

Research Report DCSF-RW013

2006 Childcare and Early Years Providers Surveys Out of school providers

Robert Kinnaird

BMRB Social Research

department for
children, schools and families

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1 Summary and conclusions

1.1 Introduction

The Department for Children, Schools and Families (DCSF, formerly the Department for Education and Skills) commissioned BMRB to undertake eight surveys to collect information about childcare and early years provision and its workforce. This report presents findings from out of school providers, specifically after school and holiday clubs and is based on interviews with the senior manager at 1,725 interviews conducted with senior managers¹ of out of school providers (969 after school clubs and 756 holiday clubs), sampled from the Ofsted database.

Findings from the 2006 survey have been compared with those from a similar survey in 2003. Data have been weighted and grossed to provide national estimates.

1.2 Characteristics of provision

After school clubs

The total number of after school clubs in 2006 was 7,656, a 70 per cent increase from 4,500 in 2003.

There was considerable variation in the rate of increase in the number of after school clubs by region. The greatest increase was seen in the North West with 219 per cent more after school clubs in operation than in 2003.

Nearly half (44 per cent) of after school clubs were run by a voluntary organisation and a third were privately run (33 per cent). Eleven per cent were run by local authorities and 11 per cent run by school or colleges.

Three-quarters (74 per cent) of after school clubs had been operating for five years or more, a 15 percentage point rise from 2003 (59 per cent).

On average, after school clubs were open for five days a week and for four hours a day.

Seven in ten after school clubs (71 per cent) had a business plan. Of these 75 per cent had updated the plan in the last two years.

¹ No specific definition was provided for 'Senior Manager'. Settings decided themselves who best fitted this description.

Holiday clubs

The total number of holiday clubs in 2006 was 6,386, a 130 per cent increase from 2,781 in 2003.

Again there was variation in the rate of increase between regions. The North West saw a 379 per cent increase in the number of holiday clubs between 2003 and 2006, while in the East of England there was a 44 per cent increase in the number of holiday clubs.

Thirty-six per cent of holiday clubs were privately run, 36 per cent were run by some kind of voluntary organisation, a fifth (19 per cent) were run by a local authority and five per cent by a school or college.

Again, three-quarters (73 per cent) of holiday clubs had been in operation for five years or more, the same proportion as in 2003.

On average holiday clubs were open for five days a week and for eight hours a day.

Three-quarters (76 per cent) of holiday clubs had a written business plan, of which 82 per cent had updated their business plan in the last two years.

1.3 Places and children

After school clubs

The estimated number of Ofsted registered places in after school clubs was 260,100, a 58 per cent rise from 165,100 in 2003. The average number of registered places per setting was 35 in 2006, compared with 37 places in 2003.

The estimated number of children attending after school care settings was 404,800, a 49 per cent increase from 271,900 in 2003. The average number of children attending per setting fell from 60 in 2003 to 53 in 2006.

The majority of children attending after school care were aged five or over (88 per cent), with nearly half (48 per cent) aged eight or over.

In total, there were approximately 53,700 children of black and minority ethnic (BME) origin attending after school clubs. The average proportion² of children attending who were from a BME group was 17 per cent per setting.

² For details of how average proportions were calculated, please see section 1.7.5 of the Technical Appendix.

In total, there were 26,100 children attending after school clubs with special education needs (SEN) or a disability. The average proportion of children attending who had a SEN or a disability was eight per cent per setting.

At the time of the 2006 survey there were 54,400 vacancies amongst after school clubs, an average of eight per setting.

Holiday clubs

The estimated number of Ofsted registered places amongst holiday clubs was 263,900, a 117 per cent increase from 121,700 in 2003. The average number of registered places per setting was 43, compared with 45 in 2003.

The estimated number of children attending holiday clubs was 352,500, a 51 per cent increase from 233,800 in 2003. The average number of attendees per setting fell from 84 in 2003 to 57 in 2006.

In total, there were approximately 63,100 children of BME origin attending holiday clubs. The average proportion of children attending that were from a BME group was 19 per cent per setting.

The majority of children attending holiday clubs were aged five or over (83 per cent), with 44 per cent aged eight or over.

In total, 34,500 children attending holiday clubs had a SEN or a disability. The average proportion of children attending who had a SEN or a disability was 14 per cent per setting.

Overall, holiday clubs had 76,700 vacancies, an average of 13 per setting.

1.4 Characteristics of staff

After school clubs

In 2006 there were 48,500 paid members of staff working within after school clubs; this equates to a 90 per cent increase from 25,500 in 2003.

In total, there were 7,200 senior managers, 23,900 supervisors and 17,500 other paid childcare staff.

There were 6,000 unpaid members of staff working within after school clubs, an average of one per setting. These were made up of 2,200 students on placements and 3,800 volunteers.

Overall, the after school club paid workforce in 2006 was older than in 2003. The proportion of staff aged under 39 fell by seven percentage points and the proportion aged 40 or over increased by eight percentage points.

There were 4,400 male members of paid staff working within after school clubs. The average proportion of staff that were male was nine per cent per setting (the same proportion as 2003).

Paid members of staff with a disability³ represented just two per cent (around 900 members of paid staff) of the total after school club workforce, the same proportion as 2003.

In 2006, there were 5,600 members of staff from a BME group. The average proportion of staff that were from a BME group was 12 per cent per setting.

The average number of hours worked was 19 hours a week, a similar figure to 2003 (20 hours a week).

The average level of pay increased for all staff groups working in after school clubs. The average hourly rate of pay was £7.20, a 22 per cent increase from £5.90 in 2003.

On average senior managers in after school clubs earned £9.60 an hour, supervisory staff earned £7.30 an hour and other paid childcare staff earned £6.10 an hour.

Holiday clubs

In 2006, there were 55,500 paid members of staff working within holiday clubs, a 153 per cent increase from 21,900 in 2003.

There were 6,100 senior managers, 27,400 supervisors and 21,500 other paid childcare staff.

In total there were 12,700 unpaid members of staff working within holiday clubs, an average of 2 per setting. The number of volunteers increased from 3,000 in 2003 to 9,000 in 2006. The number of students on placements increased by 118 per cent from 1,700 in 2003 to 3,700 in 2006.

While the shift was not as marked as for after school clubs, the age of the holiday club workforce moved towards to the older age groups from 2003. The proportion of paid staff in the 16-19 age band fell (eight percentage points), while the proportion within the 25-39, 40-49 and 50 and over age groups increased (by three, four and two percentage points respectively).

³ The definition was a disability which could be described as their having a physical or mental impairment which has a substantial and long term adverse effect upon their ability to carry out normal day to day activities.

Overall there were 9,300 male members of staff working within holiday clubs. The average proportion of staff that were male was 16 per cent, a decrease from 21 per cent in 2003.

Paid members of staff with a disability represented two per cent (around 1,300 members of staff) of the total holiday club workforce, the same proportion as 2003. In 2006 there were 7,300 members of staff from a BME group. The average proportion of staff that were from a BME group was 13 per cent per setting.

The average number of hours worked per week by holiday club staff was 27 hours a week, a decrease from 2003 when the average was 32.

The average hourly rate of pay for all childcare staff working in holiday clubs increased by 19 per cent from £6.20 in 2003 to £7.40 in 2006.

On average senior managers in holiday school clubs earned £10.60 an hour, supervisory staff earned £7.80 an hour and other paid childcare staff earned £6.20 an hour.

1.5 Qualifications of staff

After school clubs

Compared with 2003 there was a marked improvement in the qualification levels of childcare staff working within after school clubs.

Seventy-three per cent had at least a level two qualification, an increase from 54 per cent in 2003. Half (51 per cent) held at least a level three qualification, a 14 percentage point increase from 37 per cent in 2003.

Nine in ten senior managers (90 per cent) held at least a level three qualification, a 26 percentage point increase from 64 per cent in 2003. Fifteen per cent of senior managers held at least a level five qualification and 13 per cent held at least a level six qualification.

A quarter (27 per cent) of all paid staff working in after school clubs were working towards a qualification and 68 per cent were not.

Holiday clubs

There was an even greater improvement in qualification levels amongst paid childcare staff working in holiday clubs.

Seventy-two per cent of paid staff held at least a level two qualification, a 28 percentage point increase from 44 per cent in 2003. Half (53 per cent) held at least a level three qualification, compared with 30 per cent in 2003.

Eighty-three per cent of senior managers held at least a level three qualification, a 28 percentage point increase from 55 per cent in 2003. Eighteen per cent of senior managers held at least a level five qualification and 16 per cent held at least a level six qualification.

A third (33 per cent) of all paid staff working in holiday clubs were working towards a qualification and 59 per cent were not working towards a qualification.

1.6 Training

After school clubs

Nearly all after school clubs (95 per cent) helped their staff to receive some kind of training that was not directly related to a specific childcare qualification.

First aid was by far the most common type of training offered (78 per cent) by after school clubs. Other common types offered were food hygiene (49 per cent), child protection (48 per cent), health and safety training (35 per cent), childcare training including courses on creative play (31 per cent) and courses on special educational needs (SEN)/Disability/Inclusion (20 per cent).

Two-thirds (66 per cent) of after school clubs had written training plans, a continued increase from 47 per cent in 2001 and 62 per cent in 2003.

Just over half (52 per cent) of providers had a training budget, an increase from 44 per cent in 2003.

The main source of funding for after school clubs was from the government (including local authority funding, Early Years Development and Childcare Partnership (EYDCP) and Sure Start); 74 per cent of funding was from this source.

Holiday clubs

Nearly all holiday clubs (95 per cent) helped their staff to receive some kind of training that was not directly related to a specific childcare qualification.

First aid was by far the most common type of training offered (70 per cent) by holiday clubs. Other common types offered were child protection (49 per cent), food hygiene (42 per cent), health and safety training (40 per cent), childcare training including courses on creative play (32 per cent) and courses on special educational needs (SEN)/Disability/Inclusion (20 per cent).

Around seven in ten (68 per cent) holiday clubs had a written training plan, a continued increase from 59 per cent in 2001 and 64 per cent in 2003.

Sixty-one per cent of holiday clubs had specific training budgets, a similar figure to 2003 (59 per cent).

The main source of funding for holiday clubs was from the government (including local authority funding, EYDCP and Sure Start); 72 per cent of funding was from this source.

1.7 Recruitment and retention

After school clubs

The number of childcare staff in after school clubs recruited in the last 12 months rose from 8,200 in 2003 to 11,400 in 2006, an average of 1.5 members of staff per setting.

The overall recruitment rate was 26 per cent, a continued decrease from 56 per cent in 2001 and 36 per cent in 2003⁴.

The average length of service for all paid childcare staff working within after school clubs was four years and four months. This was an increase from three years and two months in 2003, indicating after school clubs have improved their staff retention rate. Although relatively high proportions of staff had been recruited, average length of service continued to rise because there was a real increase in the length of service for existing staff.

The turnover rate in after school clubs in 2006 was 15 per cent, a marked decrease from 23 per cent in 2003⁵.

The employment growth rate was 11 per cent, a slight decrease from 13 per cent in 2003⁶.

Holiday clubs

In total 20,600 paid holiday club childcare staff were recruited in the last 12 months, an average of three per setting. This was an increase from 10,000 staff recruited in 2003.

The overall recruitment rate was 46 per cent, a decrease from 56 per cent in 2003.

The average length of service for all paid childcare staff working within holiday clubs was four years and three months. This was an increase from three years and four months in 2003, again an indication that holiday clubs had improved their staff

⁴ For details of how the recruitment rate is calculated, see section 1.7.4 of the Technical Appendix.

⁵ For details of how the turnover rate is calculated, see section 1.7.4 of the Technical Appendix.

