

Out of School Workforce Survey 2024

Our survey has been conducted annually for more than 14 years and it is the definitive information and data resource about the out of school care workforce in Scotland. Past results can be found here:

<https://soscn.org/policy/workforce-survey>

In this survey we are looking at pay and conditions, wellbeing, and qualifications. All answers are treated in strictest confidence and anonymised in the final collated results.

1 What is your gender?

- Male
- Female
- Transgender
- Non-binary
- Prefer not to say
- Other (Please Specify)

2 What is your age?

3 Do you have a registered disability?

- Yes
- No
- Prefer not to say

4 What is your ethnic background?

- Prefer not to say
- White: Scottish/English/Welsh/Northern Irish
- White: Irish
- White: Gypsy or Irish Traveller
- White: Other
- Mixed ethnic background
- Asian/Asian UK: Indian
- Asian/Asian UK: Pakistani
- Asian/Asian UK: Bangladeshi
- Asian/Asian UK: Chinese
- Asian/Asian UK: Other
- Black/African/Caribbean/Black UK: African
- Black/African/Caribbean/Black UK: Caribbean
- Black/African/Caribbean/Black UK: Other
- Other ethnic group: Arab

5 In which local authority do you work?

- Aberdeen City
- Aberdeenshire
- Angus
- Argyll and Bute
- City of Edinburgh
- Clackmannanshire
- Comhairle nan Eilean Siar
- Dumfries and Galloway
- Dundee City
- East Ayrshire
- East Dunbartonshire
- East Lothian
- East Renfrewshire
- Falkirk
- Fife
- Glasgow City
- Highland
- Inverclyde
- Midlothian
- Moray
- North Ayrshire
- North Lanarkshire
- Orkney
- Perth and Kinross
- Renfrewshire
- Scottish Borders
- Shetland
- South Ayrshire
- South Lanarkshire
- Stirling
- West Dunbartonshire
- West Lothian

6 Is the OSC care you work in based in the voluntary/3rd/charitable, private or public sector?

- Voluntary/3rd/charitable
- Private
- Public
- Don't know

7 Does your service deliver only OSC or combined Early Learning and Childcare (ELC) and OSC?

- Only OSC
- Combined ELC & OSC

8 Are you registered with the SSSC (or GTCS or another professional registration body)?

- SSSC
- GTCS
- Other (Please Specify) _____

9 In which SSSC job category does your job belong?

- Lead Practitioner
- Practitioner
- Support worker

10 Do you see working in OSC as a career?

- Yes
- No
- Unsure

11 How satisfied are you in your job?

- Very
- Fairly
- Not very
- Dissatisfied

12 How many hours per week do you work term-time? _____

13 How many hours per week do you work holiday-time/in-service days? _____

14 What is your pay per hour? _____

15 To the nearest year, how long have you been working in OSC? (If less than a year say 'less than a year') _____

16 Wellbeing: currently how stressed do you feel?

- Not at all stressed
- Slightly stressed
- Stressed
- Very stressed
- At breaking point

17 Wellbeing: currently how physically tired do you feel?

- Not at all tired
- Slightly tired
- Tired
- Exhausted
- At breaking point

18 Wellbeing: currently how would you rate your mental wellbeing?

- Great
- Good
- OK
- Not very good
- At breaking point

19 Wellbeing: would you like to provide any further information about the answers you have just provided? (All answers will be treated in confidence and anonymised in final results, if used.)

20 In general, what is the best thing about working in OSC?

21 In general, what is the biggest challenge about working in OSC?

22 If you could change one thing about working in OSC, what would it be?

23 CHILDCARE QUALIFICATIONS - WHAT DO YOU CURRENTLY HOLD?

Please select all of the current childcare qualifications (registerable with the SSSC) from the list below **WHICH YOU CURRENTLY HAVE**. (Please note that legacy qualifications are not included in this list e.g., SVQ 3 Playwork or SVQ 3 Children's Care Learning and Development; if you hold any such qualifications, please state these in 'other'.)

- BA Childhood Practice
- PDA Childhood Practice (SCQF Level 9)
- BA (Hons) Childhood Practice (Strathclyde University)
- PG Diploma Childhood Practice
- MEd Childhood Practice (University of Glasgow)
- Graduate Diploma in Childhood Practice (University of the West of Scotland)
- SVQ Social Services (Children and Young People) SCQF Level 7
- HNC Childhood Practice at SCQF Level 7
- SVQ in Playwork at SCQF level 7 with 2 additional units from SVQ Social Services (Children & Young People)
- Graduate Apprenticeship Early Learning and Childcare
- National Certificate Early Education and Childcare
- SVQ Social Services (Children and Young People) SCQF Level 6
- I don't currently hold any of these Qualifications

24 Other childcare qualifications not included in the list above

25 Qualification provider - Please indicate where you undertook your qualifications (select all which apply).

- University
- College
- Other training provider

26 Delivery method - Please indicate how you accessed your qualification(s) (please select all which apply)

- In-person
- Online
- Hybrid of in-person and online

27 CHILDCARE QUALIFICATIONS - WHAT ARE YOU WORKING TOWARDS?

Please select the current childcare qualification (registerable with the SSSC) from the list below **WHICH YOU ARE CURRENTLY WORKING TOWARDS**.

- I am not currently working towards any childcare qualification.
- BA Childhood Practice
- PDA Childhood Practice (SCQF Level 9)
- BA (Hons) Childhood Practice (Strathclyde University)
- PG Diploma Childhood Practice
- MEd Childhood Practice (University of Glasgow)
- Graduate Diploma in Childhood Practice (University of the West of Scotland)
- SVQ Social Services (Children and Young People) SCQF Level 7
- HNC Childhood Practice at SCQF Level 7
- SVQ in Playwork at SCQF level 7 with 2 additional units from SVQ Social Services (Children & Young People)
- Graduate Apprenticeship Early Learning and Childcare
- National Certificate Early Education and Childcare
- SVQ Social Services (Children and Young People) SCQF Level 6

28 Qualification provider - Please indicate where you are undertaking your qualification currently.

- University
- College
- Other training provider

29 Delivery method - Please indicate how you access your current qualification.

- In-person
- Online
- Hybrid of in-person and online

30 What is your preferred method of learning?

- In-person Online
- Hybrid of in-person and online

31 QUALIFICATIONS - What impact has the learning from the required qualification (completed or underway) had/is having on your practice?

32 QUALIFICATIONS - Is there anything missing from the qualification which you think would be beneficial to know?

33 QUALIFICATIONS - Through your completion or current undertaking of a qualification, and aside from any professional development, has the qualification had any impact (positive/negative) on your personal life/development?

34 QUALIFICATIONS - Do you have other qualifications which are not currently acceptable for registration as a worker in out of school care but you think should be? If so, what is it/what are they, and why do you think they should be accepted?

35 TRAINING Do you feel you receive enough training in your job? If not, please describe what area(s) of training you would like more of.

PLEASE RETURN TO

SOSCN
4th Floor
41 St Vincent Place
Glasgow
G1 2ER