



Covid Return to Work Survey – Out of School

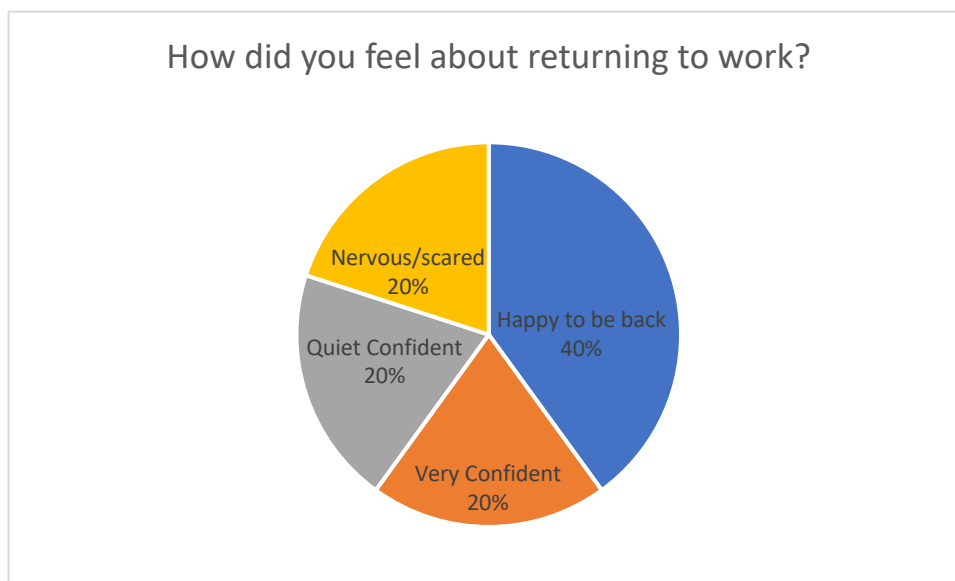
Aberdeen City Council run 8 Out of School Services across the city providing Breakfast and After School Care for around 500 families. We currently have a permanent staff team of 30 and a team of 6 Casual Childcare Support Workers who cover positions within the service.

During Lockdown 28 of the 30 permanent staff worked in an Emergency Childcare Hub on a 2-week rota over the 5 months and have all cited this as a positive experience.

Out of School care returned to delivering services on 24th August 2020, during week of 7th September I sent out a short questionnaire to all staff to find out how they felt about returning to work, what changes they were experiencing and if there was any changes with the children.

I sent to 34 staff members and 20 were returned. All staff are happy to be back at work and although having to make changes to routine are not seeing any significant changes in the children or service delivery.

Question 1: How did you feel about returning to work?



Most staff said that having worked in the Emergency Hubs had given them confidence to return to work.

Comments

“I am glad to be back, but I feel like I am not working to full potential due to small amount of kids”

“I was a bit nervous to start with because I was worried about forgetting something in regard to the changes due to Covid”

“At first, I was bit scared and unsure about returning to work, thinking about virus and all the changes but after a few days I was alright”

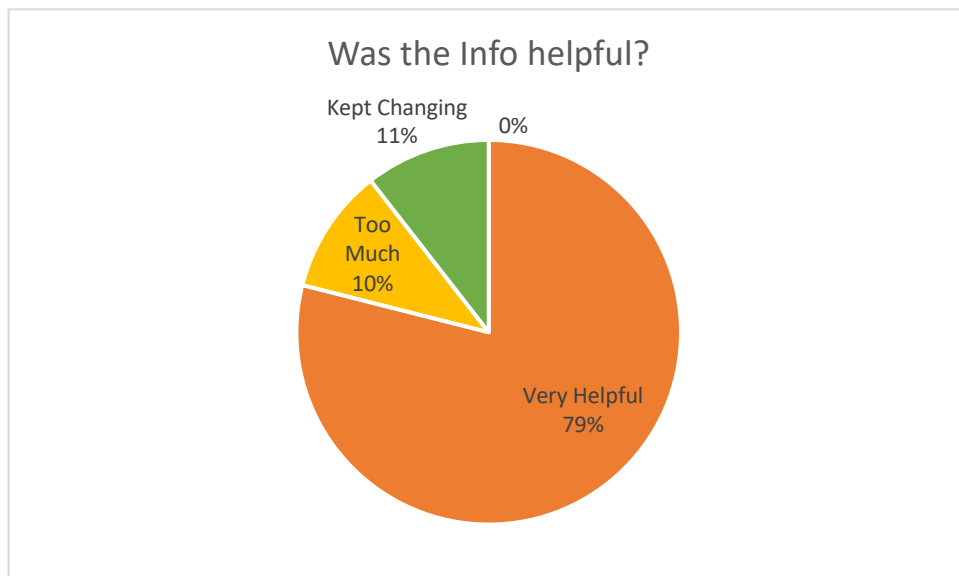
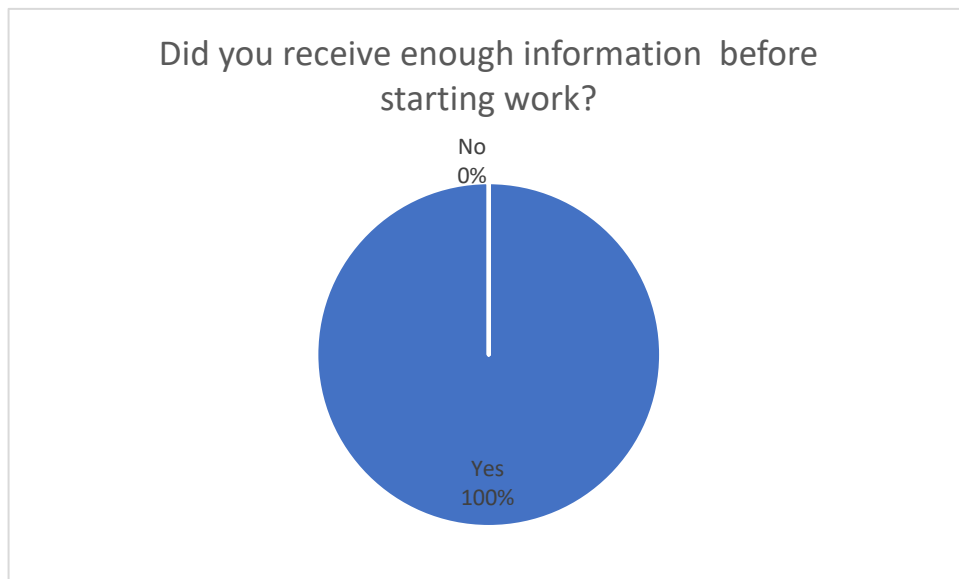
“I felt happy to return to work as was missing the children and team from my setting as well as the routine of going to work”