⁶ For details of how the employment growth rate is calculated, see section 1.7.4 of the Technical Appendix.

retention rate. Again, the average length of service had increased due to a real increase in the length of service of existing staff.

The turnover rate in holiday clubs in 2006 was 22 per cent, a marked decrease from 33 per cent in 2003.

The employment growth rate was 23 per cent, a similar figure to 2003 (23 per cent).

1.8 Income

Many providers were unable to say how much they received in income from various sources. Thus, the figures provided should be treated with caution.

After school clubs

The average charge in after school clubs per hour was £2.30.

The largest proportion of income (80 per cent) came from the fees paid by parents. Average total income per year was around £39,600.

Overall a quarter (25 per cent) of providers had made a profit or a surplus in 2006, 43 per cent had covered their costs, 17 per cent had made a loss and 14 per cent were unable to say. These figures were similar to 2003 when 29 per cent were making a profit or surplus, 42 per cent were covering costs, 19 per cent were operating at a loss and 10 per cent were unable to say.

Holiday clubs

The average charge per hour in holiday clubs was £1.70.

The largest proportion of income (74 per cent) came from the fees paid by parents. Average total income per year was around £53,200.

Overall a fifth of holiday clubs (19 per cent) had made a profit or a surplus, 48 per cent had covered their costs and 24 per cent had made a loss. Nine per cent were unable to say.

1.9 Conclusions

Since 2003 there has been a dramatic increase in the number of after school and holiday clubs in operation. After schools clubs increased by 70 per cent and holiday clubs increased by 130 per cent. This increase is probably explained by the Government's focus on increasing out of school provision, in particular with the Extended Services in Schools programme.

In 2005 the Government outlined its Extended Schools programme. In this they stated that by 2010, all schools should be able to offer childcare for children and young people between the hours of 8am and 6pm, all year round for those who need it. A key element of providing this care is through out of school care, in particular after school and holiday club care.

There have been marked increases in qualification levels amongst after school and holiday club staff and in 2006 the Government's qualification requirements for out of school care were largely being met. While staff pay was still some way below the UK average, there were positive signs of improvement as rates of pay increased at an above average rate between 2003 and 2006. On average staff had been employed for longer and staff turnover rates had fallen.

There are some concerns regarding the sustainability of out of school provision, with a number of settings saying they had covered their costs and a sizeable minority stating that they were making a loss. However, the figures are similar to 2003, but it is something that will need to be monitored over the next few years.

2 Introduction

2.1 The Ten Year Strategy for childcare

The Government's Ten Year Strategy for early years and childcare, published in December 2004, outlined a number of key principles and objectives:

- *Choice and Flexibility* - greater choice for parents in how they balance their work commitments and family life;
- *Availability* – flexible, affordable, high quality childcare for all families with children aged up to 14 who need it;
- *Quality* - high quality provision delivered by a skilled early years and childcare workforce; and
- *Affordability* – families to be able to afford flexible, high quality childcare that is appropriate for their needs.

The Government's vision is to ensure that every child gets the best start in life, and to give parents more choice about how to balance work and family life. By 2010, all three and four year olds will be entitled to 15 hours a week of free high quality care, for 38 weeks a year and there will be an out of school childcare place available for all children aged three to 14 from the hours of 8am-6pm every weekday, for those who need it. This will be accompanied by a package of new measures to help address the issue of affordability of childcare, such as the recent change to the tax credit system.

To support this, and to help improve the quality of childcare, there is to be a radical reform of the workforce. This will include all full day care settings being professionally led, improved qualifications and status of early years' and childcare workers and training opportunities for childminders and other home-based carers which enable more of them to achieve level three qualifications.

A Transformation Fund of £250m over the period April 2006 to August 2008 will support investment to attempt to raise the quality of the early years' workforce without undermining efforts to improve affordability.

2.2 Objectives of the research

The DCSF needs robust information on the key characteristics of childcare provision in the early years and childcare sector, as well as information on its workforce and the costs of childcare that is available.

The DCSF carried out surveys amongst childcare and early years providers in 1998, 2001, 2003 and 2005. The 2006 providers series consists of separate surveys for the following eight childcare and early years settings:

Childcare

- Full-day childcare
- Sessional childcare
- Out-of-school childcare
- Childminders
- Children's centres

Early years

- Primary schools with nursery and reception classes
- Primary schools with reception but no nursery classes
- Nursery schools

This report presents findings from out of school providers, specifically after school and holiday clubs.

2.3 The survey

The childcare survey examines the key characteristics of childcare and early years provision and its workforce:

- Provider characteristics (ownership, opening times, length of operation, free early education sessions);
- Number of places and children attending (number of places, ages, ethnicity, vacancies);
- Staff characteristics (number of staff, demographics of paid staff, pay, hours);
- Qualifications (qualifications held and working towards by paid staff);
- Training (current level of training, training plans and budgets);
- Recruitment and retention (level of recruitment, retention rates, vacancies);
- Income (income, fees, funding, childcare vouchers, tax credits, business performance).

2.4 Survey design

This report is based on 1,725 interviews conducted with senior managers⁷ of out of school providers (969 after school clubs and 756 holiday clubs), or in small number of cases, an alternative senior member of staff. Other childcare surveys were conducted with 3,322 senior managers of full day care providers, 1,172 senior managers of sessional providers, 1,754 senior managers of out of school provision, 723 childminders and 250 senior managers of children's centres.

2.4.1 Questionnaire

Three different questionnaires were used; one for the childcare group (full day care, sessional, out of school and children's centres), one for the early years group (nursery schools, primary schools with reception classes and primary schools with nursery and reception classes) and a third for childminders.

Copies of the questionnaires are included in the Technical Appendix to the series and can be downloaded from the DCSF website (www.dcsf.gov.uk).

Interviews were conducted by telephone using CATI (Computer Assisted Telephone Interviewing) by Kantar Operations⁸ fully trained telephone interviewers in Ealing. Interviews were carried out between 25th May 2006 and 30th September 2006.

2.4.2 Sample

The out of school care sample was stratified by Ofsted region⁹ to ensure a representative sample was interviewed in each region. Prior to fieldwork it was unknown as to what types of out of school care settings offered. The decision was made to focus upon after school care and holiday care. If a setting offered only one of either of these types of care they were told to focus on it when answering questions. If they offered both after school and holiday club care, they were randomly instructed to focus on one of the types of care. The sample was randomly divided equally prior to the survey to prepare for this eventuality. If a setting did

⁷ No specific definition was provided for 'Senior Manager'. Settings decided themselves who best fitted this description.

⁸ BMRB is part of the Kantar Group, the information and consultancy arm of WPP, BMRB's parent company. In addition to BMRB, other market research agencies in the Kantar Group include Research International and Millward Brown, as well as a number of smaller, specialist organisations. In April 2004 the support services of the Kantar companies were grouped to form a shared resource called The Operations Centre, which later changed its name to Kantar Operations. The majority of BMRB's existing operational services, including field management, sampling and data processing continue to be based at BMRB's Head Office in Ealing but, while still wholly owned by WPP, the new operations centre is now a separate legal entity from BMRB. Kantar Operations continue to work to existing quality standards and BMRB continue to take responsibility for the quality of the work undertaken by their support services.

⁹ Ofsted divides England into eight regions: East; East Midlands; London; North East, Yorkshire & Humberside; North West; South East; South West; and West Midlands.

not provide after school or holiday club care they were asked to focus on before school care and if they did not provide this, they were told to focus on weekend care. As after school and holiday club care were prioritised equally over before school and weekend care, there were very few interviews conducted that focused on the latter types of care, therefore these types of care have not been included in the analysis.

In order to reduce the time it took to complete the interview it was decided that the questionnaires would be divided into two sections. The first section would include core questions to be asked of all respondents and a second section that would consist of one of two modules (module A or B). Module A asked questions on costs and income and module B asked questions on training and recruitment. The sample was randomly divided into two equal groups and assigned to module A or B.

2.4.3 Weighting and grossing

Data are weighted by Ofsted region (as of March 2006) to ensure the figures are representative of out of school care providers throughout England.

To reduce the burden on providers settings selected in the 2005 sample were excluded when drawing the 2006 sample. As a result any settings that registered after March 2005 had a slightly higher chance of being selected than those that were registered at this date. The data have been weighted to address this.

To reduce both the burden on providers and the overall length of interview, settings employing more than a certain number of staff (more than three supervisors or three other paid childcare staff and two qualified teachers, two nursery nurses or two early years support staff for the early years groups) were asked to randomly select members of staff, rather than having to give details for the whole team. For the childcare groups three members of staff and two members of staff for the early years groups were selected. When selecting the members of staff, respondents were instructed to list them in alphabetical order by surname and pick the first three or two in order to provide a random selection of staff. The data were weighted at a provider level to the true number of staff that each provider employs¹⁰.

In addition, the data were grossed up to the total number of active holiday and after school club providers in England. Because a number of out of school providers offer both after school and holiday club care, the grossing up could not simply be

¹⁰ In some cases staff weights have been capped in order to prevent reducing the sample efficiency by too large a margin. Full details are given in section 1.5.4 of the Technical Appendix.

based on the split as in the survey findings, as those settings who provided both types of care were forced into one group.

In order to establish the true number of active after school and holiday clubs, the out of school survey data as a whole was grossed up to the total number of out of school providers registered with Ofsted. The after school and holiday club data was then grossed up again separately to the total number of after school and holiday clubs in operation, regardless of what type of care they were asked to focus on in the interview.

Full details of the methodology and analysis are included in the Technical Appendix to this report.

2.5 Structure of the report

The report is structured as follows:

Chapter 1 Summary and conclusions

Chapter 2 Introduction

Chapter 3 Characteristics of provision

Chapter 4 Places and children

Chapter 5 Characteristics of staff

Chapter 6 Qualifications

Chapter 7 Training

Chapter 8 Recruitment and retention

Chapter 9 Income

2.6 Notes on reading the report

2.6.1 Notes on numbers

In the tables, grossed up figures are provided along with percentages. These grossed up figures are based on the total number of out of school care providers registered with Ofsted in March 2006, excluding the proportion found by the survey to be no longer eligible for the survey (e.g. closed down, no longer in business). The figures were then grossed up to the total number of after school and holiday clubs in operation. (See section 1.5.5 of the Technical Appendix for full details) These grossed up figures are not exact, and like the percentages reported are

subject to confidence intervals. Grossed figures in this report have been rounded to the nearest 100.

Data have been analysed at both provider level (e.g. characteristics of provision, places and children, income) and staff level (e.g. characteristics of staff, such as age, pay, qualifications). For those questions where analysis is at a staff level the bases noted show the overall number of staff, rather than the number of settings.

Where averages have been used, they have sometimes been given as the mean and sometimes as the medians. The median value is the middle value of a group of numbers. The mean is the sum of all numbers in a group divided by the number of items in the group.

2.6.2 Notes on tables

The unweighted and weighted base numbers are given in the last row of each table.

Where respondents can give multiple responses to a question, the sum of the individual responses may be greater than 100 per cent.

Also the percentages in the tables do not always add to 100 per cent due to rounding, and, where percentages in the text differ to the sum of percentages in the tables, this too will be due to rounding. Also 'netted' (i.e. where a number of responses have been grouped together) responses may not always equal the sum of the individual responses, again due to rounding.

A * in a table signifies a percentage that is greater than 0 but less than 0.5.

A # signifies a value that is less than 50.

A † signifies a cell where data has not been included due to too small a base size.

A +/-0 signifies no change from previous years.

PP chge. refers to the percentage point change between 2003 and 2006.

N/A in a table signifies where we are unable to make a comparison with previous years as either the question wasn't asked or the data wasn't available.

Unless otherwise stated, figures referred to are weighted.

