for me to do my job.	0	2 (6%)	4 (12%)	18 (53%)	7 (21%)	3 (9%)
The qualifications included in-depth knowledge of child development in middle-childhood (primary school-age).	0	7 (21%)	2 (6%)	14 (41%)	7 (21%)	4 (12%)
The qualifications have given me the skills and knowledge to deliver quality play opportunities.	0	3 (9%)	1 (3%)	17 (50%)	9 (30.00)	4 (12%)
The qualifications discussed children's rights and the United Nations Convention on the Rights of the Child (UNCRC)	0	1 (3%)	6 (18%)	14 (41%)	7 (21%)	6 (18%)

3.12 LEARNING INTO PRACTICE

Please tell us about how confident you are about putting learning from qualifications into practice.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Unknown
I feel confident about using what I have learned through my qualifications & putting it into practice.	1 (3%)	0	2 (6%)	16 (47%)	12 (35%)	3 (9%)
I am confident in knowing how to use GIRFEC and SHANARRI in my work.	1 (3%)	2 (6%)	4 (12%)	16 (47%)	8 (24%)	3 (9%)
I am confident in applying the playwork principles in play opportunities in my service.	0	1 (3%)	2 (6%)	17 (50%)	10 (29%)	4 (12%)
I am confident in applying the UNCRC in all aspects of my work.	1 (3%)	5 (15%)	2 (6%)	13 (38%)	10 (29%)	3 (9%)
I am confident in involving children & seeking their participation in the running of the service.	0	2 (6%)	0	14 (41%)	15 (44%)	31

3.13 AVERAGE HOURS

Term-time: 17 hours

Holiday-time: 22 hours

3.14 PAY/SALARY

Average pay: £7.11 per hour

Pay range: £3.80 - £8.40 per hour

3.15 NUMBER OF YEARS WORKING IN OUT OF SCHOOL CARE

Average number of years: 4 years

Range: Less than a year – 20 years

3.16 OUT OF SCHOOL CARE AS A CAREER

Do you see working in OSC as a career?

Yes: 17 (50%)

No: 13 (38%)

Don't know: 1 (3%)
Unknown: 3 (9%)

3.17 JOB SATISFACTION

How satisfied are you in your job?

Very: 20 (59%)
Fairly: 11 (32%)
Not very: 0
Dissatisfied: 1 (3%)
Unknown: 2 (6%)

3.18 ADDITIONAL PAID EMPLOYMENT

Would you like to be employed for more hours?

Yes: 16 (47%)
No: 11 (32%)
Unknown: 7 (21%)

If you answered 'yes' to the previous question, why?

Would like more experience; time to do paperwork; need more money

3.19 CHALLENGES

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

Studying; children's challenging behaviour; pay level; paperwork; lack of time to plan and prepare; keeping up with regulation

3.20 REWARDS

As an individual in OSC, what is the greatest reward?

Working with children; seeing children develop; developing relationships with children; working with a wide age-range (from p1 – p7); knowing you are part of a child's development; happy and confident children; seeing children develop new skills

"I like working with children and being able to create opportunities for them to have fun. Also it give me a chance to do lots of things most adults don't get to do any more such as make farting putty or take part in a water fight!"

3.21 ADDITIONAL JOB

Do you have an additional paid job?

Yes: 9 (26%)

No: 23 (68%)

Unknown: 2 (6%)

If you answered 'yes', is this job in childcare?

Yes: 1 (3%)

No: 10 (29%)

Unknown: 23 (68%)