“I was a little overwhelmed as was off work for a long time. Once settled back I was fine “

“I felt good returning to work”

“Happy to be Back”

Question 2: Did you receive enough information before returning to work and did you feel the information was helpful/addressed any concerns?



Comments

“I’ve got some emails regarding new rules, but most things keep changing all the time and I need to adopt it”

“I felt it was too much information to take in but did try to remember key points”

“Yes, I did get enough information, but I felt overwhelmed with the amount that was given”

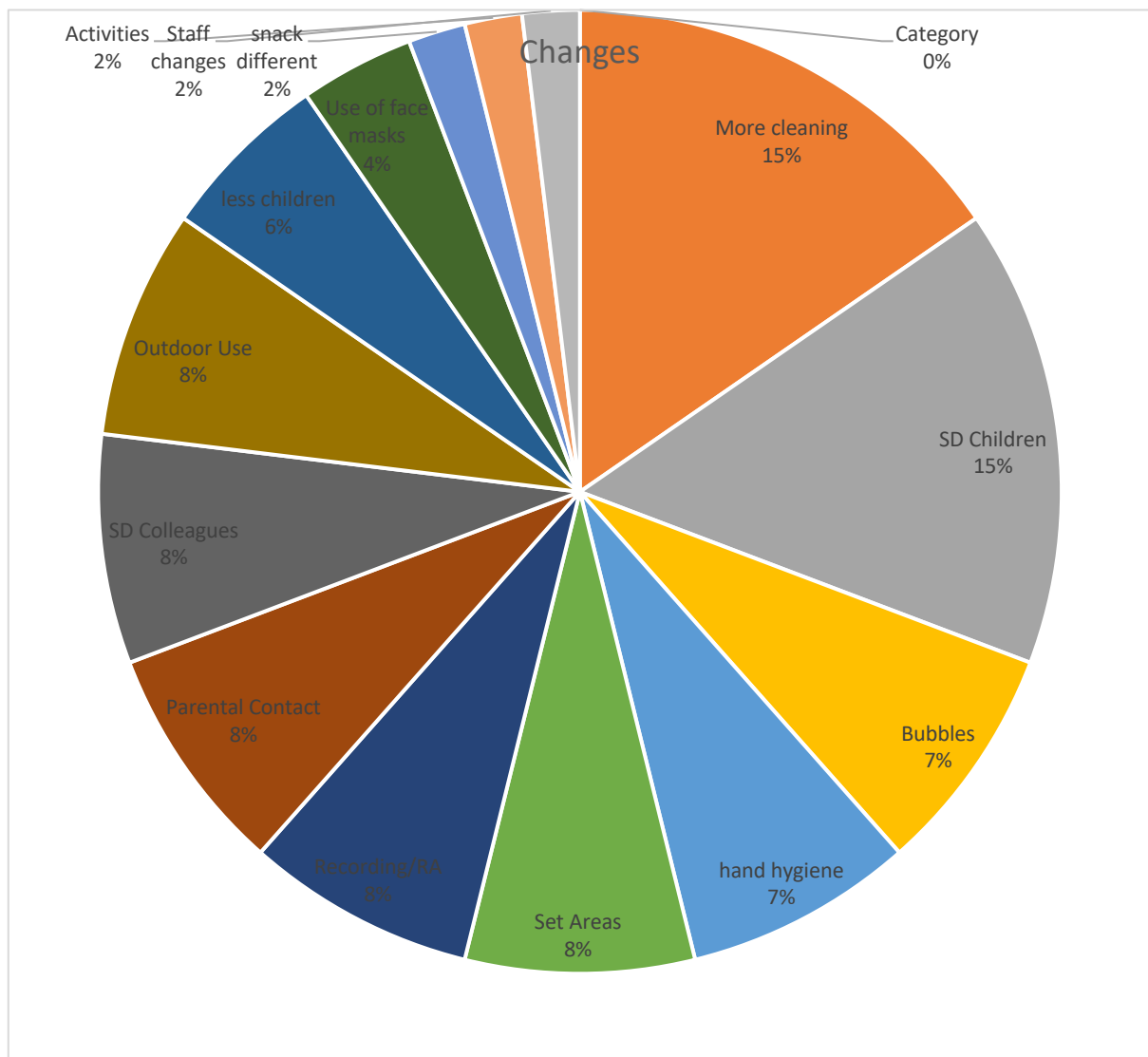
“Yes, received the correct information and the risk assessments were very useful”