2.6.3 Notes on trends

Where appropriate, comparisons are made between these findings and those of the previous childcare workforce survey conducted in 2003 by MORI. While the out of school group was included in the 2005 survey conducted by BMRB, the sample was dealt with differently. In 2005 the after school group was prioritised over all other groups i.e. if a setting provided after school and holiday club care they were

instructed to focus on after school care, rather than being randomly divided into either after school or holiday club care. Therefore the data are not comparable.

Caution must also be taken when comparing 2006 data with 2003 and 2001 data as different sample sources were used when drawing the sample and grossing the data. In 2003, the sample was taken from the Childcarelink database held by Opportunity Links. This did not have full details of all providers in all parts of the country and some work was done to obtain the necessary contact details on certain areas. The data were also grossed to the Childcarelink database, as Ofsted data did not show the type of out of school care provided (e.g. after school, holiday before school) by out of school settings and they were unable to calculate this figure as Ofsted sample wasn't used. The Ofsted database used in 2006 was the most reliable source for sampling, weighting and grossing, as it is the official database of all registered providers.

When comparing data with previous years, in the majority of cases the changes have been noted in terms of the percentage point change from year to year. Given the overall change in settings, this allows us to better identify changes in behaviour or a shift in the distribution. However, where specifically analysing a change in numbers, the percentage change has been noted e.g. the number of settings per region.

In places, comparisons are given with the findings relating to the UK workforce and the UK female workforce, taken from the Labour Force Survey (2006). These comparisons include only people who were employed or self-employed. It was decided to give comparisons with the female workforce because most of the childcare workforce is female.

In the 2003 report some analysis was carried out to look at providers in the 20 per cent most deprived wards. By 2005, there had been a change in the areas used to define levels of deprivation from wards to Super Output Areas. Therefore, this report looks at the 30 per cent most deprived areas, which is roughly the equivalent to the 20 per cent most deprived wards.

Finally, while the sample for the childcare providers was selected according to Ofsted region, it has been analysed and presented in terms of Government Office Region in order to make it comparable with previous reports and with the Early Years Education Providers. The regions are broadly comparable, with the exception that Ofsted combine Yorkshire and Humberside with the North East, whereas analysis by Government Office Region analyses these two regions separately.

3 Characteristics of provision

This chapter discusses the characteristics of registered after school and holiday club care providers. It considers factors such as ownership, length of time providers have been operating, opening times, free early education sessions, the extended free entitlement for childcare, thoughts on learning, expansion, whether providers have business plans and access to computers.

3.1 Number of providers

After school clubs

The total number of after school clubs in 2006 was 7,656, a 70 per cent increase from 4,500 in 2003.

There was considerable variation in the rate of increase in the number of after school clubs by region. The greatest increase was seen in the North West with 219 per cent more after school clubs in operation from 2003 to 2006.

Table 3.1 Number of after school clubs by Government Office Region			
	2006	2003	<i>Change between 2003 and 2006</i>
	No.	No.	%
Total	7,656	4,500	+70%
	% (No.)	%	%
East Midlands	8% (612)	9%	+20%
East	9% (689)	11%	+38%
London	15% (1,148)	12%	+130%
North East, Yorkshire & Humberside	14% (1,071)	16%	+53%
North West	20% (1,531)	15%	+219%
South East	13% (995)	14%	+66%
South West	8% (612)	10%	+53%
West Midlands	13% (995)	13%	+66%
<i>Base 2006: All after school club (unweighted 969, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

The total number of holiday clubs in 2006 was 6,386, a 130 per cent increase from 2,781 in 2003.

Again there was variation in the rate of increase between regions. The North West saw a 379 per cent increase in the number of holiday clubs between 2003 and 2006, while in the East of England there was a 44 per cent increase.

Table 3.2 Number of holiday clubs by Government Office Region			
	2006	2003	<i>Change between 2003 and 2006</i>
	No.	No.	%
Total	6,386	2,781	+130%
	% (No.)	%	%
East Midlands	6% (383)	9%	+92%
East	9% (575)	14%	+44%
London	15% (958)	10%	+220%
North East, Yorkshire & Humberside	12% (766)	11%	+155%
North West	15% (958)	8%	+379%
South East	18% (1,149)	22%	+92%
South West	12% (766)	17%	+53%
West Midlands	11% (702)	11%	+134%
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

3.2 Ownership

After school clubs

Nearly half (44 per cent) of after school clubs were run by a voluntary organisation and a third were privately run (33 per cent). These figures showed a slight decline in the proportion of privately owned after school clubs from 37 per cent in 2001 and 36 per cent in 2003 to 33 per cent in 2006. At the same time the proportion of clubs run by the voluntary sector continued to increase from 32 per cent in 2001, to 40 per cent in 2003 and 44 per cent in 2006.

Eleven per cent of settings were run by local authorities and 11 per cent run by school or colleges. The proportion of after school clubs run by local authorities rose to 21 per cent in the 30 per cent most deprived areas and to 32 per cent in London. The higher proportions of local authority settings in the most deprived areas and in London were likely to be linked, as 58 per cent of the London after school clubs were based in the 30 per cent most deprived areas. These figures suggest local authorities were attempting to fill gaps in provision.

Table 3.3 Ownership of after school clubs				
	2006	2003	<i>Change from 2003 to 2006</i>	2001
	% (No.)	%	<i>PP chge.</i>	%
Voluntary sector (inc. church, charity, committee)	44% (3,400)	40%	+4	32
Private (inc. owner manager, part of a group or a chain)	33% (2,500)	36%	-3	37
Local Authority	11% (800)	10%	+1	13
School/College	11% (800)	14%	-3	19
Other	1% (100)	4%	-4	7
<i>Base 2006: All after school club (unweighted 969, weighted and grossed 7,656)</i>				
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>				
<i>Base 2001: All after school club (unweighted 850, weighted and grossed 4,900)</i>				

Holiday clubs

Thirty-six per cent of holiday clubs were privately run, 36 per cent were run by some kind of voluntary organisation, a fifth (19 per cent) were run by a local authority and five per cent by a school or college.

These figures were broadly similar to 2003, apart from a decline in the proportion of holiday clubs run by local authorities. In 2003, this stood at 27 per cent, while by 2006 this had fallen to 19 per cent.

These figures showed an increase in the proportion of privately owned holiday clubs from 2003 (six percentage points), apparently at the expense of local authority run settings. Although it should be noted that the number of local authority run settings did also increase, but not at the same rate as privately run settings.

Holiday clubs in the 70 per cent least deprived areas were more likely to be privately run than in the 30 per cent most deprived areas (42 per cent and 24 per

cent respectively) and less likely to be run by voluntary organisations than those based in the most deprived areas (30 per cent and 48 per cent respectively).

Table 3.4 Ownership of holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Voluntary sector (inc. church, charity, committee)	36% (2,300)	34%	+2
Private (inc. owner manager, part of a group or a chain)	36% (2,300)	30%	+6
Local Authority	19% (1,200)	27%	-8
School/College	5% (300)	7%	-2
Other	4% (300)	3%	+1
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

3.3 Length of operation

After school clubs

Three-quarters (74 per cent) of after school clubs had been operating for five years or more, a 15 percentage point rise from 2003 (59 per cent).

Larger providers were more likely to have been in operation for longer. For after school clubs employing one to five staff, on average 70 per cent had been in operation for five years or more, compared with 78 per cent of clubs employing six to ten staff and 82 per cent of clubs employing 11 staff or more.

Holiday clubs

Again, three-quarters (73 per cent) of holiday clubs had been in operation for five years or more, the same proportion as 2003.

Local authority run settings tended to be the longest running with 85 per cent having been in operation for five years or more and privately run settings the newest with only 66 per cent having been in operation for five years or more.

As with after school clubs, larger holiday clubs were more likely to have been in operation for longer. For holiday clubs employing one to five staff, on average 60 per cent had been in operation for five years or more, compared with 78 per cent

of clubs employing six to ten staff and 81 per cent of clubs employing 11 staff or more.

3.4 Number of weeks open a year

After school clubs

On average after school clubs were open for 41 weeks a year. A third (34 per cent) were open for 38 weeks, a third (35 per cent) were open for 39 to 49 weeks a year and a fifth (18 per cent) were open for 50 weeks or more.

There are 38 weeks in a normal school year. It may be that some after school clubs stay open for some of the holiday period.

Holiday clubs

On average holiday clubs were open for 12 weeks a year ¹¹.

3.5 Term time care

After school clubs

On average after school clubs were open for five days a week in term time, with 94 per cent being open for five to five and half days a week (it is likely that this was mostly Monday to Friday).

On average they were open for four hours a day.

3.6 Holiday time care

Holiday clubs

On average holiday clubs were open for five days a week during the school holidays, with 89 per cent open for five to five and half days a week.

On average holiday clubs were open for eight hours a day.

¹¹ The median figure has been used as ten per cent of holiday clubs gave a figure over 50 weeks, suggesting that, despite being instructed to focus on their holiday club care only, many providers have included other types of care when answering.

3.7 Access to a computer for administrative purposes

After School clubs

Around two-thirds (68 per cent) of after school providers had a computer on site that could be used for administrative purposes. After school clubs based in the 30 per cent most deprived areas were more likely to have access to a computer than those in the 70 per cent least deprived areas (74 per cent and 65 per cent respectively).

Holiday clubs

Around eight in ten (78 per cent) holiday clubs had a computer on site that could be used for administrative purposes. Holiday clubs based in the 30 per cent most deprived areas were more likely to have access to a computer than those in the 70 per cent least deprived areas (82 per cent and 76 per cent).

3.8 Expansion

Providers were asked if they could expand in terms of their number of registered places in their current premises, whether they had expanded in the last 12 months and, if they had not expanded in the previous 12 months, whether they planned to in the next 12 months. Those that had not expanded in the last 12 months and did not plan to in the next 12 months were asked why they did not plan to expand.

After school clubs

Around two-thirds (65 per cent) of after school clubs said they could not expand in their current premises. A fifth (19 per cent) had expanded in the last 12 months. Of those that had not expanded, 13 per cent planned to in the next 12 months (11 per cent of all after school clubs).

Table 3.5 Potential for expansion (increasing number of Ofsted registered places) in after school clubs	
	% (No.)
Able to expand in current premises	33% (2,500)
Not able to expand in current premises	65% (5,000)
Have expanded in the last 12 months	19% (1,500)
Have not expanded, but plan to in the next 12 months	11% (800)
Have not expanded and have no plans to	66% (5,100)
<i>Base: All after school clubs (Module A) (unweighted 458, weighted and grossed 7,656)</i>	

The most common reasons given for not planning to expand was that they were already at maximum capacity (38 per cent), would need larger premises (36 per cent) and that there was no sufficient demand for extra places (18 per cent).

Table 3.6 Reasons for not planning to expand in the next 12 months for after school clubs	
	%
Already at maximum capacity	38%
Would need larger premises	36%
No sufficient demand for extra places	18%
Difficulties recruiting suitable staff	4%
Too costly to expand	4%
No need to expand/ don't wish to expand	4%
Premises not suitable	2%
Not enough staff	1%
Regulations	1%
Closing/ Sold	1%
Too much competition from other providers	1%
Other answer	4%
Don't know	1%
<i>Base: All after school clubs (Module A) that have not expanded in the last 12 months and didn't plan to in the next 12 months (unweighted 308, weighted and grossed 7,656)</i>	

Holiday clubs

Six in ten holiday clubs (59 per cent) said they could not expand in their current premises. Just under a fifth (17 per cent) said they had expanded in the last 12 months. Of those that had not expanded, 17 per cent planned to in the next 12 months (15% of all holiday clubs).

