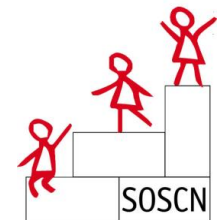


Out of School Care Worker Survey

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Scottish Out of School Care Network, July 2010



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, 178 completed surveys were received.

Of this number, 42 were from Lead Practitioners, 80 from Practitioners and 46 from Support Workers. 158 females and 20 males responded. (One return contained incomplete information.)

6 (3%) have a registered disability and 4 (2%) described their ethnicity as being something other than “White/Scottish/English/British-white/Scottish-white”.

125 (70%) returns were from the voluntary sector, 40 (22%) from the private, 9(5%) from the public and 4 (2%) unknown.

Note: This is the third year of this survey being undertaken, and although there were some minor changes and additions, many of the questions remain the same as 2009, allowing for direct comparisons between the years to be made.

The figure in square brackets represents findings from 2009 survey.

3.1 Lead Practitioner Profile

It was found that the “average” lead practitioner is 42 [50] years old, employed for 27.5 [28] hours (term-time) and 32 [34] hours (holiday-time), earning £10.26 [£10.22] per hour and has been employed in out of school care for 10 [9] years.

93% are currently registered with the Scottish Social Services Council (SSSC)- please note that this survey took place prior to the submission deadline to the SSSC.

93% [91%] see out of school care as a career, 98% [98%] are either very or fairly satisfied with their job. 62% [39%] are qualified to SVQ 4 and 7% [17%] are working towards it. 2% [2%] are qualified to BA degree level and 12% [12%] are working towards it. 33% [32%] are paid for additional training/study and the average number of additional

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.

hours per month taken for study is 17 [21]. 29% said they had difficulty accessing qualifications/training locally. 45% receive funding from the local authority; 7% from their employer; 5% funded through ILA and 2% are self-funded.

38 [36%] of lead practitioners require/would like more hours in their job. The most common reasons were: to complete required paperwork (instead of doing so at home and not being paid); to earn more money or to be able to give up a second job. A number of lead practitioners however were happy with the number of hours as it fitted round own needs and commitments; others felt they had sufficient paid hours in which to complete the requirements of the job.

19% [29%] have a secondary job; of this figure, 75% [68%] have another childcare job. The average number of additional hours per week in the secondary job is 12 [14] and the average pay is £9.02 [£7.98].

3.2 Practitioner Profile

It was found that the “average” practitioner is 35 [33] years old, employed for 19 [20] hours (term-time) and 27 [26] hours (holiday-time), earning £7.43 [£7.38] per hour and has been employed in out of school care for 6 [5] years.

71% are currently registered with the Scottish Social Services Council.

80% [77%] see out of school care as a career, 98% [97%] are either very or fairly satisfied with their job.

45% [33%] are paid for additional training/study and the average number of additional hours per month taken for study is 19 [16]. 14% said they had difficulty accessing qualifications/training locally. 39% receive funding from the local authority; 24% from their employer; 2% funded through ILA and 2% are self-funded.

51% of practitioners require/would like more hours in their job. The most common reasons were: to earn more money; to be able to give up a second job; want to work full-time; and need time to develop activities etc.. A number of practitioners however were happy with the part-time hours as it fitted round own needs, commitments and lifestyle.

31% [30%] have a secondary job; of this figure, 68% [67%] have another childcare job. The average number of additional hours per week in the secondary job is 14 [14] and the average pay is £8.40 [£8.77].

3.3 Support Worker Profile

It was found that the “average” support worker is 34 [32] years old, employed for 25 [16] hours (term-time) and 34 [23] hours (holiday-time), earning £6.86 [£6.62] per hour and has been employed in out of school care for 3.5 [4] years.

33% [22%] are currently registered with the Scottish Social Services Council.

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

30% [37%] are paid for additional training/study and the average number of additional hours per month taken for study is 8 [10]. 2% said they had difficulty accessing qualifications/training locally. 17% receive funding from the local authority; 24% from their employer; 2% funded through ILA and none are self-funded.

54% [48%] of support workers require/would like more hours in their job. As per Lead Practitioner and Practitioner, the most common reasons were: to earn more money; to be able to give up a second job; want to work full-time; and need time to develop activities etc.. But again, a number of support workers however were happy with the part-time hours as it fitted round own needs, commitments and lifestyle.

20% [32%] have a secondary job; of this figure, 22% [42%] have another childcare job. The average number of additional hours per week in the secondary job is 11 [18.5] and the average pay is £10.10 [£7.77].