“Yes, Information I received answered all my questions”

“I received a good explanation about how we will be work. I think all that information was very helpful”

“Yes, plenty we met over the week before reopening and held lots of open discussion”

Question 3: What Changes have you experienced in your setting& how do you feel about them?



Comments

“These are very challenging times, but everyone has adapted well and support each other”

“I feel like I miss previous “normal”, but I accept “new normal” the way it is now...”

“I don’t like the changes as I like to mix with all children and give updates to parents”

“An increase in cleaning up after children. I feel this should’ve been the norm before Covid”

“As I am at the door most of the time, I feel I do not get involved with children or staff much”

“Individual bubbles, getting to know the children easier”

“In my club we used to do so many different activities, because of new guidelines, now we are not allowed to do these activities”

“Distancing measures are difficult to enforce with children and staff need reminded regularly to distance as much as practically possible”

“New cleaning rotas, collection procedures, pick up procedure. These are all essential for a safe return”

Question 4: How have these changes changed your work practices?



Comments

“The changes put in place mean that I am more aware of all surfaces that are touched during a session and also makes me more diligent in keeping children safe”

“All children are now going outside as much as possible; this has reduced the opportunities for craft, baking etc”

“I don't think the changes have made me change my work practice, I am just more aware of encouraging good hygiene and social distancing within the setting”

“Cleaning is more enhanced, and I feel this is good practice”

“I have had to make some changes and do find it a bit repetitive being stuck in same place and miss direct contact with children”

“Staff more thoughtful in regard to risk, regularly adapting existing procedures to lessen risk”

“I feel I am not so involved with children as much as I'm keeping social distance. I'm also more worried about hygiene”

Question 5: How have the children attending been, have you observed any significant changes in children's behaviour, attitudes? Consider if they have found changes hard to adjust to, have they been anxious or not?

Overall staff have not noticed any significant changes in the children and have found that they have adapted well to the changes within the settings. Staff are continuing to observe and monitor how the children are coping so that any additional help or support can be put in place.

Comments

"The children have been fab, and all seem happy to be back! Some of them seem chattier than they were before"

"I found at the start a few children were a bit unsure and looked lost but adapted quickly. I did not notice much significant changes in their behaviour or attitudes"

"In my setting we have 2 bubbles and I notice children are playing together better and have observed different and new play types taking place especially with the younger age group"

"Children have enjoyed the new changes and coped well"

"The children are getting along with each other and like being back with their friends"

"Children have been the same, no noticeable difference"

"The children have all settled really well and I have not seen any anxiety however I have noticed they get a bit fed up with all the extra hand washing and sanitising"

"I haven't noticed any changes. Children are following procedures with us and are not struggling with procedures. They are presenting positive attitude and happy to attend activities"

"Children are very good at following new procedures, keep staff right when they forget!"

"Some children miss playing with children in other groups and some would like to spend more time inside"

"Children have enjoyed new changes and coped well"

"It all felt a bit rushed at the start, more time to set up and be organised would have been better"

Question 6: Is there anything else you would like to share?

8 staff members answered this question, below are their comments

"Staff have worked hard to set up and maintain new procedures and cleaning"

"Loving being back at work and seeing the children"

"The communication I received from my line manager kept myself and staff well informed"

"Some children have learned new skills like riding bikes. Parents had spent more quality time with them during lock-down and they had family experiences, this has instilled confidence"

"We have a drop in numbers due to more parents' home working"

"I like smaller groups for snack, less noise and easier to hold conversations. Good time for mind maps"

“The good thing is I am getting to know the parents more”

“I find this time more tiring mentally and physically”

“Although there were some changes to procedures and rules, I can see the positive impact of being back to school”

Overall, the staff feel happy to be back working with the children and that many of the changes that are now in place are positives one.

Dorothy Burnett

Childcare Development Officer

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