Table 3.7 Potential for expansion (increasing number of Ofsted registered places) in holiday clubs	
	% (No.)
Able to expand in current premises	41% (2,600)
Not able to expand in current premises	59% (3,800)
Have expanded in the last 12 months	17% (1,100)
Have not expanded, but plan to in the next 12 months	15% (1,000)
Have not expanded and have no plans to	63% (4,000)
<i>Base: All holiday clubs (Module A) (unweighted 363, weighted and grossed 6,386)</i>	

As with after school clubs, the most common reasons given for not planning to expand was that they were already at maximum capacity (41 per cent), would need larger premises (28 per cent) and that there was no sufficient demand for extra places (17 per cent).

Table 3.8 Reasons for not planning to expand in the next 12 months for holiday clubs	
	%
Already at maximum capacity	41%
Would need larger premises	28%
No sufficient demand for extra places	17%
Too costly to expand	9%
Difficulties recruiting suitable staff	4%
No need to expand/ don't wish to expand	2%
Premises not suitable	2%
Closing/ Sold	1%
Regulations	1%
Not enough staff	1%
Too much competition from other providers	1%
Other answer	5%
Don't know	1%
<i>Base: All holiday clubs (Module A) that have not expanded in the last 12 months and didn't plan to in the next 12 months (unweighted 233, weighted and grossed 6,386)</i>	

3.9 Business plans

After school clubs

Seven in ten after school clubs (71 per cent) had a business plan. Of these 75 per cent had updated the plan in the last two years. In total, 53 per cent of after school providers had a written business plan that had been updated in the last two years. This represented a continued decrease from 63 per cent in 2001 and 57 per cent in 2003¹². A quarter (23 per cent) had no business plan and 13 per cent had a plan that had not been updated in the last two years.

The proportion of after school clubs with a business plan was highest amongst local authority clubs (82 per cent) and privately run settings (75 per cent) and lowest amongst settings run by the voluntary sector (67 per cent) and schools or colleges (64 per cent).

¹² The difference between 2003 and 2006 (57 per cent and 53 per cent) is not statistically significant, however when compared with 2001, the data appears to show a downward trend in the proportion of providers with an updated business plan.

Table 3.9 Whether after school clubs had written business plan			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Had a business plan			
Yes	71% (5,400)	70	+1
No	23% (1,800)	22	+1
Don't know	6% (500)	7	-1
Had updated business plan			
Updated in the last two years	75% (5,700)	81	-6
Not updated in the last two years	18% (1,400)	15	+3
Don't know	7% (500)	5	+2
Business plan updated in last two years			
Business plan updated in last two years	53%¹³ (4,100)	57	-10
<i>Base 2006: All after school clubs (Module A) (unweighted 458, weighted and grossed 7,656), All after school clubs (Module A) with business plans (unweighted 327, weighted and grossed 3,768)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

Three-quarters (76 per cent) of holiday clubs had a written business plan, of which 82 per cent had been updated in the last two years. In total, 61 per cent of holiday clubs had a written business plan that had been updated in the last two years, a similar proportion to 2003 (65 per cent). A fifth (19 per cent) had no business plan and ten per cent had a plan that had not been updated in the last two years.

¹³ This is an overall figure, based on 75 per cent of the 71 per cent of settings that had a business plan, who have updated it in the last two years.

Table 3.10 Whether holiday clubs had written business plan			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Had a business plan			
Yes	76% (4,900)	72%	+4
No	19% (1,200)	22%	-3
Don't know	5% (300)	6%	-1
Had updated business plan			
Updated in the last two years	82% (5,200)	87%	-5
Not updated in the last two years	14% (900)	7%	+7
Don't know	5% (300)	6%	-1
Business plan updated in last two years			
Business plan updated in last two years	61%¹⁴ (3,900)	65%	-4
<i>Base 2006: All holiday clubs (Module A) (unweighted 363, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

3.10 School links

In 2006 out of school providers were asked a series of questions regarding their links with schools.

After school clubs

Two-thirds (67 per cent) of after school clubs said their care was based on the site of a school. A fifth (22 per cent) of all after school clubs said the registered provider of the care that they offered was a school governing body.

Those providers that said a school governing body was not the registered provider were asked whether they had a contract or partnership agreement with any other schools for the provision of childcare. A fifth (22 per cent) said that they did. Of

¹⁴ This is an overall figure, based on 82 per cent of the 76 per cent of settings that had a business plan, who have updated it in the last two years.

those that did have a contract or partnership agreement with a school, the average number of schools that they had an agreement with was three.

Just over a third (36 per cent) of this group said there was supervised transport between the after school provision and a school. Of those that said there was supervised transport the average number of schools that there was supervised transport to was two.

Holiday clubs

Nearly half (47 per cent) of holiday clubs said that the care they offered was on the site of a school. Just 15 per cent of all holiday clubs said that a school governing body was the registered provider of childcare. Of those who said the registered provider was not a school governing body, just 14 per cent said they had a contract or partnership agreement with other schools for the provision of childcare. Of those holiday clubs that did have an agreement with other schools, the average number of schools that they had a contract or partnership agreement with was four. A quarter (25 per cent) of this group said there was supervised transport between the holiday club provision and a school. Of those that said there was supervised transport the average number of schools that there was supervised transport to was three.

These questions were added to the survey in 2006 and therefore comparisons with previous years are not possible.

4 Places and children

This chapter discusses the number of Ofsted registered places and the number of children attending registered after school and holiday club care settings. It also presents data on the demographic make-up of the children attending in terms of age, ethnicity, special educational needs and disability and vacancies for children.

4.1 Number of places

After school clubs

The estimated number of Ofsted registered places amongst after school clubs was 260,100, a 58 per cent rise from 165,100 in 2003. The average number of registered places per setting was 35 in 2006, compared with 37 places in 2003.

Table 4.1 Number of Ofsted registered places in after school clubs			
	2006	2003	<i>Change between 2003 and 2006</i>
	No.	No.	%
Total number of places	260,100	165,100	+58%
	% (No.)	%	<i>PP chge.</i>
None	0% (0)	2%	-2
1-9	2% (200)	3%	-1
10-19	10% (800)	17%	-7
20-29	33% (2,500)	34%	-1
30-39	21% (1,600)	16%	+5
40-49	15% (1,100)	12%	+3
50 or more	17% (1,300)	15%	+2
Don't know	2% (200)	0%	+2
Refused	0% (0)	1%	-1
Mean number of places	35	37	-2
<i>Base 2006: All after school clubs (unweighted 969, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

The estimated number of Ofsted registered places amongst holiday clubs was 263,900, a 117 per cent increase from 121,700 in 2003. The average number of registered places per setting was 43, compared with 45 in 2003.

Table 4.2 Number of Ofsted registered places in holiday clubs			
	2006	2003	<i>Change between 2003 and 2006</i>
	No.	No.	%
Total number of places	263,900	121,700	+117%
	%	%	<i>PP chge.</i>
	(No.)		
None	0% (0)	3%	-3
1-9	3% (200)	3%	+/-0
10-19	9% (600)	12%	-3
20-29	25% (1,600)	24%	+1
30-39	16% (1,000)	17%	-1
40-49	17% (1,100)	13%	+4
50 or more	27% (1,700)	26%	+1
Don't know	3% (200)	0%	+3
Refused	0% (0)	2%	-2
Mean number of places	43	45	-2
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 4,120)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

4.2 Number of children attending

After school clubs

The estimated number of children attending after school care settings was 404,800, which is a 49 per cent increase from 271,900 in 2003. The average number of children attending per setting fell from 60 in 2003 to 53 in 2006.

After school clubs based in the 30 per cent most deprived areas on average looked after fewer children than those in the 70 per cent least deprived areas (50 on average compared with 54).

Table 4.3 Number of children attending after school clubs			
	2006	2003	<i>Change between 2003 and 2006</i>
			%
Total number of children attending	404,800	271,900	+49%
Mean number of children attending	53	60	-7
<i>Base 2006: All after school clubs (unweighted 969, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

The estimated number of children attending holiday clubs was 352,500, a 51 per cent increase from 233,800 in 2003. The average number of attendees per setting fell from from 84 in 2003 to 57 in 2006.

The number of children attending holiday clubs increased at a much lower rate than the total number of providers (51 per cent compared with 130 per cent) and there was a sharp fall in the average number of children attending per holiday club. This finding probably reflects the change in the pattern in the use of childcare, with more parents leaving children for longer and as a result fewer children sharing places.

Table 4.4 Number of children attending holiday clubs			
	2006	2003	<i>Change between 2003 and 2006</i>
			%
Total number of children attending	352,500	233,800	+51%
Mean number of children attending	57	84	-27
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

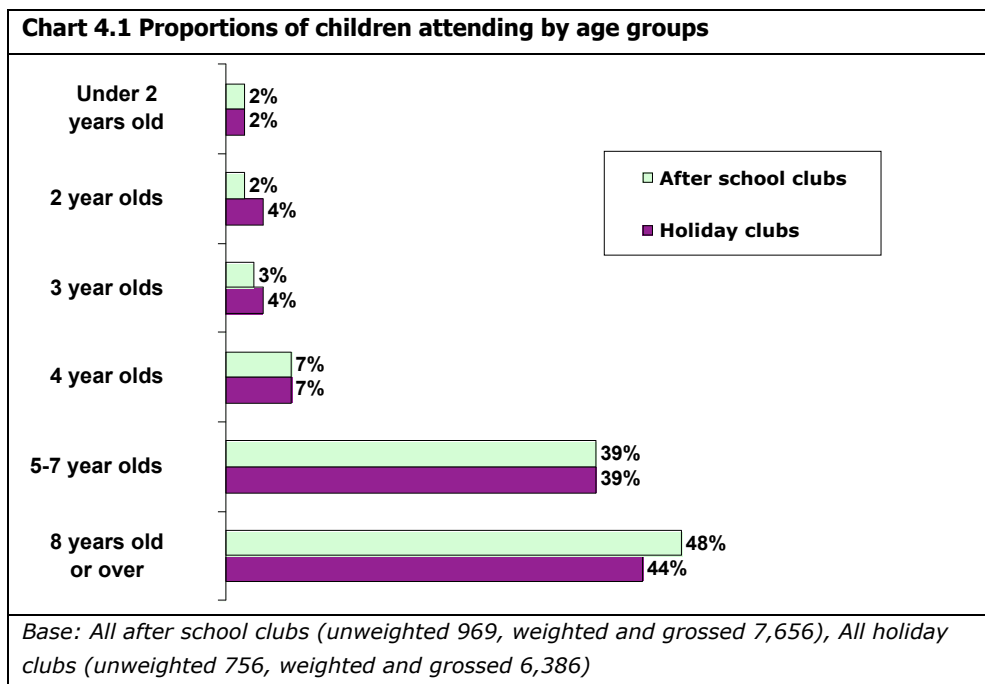
4.3 Ages of children

After school clubs

The overwhelming majority of children attending after school care were aged five or over (88 per cent), with nearly half (48 per cent) aged eight or over.

Holiday clubs

Similarly, the vast majority of children attending holiday clubs were aged five or over (83 per cent), with 44 per cent aged eight or over.



Providers were asked about the ages of children they provided care for. Although we expected that most children attending these providers would be aged five or over, some providers said they did cater for children aged four and under, who were most likely to be making use of a nursery or playgroup that some care providers offered. Also some older four year olds (who are nearly five years old) may have been at school in reception class, or attending nursery education full time and so may have fallen into the scope of out of school provision. Three year olds may be receiving wrap around care linked to a standard nursery education place.

4.3.1 Whether provider accepts children aged 14 year olds and 16 year olds who have a disability

In 2006 after school and holiday clubs were asked if they accepted children aged up to 14 years old and up to 16 years old for children who have a disability. These questions were asked for the first time in 2006.