3.4 Challenges and Rewards

The challenges identified by Lead Practitioners were as follow: staffing issues; dealing with difficult parents/carers; training and qualification requirements; sustainability; pay and conditions and challenging behavior from children. These were similar to those identified by Practitioners although challenging behavior was the most common answer. Support workers mostly identified challenging behavior as being the greatest difficulty.

The most common reward in all 3 categories was seeing happy children and their development over several years; this was the sole answer for support workers; one or two practitioners highlighted achieving qualifications and lead practitioners, in addition to seeing happy children felt rewarded by seeing happy staff and seeing the general development of staff, children and the service.

GENERAL INFORMATION – RETURNS					
TOTAL NUMBER OF RETURNS - 178					
GENDER					
Unknown	1 (0.5%)	Female	157 (88%)	Male	20 (11%)
REGISTERED DISABILITY					
Yes	6 (3%)		No	172 (97%)	
SECTOR					
Unknown			4 (2%)		
Voluntary			125 (70%)		
Private			40 (22%)		
Public			9 (5%)		
ETHNICITY					
White/Scottish/English/British-white/Scottish-white			170 (96%)		
French		1	Chinese		1
Danish		1	Iraqi		1

TABLE ONE- LEAD PRACTITIONER INFORMATION			
Job titles: <i>Manager; Project Leader; Senior Playworker; Team Leader; Play Care Leader; Project Manager</i>			
Average Age	42*	Average Pay Per Hour	£10.26 **
Average Weekly Hours (Term)	27.5	Average Weekly Hours (Holiday)	32
Average length of time working in OSC	10 years***	See OSC as a career	39 (93%)

Scottish Social Services Council (SSSC) & registration requirements	
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)	39 (93%)

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree	1 (2%)	BA Degree	5 (12%)
SVQ 4	26 (62%)	SVQ 4	3 (7%)
SVQ 3	5 (12%)	SVQ 3	1 (2%)
SVQ 2	1 (2%)		
PDA	5 (12%)		
HNC	2 (5%)		
Paid additional hours for study/training	14 (33%)	Average additional hours of study per month	17
How are your qualifications/study funded?			
Local authority 19 (45%)	Employer 3 (7%)	Self 1 (2%)	ILA 2 (5%)
			Other /unknown 17 (40%)
Do you have problems accessing appropriate qualifications locally?			Yes 12 (29%)
Comments:			
"Lack of money, funds, etc."			
"I travelled to Motherwell in peak traffic 2 nights a week straight from work until 9pm."			
"Time to research courses- knowing what was appropriate."			
"Training and courses only affordable in daytime as staff have other employment. Staff attend at weekends."			
"Long waiting lists."			
"The local authority only fund SVQs so far."			
"Hours of employment make it difficult to be independent in learning/colleges."			

"High demand and limited places."

Overall Job Satisfaction			
Very	23 (55%)	Fairly	18 (43%)
Not Very	1 (2%)	Dissatisfied	
Require more hours	16 (38%)		

*24 - 59

**£7.20 - £14.75

***3 years – 21 years

TABLE TWO - PRACTITIONER INFORMATION			
Job titles: Practitioner; Playworker; Play Leader; Project Leader; Play Care Assistant; Play Assistant; OOSC Co-ordinator; Early Years Worker; Depute Manager; Childcare Worker; Childcare Practitioner; Assistant Manager; Assistant Co-ordinator; Additional Needs Support Worker; Sessional Escort and Playworker; Senior Playworker; Senior Childcare Worker			
Average Age	35*	Average Pay Per Hour	£7.43 **
Average Weekly Hours (Term)	19	Average Weekly Hours (Holiday)	27
Average length of time working in OSC	6 years***	See OSC as a career	64 (80%)

Scottish Social Services Council (SSSC) & registration requirements	
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)	57 (71%)

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree		BA Degree	1 (1%)
SVQ 4	2 (2%)	PDA	3 (4%)
SVQ 3	30 (38%)	SVQ 4	3 (4%)
SVQ 2	10 (12%)	SVQ 3	14 (18%)
NC	2 (2%)	SVQ 2	1 (1%)
HNC	15 (19%)	HNC	1 (1%)
PDA	4 (5%)		
PGCE	1 (1%)		
Paid additional hours for study/training	36 (45%)	Average additional hours of study per month	19
How are your qualifications/study funded?			
Local authority 31 (39%)	Employer 19 (24%)	Self 2 (2%)	ILA 2 (2%)
Other /unknown 27 (34%)			
Do you have problems accessing appropriate qualifications locally?			Yes 11 (14%)
Comments:			
<i>"Training opportunities come up through local out of school care network."</i>			
<i>"Sometimes places are very limited so struggle to get on all courses."</i>			
<i>"No transport."</i>			
<i>"No LA funding available!"</i>			
<i>"Most things are in Galashiels and lack of transport for me."</i>			

“Local authority budget is limited.”
“It has taken me 4 years to get on this course and am having leave from a separate job to go to college.”
“College courses do not have suitable hours. Also already hold an equivalent to an SVQ 9.”