After school clubs

A quarter (26 per cent) of after school settings said they accepted children aged up to 14 years old and a fifth (20 per cent) said they accepted children aged up to 16 years old who have a disability.

Holiday clubs

Two-fifths (42 per cent) of holiday clubs said they accepted children aged up to 14 years old and about a third (31 per cent) accepted children aged up to 16 years old with a disability.

4.4 Ethnicity

After school clubs

In total there were approximately 53,700 children of black and minority ethnic (BME) origin attending after school clubs. The average proportion of children attending that were from a BME group was 17 per cent per setting¹⁵.

Data from the 2001 Census showed that although people of BME origin make up around nine per cent of England's population, among those aged under seven the proportion rose to 15 per cent. This suggests that children of BME origin were using after school clubs as would be expected from their proportion in the population.

After school clubs located in the 30 per cent most deprived areas had a higher average proportion of children from a BME background than those in the 70 per cent least deprived areas (32 per cent compared with 11 per cent respectively).

¹⁵ For details of how average proportions were calculated, please see section 1.7.5 of the Technical Appendix.

Table 4.5 Proportion of children of black and minority ethnic origin in after school clubs			
	Total	30% most deprived areas	70% least deprived areas
	%	%	%
	(No.)	(No.)	(No.)
None	24% (1,800)	13% (300)	28% (1,500)
1 to 5%	22% (1,700)	18% (400)	23% (1,200)
6 to 10%	15% (1,100)	13% (300)	16% (900)
11% or more	36% (2,800)	52% (1,200)	30% (1,600)
Don't know	3% (2,00)	4% (100)	3% (200)
Average proportion of BME children per setting	17%	32%	11%
<i>Base: All after school clubs(unweighted 969, weighted and grossed 7,656), All after school clubs in the 30 per cent most deprived areas (unweighted 273, weighted and grossed 2,237), All after school clubs in the 70 per cent least deprived areas (unweighted 696, weighted and grossed 5,421)</i>			

As would be expected the average proportion of children of BME origin attending after school clubs varied by region, and was by far the highest in London (59 per cent) and was also higher than average in the West Midlands (18 per cent).

Table 4.6 Proportion of children of black and minority ethnic origin attending after school clubs by region	
	Average %
East Midlands	10%
East	12%
London	59%
North East, Yorkshire & Humber	7%
North West	7%
South East	11%
South West	5%
West Midlands	18%
<i>Base: East Midlands (unweighted 83, weighted and grossed 578), East of England (unweighted 95, weighted and grossed 666), London (unweighted 114, weighted and grossed 1,169), North East, Yorkshire & Humberside (weighted 160, weighted and grossed 1,095), North West (unweighted 186, weighted and grossed 1,535), South East (unweighted 127, weighted and grossed 983), South West (unweighted 86, weighted and grossed 646), West Midlands (unweighted 118, weighted and grossed 986)</i>	

Holiday clubs

In total there were approximately 63,100 children of BME origin attending holiday clubs. The average proportion of children attending that were from a BME group was 19 per cent per setting, a higher proportion than children aged under seven from BME groups make up in the general population (15 per cent).

Holiday clubs located in the 30 per cent most deprived areas on average had a higher proportion of children from a BME group than those based in the 70 per cent least deprived areas (30 per cent compared with 13 per cent respectively).

Table 4.7 Proportion of children of black and minority ethnic origin in holiday clubs			
	Total	30% most deprived areas	70% least deprived areas
	% (No.)	% (No.)	% (No.)
None	20% (1,300)	17% (400)	22% (900)
1 to 5%	16% (1,000)	8% (200)	19% (800)
6 to 10%	17% (1,100)	14% (300)	18% (800)
11% or more	40% (2,300)	53% (1,200)	34% (1,400)
Don't know	7% (400)	8% (200)	7% (300)
Average proportion of BME children per setting	19%	30%	13%
<i>Base: All holiday clubs (unweighted 756, weighted and grossed 6,386), All holiday clubs in the 30 per cent most deprived areas (unweighted 251, weighted and grossed 2,196), All holiday clubs in the 70 per cent least deprived areas (unweighted 505, weighted and grossed 4,191)</i>			

The average proportion of children attending holiday clubs that are from a BME origin varied by region and was highest in London (51 per cent) and higher than average in the West Midlands (22 per cent).

Table 4.8 Proportion of children of black and minority ethnic origin attending holiday clubs by region	
	Average %
East Midlands	15%
East	11%
London	51%
North East, Yorkshire & Humber	13%
North West	12%
South East	10%
South West	11%
West Midlands	22%
<i>Base: East Midlands (unweighted 53, weighted and grossed 403), East of England (unweighted 79, weighted and grossed 589), London (unweighted 89, weighted and grossed 978), North East, Yorkshire & Humber (weighted 106, weighted and grossed 778), North West (unweighted 109, weighted and grossed 967), South East (unweighted 138, weighted and grossed 1,153), South West (unweighted 100, weighted and grossed 787), West Midlands (unweighted 82, weighted and grossed 732)</i>	

4.5 Ethnicity records

After school clubs

Three-quarters (74 per cent) of after school clubs said that they did keep records of the specific ethnic group that children are from.

Seven in ten (68 per cent) said that they kept a record of whether English was the main language spoken at home.

Holiday clubs

Seven in ten holiday clubs (70 per cent) said they kept records of the specific ethnic group that children are from.

Two-thirds (66 per cent) of holiday clubs said they kept a record of whether English is the main language spoken at home.

4.6 Special Education Needs (SEN) or a disability

After school clubs

In total there were 26,100 children attending after school clubs with special education needs (SEN) or a disability. The average proportion of children attending who had a SEN or a disability was eight per cent per setting.

After school clubs based in the 30 per cent most deprived areas on average tended to have higher proportions of children with SEN or a disability attending their provision. Three in ten (28 per cent) clubs based in the most deprived areas

reported that over ten per cent of the children had SEN or a disability compared with 17 per cent in the least deprived areas.

Table 4.9 Proportion of children attending after school clubs that have Special Educational Needs (SEN) or a disability			
	Total	30% most deprived areas	70% least deprived areas
	% (No.)	% (No.)	% (No.)
None	28% (2,100)	24% (500)	30% (1,600)
1 to 5%	31% (2,400)	24% (500)	34% (1,800)
6 to 10%	19% (1,500)	23% (500)	17% (900)
11% or more	20% (1,500)	28% (600)	17% (900)
Don't know	1% (100)	1% (#)	2% (100)
Average proportion of children with SEN or a disability per setting	8%	9%	7%
<i>Base: All after school clubs (unweighted 969, weighted and grossed 7,656), All after school clubs in the 30 per cent most deprived areas (unweighted 273, weighted and grossed 2,237), All after school clubs in the 70 per cent least deprived areas (unweighted 696, weighted and grossed 5,421)</i>			

Holiday clubs

In total there were 34,500 children attending holiday clubs with a SEN or a disability. The average proportion of children attending who had a SEN or a disability was 14 per cent per setting.

In 2006, 19 per cent of children in primary schools were assessed as having a SEN, and 2.9 per cent had statements¹⁸. This was higher than was reported by after school care and holiday club providers in the 2006 survey, but providers will have been relying on their own judgement when answering these questions, as the senior managers of out of school providers may not have access to this information.

¹⁸ DfES figures 2006.

4.7 Vacancies

After school clubs

At the time of the 2006 survey there were 54,400 vacancies amongst after school clubs, an average of eight per setting. A quarter (26 per cent) had no vacancies, 27 per cent had one to five vacancies, 23 per cent had six to ten vacancies, 12 per cent had 11 to 20 and six per cent had 21 or more.

Holiday clubs

In total holiday clubs had 76,700 vacancies, an average of 13 per setting. A quarter (25 per cent) had no vacancies, 19 per cent had one to five, 19 per cent had six to ten and 30 per cent had 11 or more.

5 Characteristics of paid staff

This chapter looks at the number of paid and unpaid staff working within the after school and holiday clubs. It focuses on the demographic profile of those working in the sector, their pay, the number of hours worked and whether they do any other paid work.

The survey looked in detail at three different paid staff types:

- Senior managers. The person with overall responsibility for running the setting.
- Supervisory staff. Those staff that are qualified to look after a group of children on their own, they may or may not supervise other members of staff.
- Other paid childcare staff. Those staff that are not qualified to look after a group of children on their own.

In addition to this settings were asked how many unpaid volunteers and students on placements were used to help run the setting.

5.1 Number of staff

5.1.1 Paid staff

After school clubs

In 2006 there were 48,500 paid members of staff working within after school clubs. This equated to a 90 per cent increase from 25,500 in 2003. This was an average of 6.4 paid members of childcare staff per after school club, compared with 5.6 in 2003. The percentage increase in paid staff was higher than the percentage increase in the number of after school clubs (70 per cent), hence the increase in the average number of staff per setting.

In total there were 7,200 senior managers, 23,900 supervisors and 17,500 other paid childcare staff.

If we compare the 2006 staff breakdown with 2003, we can see that there was an increase in the proportion of supervisory staff (of four percentage points), indicating a greater professionalisation of the after school club workforce as it moved away from unqualified other paid childcare staff towards better qualified supervisory staff.

Table 5.1 Number of paid staff working in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	No.	No.	% No.
All paid staff	48,500	25,500	+90%
	% (No.)	%	<i>PP chge.</i>
Senior managers	15% (7,200)	18%	-3
Supervisory staff	48% (23,900)	44%	+4
Other paid childcare staff	36% (17,500)	39%	-3
<i>Base 2006: All after school clubs (unweighted 969, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

In 2006 there were 55,500 paid members of staff working within holiday clubs, a 153 per cent increase from 21,900 in 2003.

The percentage increase in the number of paid staff was higher than the percentage increase in the number of holiday clubs (153 per cent compared with 130 per cent respectively). As a result there was an increase in the average number of paid staff working in each setting, from eight in 2003 to nine in 2006.

In total there were 6,100 senior managers, 27,400 supervisors and 21,500 other paid childcare staff.

Again there was an increase in the proportion of better qualified supervisory staff, indicating a greater professionalisation of the holiday club workforce.

Table 5.2 Number of paid staff working in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	No.	No.	%
All paid staff	55,500	21,900	+153%
	%	%	<i>PP chge.</i>
	(No.)		
Senior managers	11% 6,100	13%	-2
Supervisory staff	49% 27,400	38%	+11
Other paid childcare staff	39% 21,500	49%	-10
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

5.1.2 Unpaid staff

After school clubs

In total there were 6,000 unpaid members of staff working within after school clubs, an average of one per setting. These were made up of 2,200 students on placements and 3,800 volunteers. This represented a shift from the use of students on placements to volunteers. In 2003 there were 4,000 unpaid staff working in after school clubs, 1,800 students and 2,100 volunteers.

The total number of paid and unpaid staff working in after school clubs was 54,500.

Table 5.3 Number of unpaid staff working in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	No.	No.	%
All paid staff and unpaid staff	54,500	29,500	+85%
Unpaid staff			
Volunteers	3,800	2,100	+81%
Students on placements	2,200	1,800	-22%
Total unpaid	6,000	4,000	+50%
<i>Base 2006: All after school clubs (unweighted 969, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

In total there were 12,700 unpaid members of staff working within holiday clubs, an average of two per setting. The number of volunteers increased from 3,000 in 2003 to 9,000 in 2006. The number of students on placements increased by 118 per cent from 1,700 in 2003 to 3,700 in 2006.

The total number of paid and unpaid staff was 68,200.

	2006	2003	<i>Change from 2003 to 2006</i>
	No.	No.	%
All paid staff and unpaid staff	68,200	26,600	+156%
Volunteers	9,000	3,000	+200%
Students on placements	3,700	1,700	+118%
Total unpaid	12,700	4,700	+170%
<i>Base 2006: All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>			
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

5.2 Agency, freelance or supply staff

After school clubs

As in 2003 one in ten (10 per cent) after school clubs had used agency, freelance or supply staff in the last 12 months. The proportion rose to 20 per cent in London. The proportion was also higher in the 30 per cent most deprived areas (15 per cent) compared with the 70 per cent least deprived areas (eight per cent). There is likely to be link between these two factors, as 58 per cent of the London after school clubs were based in the 30 per cent most deprived areas.

Holiday clubs

One in ten (11 per cent) holiday clubs had used agency, freelance or supply staff in the last 12 months, an increase from seven per cent in 2003. Again the proportion was higher in London (22 per cent). The proportion was also higher in the 30 per cent most deprived areas (15 per cent) compared with the 70 per cent least deprived areas (nine per cent). There is likely to be link between these two factors, as 54 per cent of the London after school clubs were based in the 30 per cent most deprived areas.

5.3 Age

After school clubs

Overall the after school club paid workforce in 2006 was older than in 2003. The proportion of staff aged under 39 fell by seven percentage points and the proportion aged 40 or over increased by eight percentage points.

Senior managers tended to be the oldest staff group with 64 per cent aged 40 or over, compared with supervisory staff (40 per cent) and other paid staff (34 per cent).

	2006	2003	<i>Change from 2003 to 2006</i>	2006		
				Senior manager	Supervisory staff	Other paid childcare staff
	% (No.)	%	<i>PP chge.</i>	%	%	%
16-19	7% (3,400)	9%	-2	*	3%	15%
20-24	17% (8,200)	18%	-1	3%	17%	22%
25-39	32% (15,500)	36%	-4	31%	38%	26%
40-49	25% (12,100)	21%	+4	36%	26%	19%
50+	16% (7,800)	12%	+4	28%	14%	15%

Base 2006: All paid staff (unweighted 4,578, weighted and grossed 48,500), All senior managers (weighted 908, weighted and grossed 7,200), All supervisory staff (unweighted 2,060, weighted and grossed 23,900), All other paid childcare staff (unweighted 1,510, weighted and grossed 17,500)

Base 2003: All paid staff (unweighted 4,898, weighted and grossed 25,549)

Holiday clubs

While the shift was not as marked as for after school clubs, the holiday club workforce age breakdown has moved towards to the older age groups since 2003. The proportion of paid staff in the 16-19 age bands fell (by eight percentage points), while the proportion within the 25-39, 40-49 and 50 and over age groups increased (by three, four and two percentage points respectively).

Senior managers tended to be the oldest staff group with 56 per cent aged 40 or over, compared with supervisory staff (26 per cent) and other paid staff (18 per cent).

Table 5.6 Age of paid staff working in holiday clubs						
	2006	2003	<i>Change from 2003 to 2006</i>	2006		
				Senior manager	Supervisory staff	Other paid childcare staff
	% (No.)	%	<i>PP chge.</i>	%	%	%
16-19	11% (6,100)	19%	-8	*	4%	23%
20-24	28% (15,500)	29%	-1	5%	28%	34%
25-39	32% (17,800)	29%	+3	36%	39%	22%
40-49	18% (10,000)	14%	+4	35%	19%	12%
50+	9% (5,000)	7%	+2	21%	7%	6%
<i>Base 2006: All paid staff (unweighted 3,869, weighted and grossed 55,500), All senior managers (weighted 725, weighted and grossed 6,100), All supervisory staff (unweighted 1,756, weighted and grossed 27,400), All other paid childcare staff (unweighted 1,295, weighted and grossed 21,500)</i> <i>Base 2003: All paid staff (unweighted 6,359, weighted and grossed 21,943)</i>						

5.4 Sex

After school clubs

In total there were 4,400 male members of paid staff working within after school clubs. The average proportion¹⁹ of staff that were male was nine per cent per setting (the same proportion as 2003). Sixty-eight per cent of after school clubs had no male members of staff.

Holiday clubs

In total there were 9,300 male members of staff working within holiday clubs. The average proportion of staff that were male was sixteen per cent, a decrease from 21 per cent in 2003. Forty-five per cent of holiday clubs employed no male members of staff.

¹⁹ For details of how average proportions were calculated, please see section 1.7.5 of the Technical Appendix.

5.5 Disability

After school clubs

Paid members of staff with a disability²⁰ represented just two per cent (around 900 members of paid staff) of the total after school club workforce, the same proportion as 2003. Nine in ten after school clubs (89 per cent) employed no staff with a disability.

Holiday clubs

Paid members of staff with a disability represented two per cent (around 1,300 members of staff) of the total holiday club workforce, the same proportion as 2003. Eighty six per cent of holiday clubs employ no staff with a disability.

According to the 2006 Labour Force Survey, about 11 per cent of the working population have a disability²¹, so this group were extremely under represented in the out of school workforce.

5.6 Ethnicity

After school clubs

In 2006 there were 5,600 members of staff from a BME group. The average proportion of staff that were from a BME group was 12 per cent per setting. This was a 143 per cent increase in the number of staff from 2,300 in 2003 and a three percentage point increase from nine per cent, in the average proportion of staff that were from a BME group per setting. These figures were slightly higher than the 2006 Labour Force Survey average proportion of BME people in the working population (eight per cent)²², so people from a BME group were slightly over represented in the after school club workforce.

Holiday clubs

In 2006 there were 7,300 members of staff from a BME group. The average proportion of staff that were from a BME group was 13 per cent per setting. This represented a 248 per cent increase from 2003, when there were 2,100 members of staff from a BME group, with the average proportion standing at 10 per cent per

²⁰ The definition was a disability which could be described as their having a physical or mental impairment which has a substantial and long term adverse effect upon their ability to carry out normal day to day activities.

²¹ 2006 Labour Force Survey. Unadjusted DDA disabled (XDISDDA).

²² 2006 Labour Force Survey. Ethnicity revised, (ETHCEN6).

setting. As in after school clubs, this was slightly higher than the overall UK average proportion of people from a BME group in the UK working population (eight per cent)²³.

Table 5.7 Proportion of male staff, staff from a black and minority ethnic group and staff with a disability		
	After school clubs	Holiday clubs
	% (No.)	% (No.)
Average proportion of male staff per setting	9% (4,400)	16% (9,300)
Average proportion of BME staff per setting	12% (5,600)	13% (7,300)
Average proportion of staff with a disability per setting	2% (900)	2% (1,300)
<i>Base: All after school clubs (unweighted 969, weighted and grossed 7,656), All holiday clubs (unweighted 756, weighted and grossed 6,386)</i>		

5.6.1 Ethnicity records

In 2006 providers were asked if they kept records of the specific ethnic group for all paid staff.

After school clubs

Three-quarters (73 per cent) of after school clubs said they did keep a record of the specific ethnic group for each member of paid staff.

Holiday club

Three-quarters (76 per cent) of holiday clubs said they did keep a record of the specific ethnic group for each member of paid staff.

5.7 Working hours

After school clubs

Three-quarters (75 per cent) of paid staff working in after school clubs worked part time (less than 30 hours a week). The average number of hours worked was 19 hours a week, a similar figure to 2003 (20 hours a week).

²³ 2006 Labour Force Survey. Ethnicity revised, (ETHCEN6).

Senior managers

Six in ten (58 per cent) senior managers in after school clubs worked part time (less than 30 hours a week). The average number of hours worked was 26 hours a week.

Supervisors

Three-quarters (74 per cent) of supervisors in after school clubs worked part time (less than 30 hours a week). The average number of hours worked was 20 hours a week.

Other paid members of staff

Eighty-four per cent of other paid childcare staff in after school clubs worked part time (less than 30 hours a week). The average number of hours worked was 15 hours a week.

Table 5.8 Average number of hours a week worked in after school clubs		
	2006	2003
All paid staff	19	20
Senior manager	26	23
Supervisory staff	20	20
Other paid childcare staff	15	15
UK: All Staff	32	33
UK: Females	27	27
<i>Base 2006: All paid staff (unweighted 4,578, weighted and grossed 48,500), All senior managers (weighted 908, weighted and grossed 7,200), All supervisory staff (unweighted 2,060, weighted and grossed 23,900), All other paid childcare staff (unweighted 1,510, weighted and grossed 17,500)</i>		
<i>Base 2003: All paid staff (unweighted 4,898, weighted and grossed 25,549)</i>		

Holiday clubs

Half (48 per cent) of all paid staff in holiday clubs worked part time (less than 30 hours) and half (48 per cent) worked full time (30 hours or more). The average number of hours worked per week was 27 hours a week, a decrease from 2003 when the average was 32.

Senior managers

Nearly three-quarters (72 per cent) of senior managers in holiday clubs worked full time (30 hours or more). The average number of hours was 34 hours a week.

Supervisors

Half of supervisors (52 per cent) in holiday clubs worked full time (30 hours or more) and 45 per cent worked part time. On average they worked for 28 hours a week.

Other paid members of staff

Six in ten (59 per cent) other paid childcare staff in holiday clubs worked part time (less than 30 hours). On average they worked 24 hours a week.

Table 5.9 Average number of hours a week worked in holiday clubs		
	2006	2003
All paid staff	27	32
Senior manager	34	34
Supervisory staff	28	31
Other paid childcare staff	24	32
UK: All Staff	32	33
UK: Females	27	27
<i>Base 2006: All paid staff (unweighted 3,869, weighted and grossed 55,500), All senior managers (weighted 725, weighted and grossed 6,100), All supervisory staff (unweighted 1,756, weighted and grossed 27,400), All other paid childcare staff (unweighted 1,295, weighted and grossed 21,500)</i>		
<i>Base 2003: All paid staff (unweighted 6,359, weighted and grossed 21,943)</i>		

5.8 Pay levels

After school clubs

The average level of pay increased for all staff groups working in after school clubs. The average hourly rate of pay was £7.20, a 22 per cent increase from £5.90 in 2003.

Senior managers

On average senior managers in after school clubs earned £9.60 an hour, a 25 per cent increase from £7.70 in 2003.

Supervisory staff

Supervisory staff in after school clubs earned £7.30 an hour on average, a 24 per cent increase from £5.90 in 2003.

Other paid staff

On average other paid childcare staff in after school clubs earned £6.10 an hour, a 15 per cent increase from £5.30 in 2003.

The figures were considerably lower than the UK average. In 2006, the average hourly wage in the UK was £11.12 and £10.24 for females²⁴. However, the average rate of pay for all childcare staff increased at a higher rate than the overall UK average increase (an increase of 22 per cent compared with 15 per cent respectively). However, this greater overall increase was dominated by particularly high increases amongst senior managers (up by 25 per cent) and supervisory staff (up by 24 per cent). The average increase for other paid childcare staff was in line with overall UK percentage increase (of 15 per cent).

Table 5.10 Average hourly staff pay of after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
All paid staff	£7.20	£5.90	+22%
Senior manager	£9.60	£7.70	+25%
Supervisor staff	£7.30	£5.90	+24%
Other paid childcare staff	£6.10	£5.30	+15%
<hr/>			
UK: All staff	£11.12	£9.66	+15%
UK: Females	£10.24	N/A	N/A
<p><i>Base 2006: All paid staff (unweighted 4,578, weighted and grossed 48,500), All senior managers (weighted 908, weighted and grossed 7,200), All supervisory staff (unweighted 2,060, weighted and grossed 23,900), All other paid childcare staff (unweighted 1,510, weighted and grossed 17,500)</i></p> <p><i>Base 2003: All paid staff (unweighted 4,898, weighted and grossed 25,549)</i></p>			

²⁴ 2006 Annual Survey of Hours and Earnings (First release).