Overall Job Satisfaction			
Very	66 (82%)	Fairly	22 (26%)
Not Very	2 (2%)	Dissatisfied	0
Require more hours	40 (50%)		

*18 - 61

**£5 – 11.83

*** 6 months – 20 years

TABLE THREE - SUPPORT WORKER INFORMATION			
Job titles: <i>Childcare worker; Children's support worker; club assistant; Out of school care officer; Play leader; Playworker; Relief staff; Senior playworker; Sessional worker; Support worker</i>			
Average Age	34*	Average Pay Per Hour	£6.86 **
Average Weekly Hours (Term)	15	Average Weekly Hours (Holiday)	23
Average length of time working in OSC	3.5 years***	See OSC as a career	28 (61%)

Scottish Social Services Council (SSSC) & registration requirements	
Lead Practitioners currently registered with the Scottish Social Services Council (SSSC)	15 (33%)

Qualifications			
Highest Currently Held Childcare Qualification	(%)	Qualification Working Towards	(%)
BA Degree		BA Degree	
SVQ 4		SVQ 4	
SVQ 3	4 (9%)	SVQ 3	6 (13%)
SVQ 2	17 (37%)	SVQ 2	3 (7%)
HND		HND	
HNC	4 (9%)	HNC	
NC	2 (4%)	NC	
Access to childcare	2 (4%)	NPA	1 (2%)
Paid additional hours for study/training	14 (30%)	Average additional hours of study per month	8
How are your qualifications/study funded?			
Local authority 8 (17%)	Employer 15 (24%)	Self 0 (2%)	ILA 1 (2%)
Do you have problems accessing appropriate qualifications locally?			Other /unknown 22 (48%)
			Yes 1 (2%)
Comments:			
<i>"Trainer has to come from Rothesay I also work 2 jobs so it is hard finding time in between jobs for meeting."</i>			

Overall Job Satisfaction			
Very	31 (67%)	Fairly	13 (28%)
Not Very	0	Dissatisfied	0
Require more hours	25 (54%)	Unknown	2 (4%)

*18 – 67

** £5.80 - £9.04

***6 months – 9.5 years

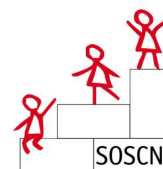
TABLE FOUR – ADDITIONAL JOBS INFORMATION					
Lead Practitioners		Practitioners		Support Workers	
No. of individuals	8 (19%)	No. of individuals	25(31%)	No. of individuals	9 (20%)
Childcare Jobs	6 (75%)*	Childcare Jobs	17 (68%)*	Childcare Jobs	2 (22%)
Average pay	£9.02	Average pay	£8.40	Average pay	£10.10
Average hours	12	Average hours	14	Average hours	11
Additional Childcare Jobs		Additional Childcare Jobs		Additional Childcare Jobs	
		Youth/crèche worker		SEN Assistant	
		Wraparound assistant		Pupil Support Assistant	
		Support worker			
		Special Needs Auxiliary			
		Pupil Support Assistant			
		Playground Supervisor			
		Mentor/befriender			
		Nursery nurse			
		Classroom Assistant			
		Additional Needs Assistant			
		Childminder			
		Learning Support Tutor			

* % of additional jobs

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 2010

WE NEED YOU! Please complete this survey and return to SOSCN by Friday 1st April 2010 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?			

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?								
How are your qualifications/study currently funded? (tick all that apply)								
Local authority <input type="checkbox"/>	Employer <input type="checkbox"/>	Self <input type="checkbox"/>	ILA* <input type="checkbox"/>	Other <input type="checkbox"/> (Specify: _____)				
*Independent Learning Account								
Do you have problems accessing appropriate qualifications locally?						Yes <input type="checkbox"/>	No <input type="checkbox"/>	
Gaining qualifications has significantly improved my practice in work (answer below)								
Yes, definitely <input type="checkbox"/>		A bit <input type="checkbox"/>		Not really <input type="checkbox"/>		No, not at all <input type="checkbox"/>		Don't know <input type="checkbox"/>

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.

Appendix one

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**

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”