Holiday clubs

The average hourly rate of pay for all childcare staff working in holiday clubs increased by 19 per cent from £6.20 in 2003 to £7.40 in 2006.

Senior managers

On average senior managers in holiday clubs earned £10.60 an hour, a 22 per cent increase from £8.70 in 2003.

Supervisory staff

Supervisory staff in holiday clubs earned £7.80 an hour on average, an 18 per cent increase from £6.60 in 2003.

Other paid staff

On average other paid childcare staff in holiday clubs earned £6.20 an hour, a 15 per cent increase from £5.40 in 2003.

The figures were considerably lower than the UK average. In 2006, the average hourly wage in the UK was £11.12 and £10.24 for females²⁵.

However, again the average rate of pay for all childcare staff increased at a higher rate than the overall UK average increase (up by 19 per cent and 15 per cent respectively). As with after school clubs this above average increase was dominated by higher increases amongst senior managers (22 per cent) and supervisory staff (18 per cent). The average increase for other paid childcare staff was in line with overall UK percentage increase (of 15 per cent).

²⁵ 2006 Annual Survey of Hours and Earnings (First release).

Table 5.11 Average hourly staff pay of holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
All paid staff	£7.40	£6.20	+19%
Senior manager	£10.60	£8.70	+22%
Supervisor staff	£7.80	£6.60	+18%
Other paid childcare staff	£6.20	£5.40	+15%
<hr/>			
UK: All staff	£11.12	£9.66	15%
UK: Females	£10.24	N/A	N/A
<i>Base 2006: All paid staff (unweighted 3,869, weighted and grossed 55,500), All senior managers (weighted 725, weighted and grossed 6,100), All supervisory staff (unweighted 1,756, weighted and grossed 27,400), All other paid childcare staff (unweighted 1,295, weighted and grossed 21,500)</i>			
<i>Base 2003: All paid staff (unweighted 6,359, weighted and grossed 21,943)</i>			

5.9 Other work

After school clubs

On average, 42 per cent of childcare staff working within after school clubs did other paid work in addition to working for the provider sampled in the 2006 survey, which equated to around 18,500 members of staff.

Of these, 76 per cent did other paid work in the childcare sector, around 9,800 members of staff.

Holiday clubs

On average, 39 per cent of childcare staff working within holiday clubs did other paid work in addition to working for the provider sampled in the 2006 survey, which equated to around 20,900 members of staff.

Of these, 68 per cent did other paid work in the childcare sector, around 13,700 members of staff.

6 Qualifications

This section looks at the relevant qualifications held by paid childcare staff working in after school and holiday clubs. The questionnaire was designed to pick up only qualifications that were relevant to working with young people and children. This chapter covers current qualifications held and qualifications that staff were working towards, qualifications required when recruiting senior managers, the proportion of senior managers that were NVQ assessors, proportion of paid staff with Qualified Teacher Status (QTS) and whether providers offered time off and financial help for those working towards a childcare qualification.

Overseas qualifications have been excluded from analysis, however they have been included in the tables for information.

6.1 Definition of qualifications

The qualifications are grouped together in the levels that they have been accredited with by the Qualifications and Curriculum Authority.

- Level 1 (foundation level) – GCSE grade D-G, Foundation level GNVQ, Level 1 NVQ
- Level 2 (intermediate level) – GCSE A*-C, Intermediate GNVQ, Level 2 NVQ
- Level 3 (Advanced level) – A level, Vocational A level (Advanced GNVQ), Level 3 NVQ
- Level 4 – Higher level qualifications, BTEC Higher Nationals, Level 4 NVQ (e.g. Level 4 Certificate in Early Years Practice)
- Level 5 – Higher level qualifications, BTEC Higher Nationals, Level 5 NVQ (e.g. Early Years Foundation Degree)
- Level 6 – Honours degree (e.g. BA Early Childhood Studies)
- Level 7 – Masters degree
- Level 8 – Doctorate

Respondents were asked for the highest qualification relating to childcare that the senior manager, supervisory staff or other paid childcare staff held²⁶.

There have been changes in the way that the levels are defined since the previous survey in 2003. Current levels four, five and six (as defined above) were previously all part of level four. Current levels seven and eight were previously part of level five. Further information can be found in the Technical Appendix to this report.

6.2 Requisite qualifications for childcare staff

The *National Standards for Under Eights Day Care and Childminding* state that every senior manager working within an out of school care setting should hold at least a level three qualification appropriate to the post. In addition to this, at least half of all childcare staff should hold a level two qualification appropriate for the care or development of children. Where this cannot be achieved immediately, providers should set out an action plan detailing how they intend to meet this criterion and in what timescale. Ofsted will consider the plan offering their approval or indicating aspects that need improvement.

6.3 Current qualifications

After school clubs

Compared with 2003 there was a marked improvement in the qualification levels of childcare staff working within after school clubs.

Amongst all staff, three-quarters (75 per cent) held some kind of childcare related qualification (levels one to eight). This represented a 19 percentage point increase from 56 per cent in 2003. A fifth (21 per cent) had no qualifications, compared with 37 per cent in 2003.

Seventy-three per cent had at least a level two qualification, an increase from 54 per cent in 2003. Half (51 per cent) held at least a level three qualification, a 14 percentage point increase from 37 per cent in 2003.

The National Standards, as specified in section 6.2, state that at least half of all childcare staff should hold at least a level two qualification related to childcare and development. It should be noted that the standard is on a setting to setting basis

²⁶ In the previous surveys, respondents were asked for the actual name and level of the qualification. In the 2006 survey respondents were only asked for the level of their highest qualification to reduce the burden on the respondent and to avoid the difficulties of coding the numerous childcare qualifications.

and the survey figures are overall, however the figures do suggest that this standard is probably being met.

Six per cent of all paid childcare staff held at least a level five qualification and five per cent held at least a level six qualification.

Table 6.1 Level of qualification held by all paid staff in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	3%	2%	+1
Level 2	22%	18%	+4
Level 3	43%	32%	+11
Level 4	2%	4%	+3
Level 5	1%		
Level 6	4%		
Level 7	1%	*	+1
Level 8	*		
Overseas qualifications	*	N/A	N/A
Other	1%	2%	-1
Don't know	3%	5%	-2
No qualification	21%	37%	-16
At least level 1			
	75%	56%	+19
At least level 2			
	73%	54%	+19
At least level 3			
	51%	37%	+14
At least level 5			
	6%	N/A	N/A
At least level 6			
	5%	N/A	N/A
<i>Base 2006: All paid staff (unweighted 4,578, weighted and grossed 48,500)</i>			
<i>Base 2003: All paid staff (unweighted 4,898, weighted and grossed 25,549)</i>			

Holiday clubs

There was an even greater improvement in qualification levels amongst paid childcare staff working in holiday clubs.

Overall three-quarters (75 per cent) of paid staff held some kind of childcare related qualification (levels one to eight). This represented a 29 percentage point increase from 46 per cent in 2003. In 2003, 40 per cent of staff held no relevant qualifications. In 2006 this proportion fell to 19 per cent of paid staff.

Seventy-two per cent of paid staff held at least a level two qualification, a 28 percentage point increase from 44 per cent in 2003. Half (53 per cent) held at least a level three qualification, compared with 30 per cent in 2003.

Again, the figures do suggest that the national standard is probably being met.

Nine per cent held at least a level five qualification and eight per cent held at least a level six qualification.

Table 6.2 Level of qualification held by all paid staff in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	4%	2%	+2
Level 2	19%	14%	+5
Level 3	41%	24%	+17
Level 4	3%	5%	+5
Level 5	1%		
Level 6	6%		
Level 7	1%	1%	+/-0
Level 8	*		
Overseas qualifications	*	N/A	<i>N/A</i>
Other	2%	5%	-3
Don't know	4%	9%	-5
No qualification	19%	40%	-21
At least level 1			
	75%	46%	+29
At least level 2			
	72%	44%	+28
At least level 3			
	53%	30%	+23
At least level 5			
	9%	N/A	<i>N/A</i>
At least level 6			
	8%	N/A	<i>N/A</i>
<i>Base 2006: All paid staff (unweighted 3,869, weighted and grossed 55,500)</i>			
<i>Base 2003: All paid staff (unweighted 6,359, weighted and grossed 21,943)</i>			

6.3.1 Senior managers

After school clubs

The majority (93 per cent) of senior managers working in after school clubs held some kind of childcare related qualification (levels one to eight). This represented a 14 percentage point increase from 79 per cent in 2003.

As noted in section 6.2 the National Standards specify that the manager should have at least a level three qualification appropriate to the post. Nine in ten senior managers (90 per cent) held at least a level three qualification, a 26 percentage point increase from 64 per cent in 2003. While this does mean the overwhelming majority do hold the required qualification, one in ten managers still fell short of the requirements.

Fifteen per cent of senior managers held at least a level five qualification and 13 per cent held at least a level six qualification.

Table 6.3 Level of qualification held by all senior managers in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	1%	2%	-1
Level 2	3%	12%	-9
Level 3	65%	52%	+13
Level 4	9%	12%	+12
Level 5	3%		
Level 6	9%		
Level 7	3%		
Level 8	*		
Overseas qualifications	0%	N/A	N/A
Other	2%	4%	-2
Don't know	2%	N/A	N/A
No qualification	4%	18%	-14
At least level 1			
	93%	79%	+14
At least level 2			
	92%	76%	+16
At least level 3			
	90%	64%	+26
At least level 5			
	15%	N/A	N/A
At least level 6			
	13%	N/A	N/A
<i>Base 2006: All senior managers (unweighted 908, weighted and grossed 7,200)</i>			
<i>Base 2003: All senior managers (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

The majority (86 per cent) of senior managers working in holiday clubs held some kind of childcare related qualification (levels one to eight). This represented a 20 percentage point increase from 66 per cent in 2003.

Eighty-three per cent of senior managers held at least a level three qualification, a 28 percentage point increase from 55 per cent in 2003. As with after school clubs,

the majority of managers do hold the required qualification, however there are still just under a fifth of managers who don't hold the required qualification.

Eighteen per cent of senior managers held at least a level five qualification and 16 per cent held at least a level six qualification.

Table 6.4 Level of qualification held by all senior managers in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	*	1%	-1
Level 2	3%	12%	-9
Level 3	55%	40%	+15
Level 4	9%	13%	+10
Level 5	3%		
Level 6	11%		
Level 7	4%	2%	+2
Level 8	*		
Overseas qualifications	0%	N/A	N/A
Other	2%	9%	-7
Don't know	4%	0%	+4
No qualification	9%	22%	-13
At least level 1			
	86%	66%	+20
At least level 2			
	86%	66%	+20
At least level 3			
	83%	55%	+28
At least level 5			
	18%	N/A	N/A
At least level 6			
	16%	N/A	N/A
<i>Base 2006: All senior managers (unweighted 725, weighted and grossed 6,100)</i>			
<i>Base 2003: All senior managers (weighted and grossed 2,800)</i>			

6.3.2 Supervisory staff

After school clubs

The greatest improvements in qualifications were seen amongst supervisory staff. In 2003, 71 per cent of supervisory staff working in after school clubs held a qualification related to childcare (levels one to eight), by 2006 the proportion had increased by 20 percentage points to 91 per cent.

Eighty-nine per cent of supervisors held at least a level two qualification, while in 2003 the proportion was 69 per cent. Two-thirds (65 per cent) of supervisory staff held a level three qualification or above, while in 2003 the equivalent proportion was 47 per cent.

Six per cent of supervisory staff held at least a level five qualification and five per cent held at least a level six qualification.

The proportion of supervisors that had no qualifications fell 14 percentage points from 20 per cent in 2003 to six per cent in 2006.

Table 6.5 Level of qualification held by all supervisory staff in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	1%	1%	+/-0
Level 2	24%	22%	+2
Level 3	57%	43%	+14
Level 4	2%	4%	+4
Level 5	1%		
Level 6	4%		
Level 7	1%		
Level 8	*		
Overseas qualifications	*	N/A	<i>N/A</i>
Other	1%	2%	-1
Don't know	3%	7%	-4
No qualification	6%	20%	-14
At least level 1			
	91%	71%	+20
At least level 2			
	89%	69%	+20
At least level 3			
	65%	47%	+18
At least level 5			
	6%	N/A	N/A
At least level 6			
	5%	N/A	N/A
<i>Base 2006: All supervisory staff (unweighted 2,060, weighted and grossed 23,900)</i>			
<i>Base 2003: All supervisory staff (unweighted 2,166, weighted and grossed 11,048)</i>			

Holiday clubs

There were big improvements in the qualification levels of supervisory staff working in holiday clubs although these were not as marked as for supervisors working in after school clubs. The proportion of supervisory staff in holiday clubs that held some kind of childcare related qualification (levels one to eight) rose by 21 percentage points from 68 per cent in 2003 to 89 per cent in 2006.

A similar proportion held at least a level two qualification (87 per cent), a rise from 65 per cent in 2003. Sixty-nine per cent of supervisors held at least a level three qualification, a 20 percentage point increase from 49 per cent in 2003.

One in ten supervisors (10 per cent) working in holiday clubs held a level five qualification or above and eight per cent held a level six qualification or above.

Table 6.6 Level of qualification held by supervisory staff in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	2%	3%	-1
Level 2	19%	17%	+2
Level 3	56%	40%	+16
Level 4	3%	7%	+4
Level 5	1%		
Level 6	7%		
Level 7	1%	1%	+/-0
Level 8	0%		
Overseas qualifications	*	N/A	N/A
Other	2%	7%	-4
Don't know	4%	7%	-3
No qualification	5%	18%	-13
At least level 1			
	89%	68%	+21
At least level 2			
	87%	65%	+22
At least level 3			
	69%	49%	+20
At least level 5			
	10%	N/A	N/A
At least level 6			
	8%	N/A	N/A
<i>Base 2006: All supervisory staff (unweighted 1,756, weighted and grossed 27,400)</i>			
<i>Base 2003: All supervisory staff (weighted and grossed 8,400)</i>			

6.3.3 Other paid childcare staff

After school clubs

Just under half (47 per cent) of other paid childcare staff in after school clubs held some kind of childcare related qualification (levels one to eight). This represented a 17 percentage point increase from 30 per cent in 2003.

Four in ten (41 per cent) other paid childcare staff held at least a level two qualification, compared with 28 per cent in 2003. Fourteen per cent held a level three qualification or above, a similar proportion to 2003 (13 per cent).

One per cent of other paid childcare staff held at least a level five qualification and one per cent held at least a level six qualification.

The proportion of other paid childcare staff that held no relevant qualifications fell 16 percentage points from 64 per cent in 2003 to 48 per cent in 2006.

Table 6.7 Level of qualification held by all other paid childcare staff in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	6%	2%	+4
Level 2	27%	15%	+12
Level 3	13%	12%	+1
Level 4	*	1%	+/-0
Level 5	*		
Level 6	1%		
Level 7	*		
Level 8	0%		
Overseas qualifications	*	N/A	N/A
Other	1%	1%	+/-0
Don't know	4%	4%	+/-0
No qualification	48%	64%	-16
At least level 1			
	47%	30%	+17
At least level 2			
	41%	28%	+13
At least level 3			
	14%	13%	+1
At least level 5			
	1%	N/A	N/A
At least level 6			
	1%	N/A	N/A
<i>Base 2006: All other paid childcare staff (unweighted 1,510, weighted and grossed 17,500)</i>			
<i>Base 2003: All other paid childcare staff (unweighted 1,882, weighted and grossed 9,967)</i>			

Holiday clubs

Around half (53 per cent) of other paid childcare staff in holiday clubs held some kind of childcare related qualification (levels one to eight). This represented a 28 percentage point increase from 25 per cent in 2003.

Forty-six per cent of other paid childcare staff working in holiday clubs held a level two qualification or above, a 24 percentage point increase from 22 per cent in 2003. A fifth (21 per cent) held a level three qualification or above, an increase from eight per cent in 2003.

Five per cent of other paid childcare staff held at least a level five qualification and four per cent held at least a level six qualification.

Table 6.8 Level of qualification held by all other paid childcare staff in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	%	%	<i>PP chge.</i>
Level 1	7%	3%	+4
Level 2	25%	13%	+12
Level 3	16%	7%	+9
Level 4	1%	1%	+3
Level 5	*		
Level 6	3%		
Level 7	1%	*	+1
Level 8	0%		
Overseas qualifications	0%	N/A	N/A
Other	2%	2%	+/-0
Don't know	5%	13%	-8
No qualification	41%	61%	-20
At least level 1			
	53%	25%	+28
At least level 2			
	46%	22%	+24
At least level 3			
	21%	8%	+13
At least level 5			
	5%	N/A	N/A
At least level 6			
	4%	N/A	N/A
<i>Base 2006: All paid staff (unweighted 1,295, weighted and grossed 21,500)</i>			
<i>Base 2003: All other paid childcare staff (weighted and grossed 10,700)</i>			

6.4 Qualified Teacher Status (QTS)

After school clubs

In the 2006 survey all staff that held a level five qualification or above were asked if they held Qualified Teacher Status (QTS). Of these (51 per cent) did have QTS. The proportion was similar across the staff groups: 54 per cent of senior managers, 48 per cent of supervisors, 57 per cent of other paid childcare staff.

Table 6.9 shows the proportion of after school childcare staff that had QTS as a proportion of *all* paid after school childcare staff.

Table 6.9 Proportion of all staff with Qualified Teacher Status (QTS) in after school clubs	
	%
Overall	3%
Senior managers	8%
Supervisory staff	3%
Other paid staff	1%
<i>Base 2006: All paid staff (unweighted 4,578, weighted and grossed 48,500), All senior managers (weighted 908, weighted and grossed 7,200), All supervisory staff (unweighted 2,060, weighted and grossed 23,900), All other paid childcare staff (unweighted 1,510, weighted and grossed 17,500)</i>	

Holiday clubs

Overall, 60 per cent of staff with a level five qualification had QTS. The proportion was broadly similar across the staff groups: 50 per cent of senior managers, 66 per cent of supervisors, 54 per cent of other paid childcare staff.

Table 6.10 shows the proportion of holiday care staff that had QTS as a proportion of *all* paid holiday care staff.

Table 6.10 Proportion of all staff with Qualified Teacher Status (QTS) in holiday clubs	
	%
Overall	5%
Senior managers	9%
Supervisory staff	6%
Other paid staff	2%
<i>Base 2006: All paid staff (unweighted 3,869, weighted and grossed 55,500), All senior managers (weighted 725, weighted and grossed 6,100), All supervisory staff (unweighted 1,756, weighted and grossed 27,400), All other paid childcare staff (unweighted 1,295, weighted and grossed 21,500)</i>	

6.5 Qualifications being worked towards

After school clubs

A quarter (27 per cent) of all paid staff working in after school clubs were working towards a qualification and 68 per cent were not. This was a decrease since 2003 when 34 per cent were working towards a qualification but, as already discussed, a higher proportion of staff already held a qualification and so fewer people needed to work towards qualifications.

The most common level of qualification being worked towards was a level three qualification. Other paid childcare staff were the most likely to be working towards a qualification, which is perhaps unsurprising as they were the least likely to hold a qualification.

	All paid staff		Senior managers		Supervisory staff		Other paid childcare staff	
	2006	2003	2006	2003	2006	2003	2006	2003
	%	%	%	%	%	%	%	%
Level 1	*	1%	0%	*	*	1%	1%	1%
Level 2	6%	10%	1%	4%	2%	9%	14%	14%
Level 3	14%	19%	4%	19%	14%	20%	17%	17%
Level 4	3%	3%	7%	6%	3%	4%	1%	1%
Level 5	1%		4%		1%		*	
Level 6	2%		3%		2%		2%	
Level 7	1%	2%	*		1%			
Level 8	0%	*	0%	0%	0%			
Any qualification worked towards	27%	34%	21%	31%	23%	35%	36%	35%
Not working towards qualification	68%	61%	76%	69%	71%	57%	61%	61%
Other	1%	1%	1%	2%	1%	1%	1%	1%
Don't know	4%	5%	1%	N/A	5%	8%	3%	45
<p><i>Base 2006: All paid staff (Module B) (unweighted 4,578, weighted and grossed 48,500), All senior managers (Module B) (unweighted 476, weighted and grossed 7,200), All supervisory staff (Module B) (unweighted 1,100, weighted and grossed 23,900), All other paid childcare staff (Module B) (unweighted 786, weighted and grossed 17,500)</i></p> <p><i>Base 2003: All paid staff (unweighted 4,898, weighted and grossed 25,549), All senior managers (weighted and grossed 4,500), All supervisory staff (weighted and grossed 11,100), All other paid childcare staff (weighted and grossed 10,000)</i></p>								

Holiday clubs

A third (33 per cent) of all paid staff working in holiday clubs were working towards a qualification and 59 per cent were not working towards a qualification. This was an increase since 2003 when 24 per cent were working towards a qualification.

The most common level of qualification being worked towards was a level three qualification. Other paid childcare staff were the most likely to be working towards a qualification, again, this is unsurprising as they were the least likely group to hold a qualification.

	All paid staff		Senior managers		Supervisory staff		Other paid childcare staff	
	2006	2003	2006	2003	2006	2003	2006	2003
	%	%	%	%	%	%	%	%
Level 1	*	1%	*	1%	*	1%	1%	1%
Level 2	7%	6%	1%	2%	3%	3%	15%	9%
Level 3	13%	12%	7%	14%	14%	14%	14%	11%
Level 4	5%	3%	10%	4%	5%	4%	1%	2%
Level 5	1%		1%		1%		*	
Level 6	5%		5%		4%		5%	
Level 7	2%	1%	2%	1%	1%	1%	2%	1%
Level 8	*		1%		-		*	
Any qualification worked towards	33%	24%	26%	23%	29%	24%	40%	25%
Not working towards qualification	59%	65%	69%	77%	62%	67%	52%	61%
Other	2%	N/A	2%	N/A	2%	N/A	2%	N/A
Don't know	6%	11%	2%	-	6%	9%	7%	14%

Base 2006: All paid staff (Module B) (unweighted 2,005, weighted and grossed 55,500), All senior managers (Module B) (unweighted 379, weighted and grossed 6,100), All supervisory staff (Module B) (unweighted 908, weighted and grossed 27,400), All other paid childcare staff (Module B) (unweighted 673, weighted and grossed 21,500)

Base 2003: All paid staff (unweighted 6,359, weighted and grossed 21,943), All senior managers (weighted and grossed 2,800), All supervisory staff (weighted and grossed 8,400), All other paid childcare staff (weighted and grossed 10,700)

6.6 Incentives provided for staff working towards a childcare qualification

After school clubs

Eight in ten (80 per cent) after school clubs with staff working towards qualifications allowed them time off to study. Eighty-two per cent paid at least some of the costs associated with training for qualifications.

Holiday clubs

Three-quarters (74 per cent) of holiday clubs with staff working towards qualifications allowed them time off to study. Four-fifths (80 per cent) paid at least some of the costs associated with training for qualifications.

6.7 Qualifications required of senior managers

After school clubs

Three-quarters (74 per cent) of senior managers in after school clubs were required to hold qualifications relevant to working with children when appointed, an increase from 2003 when the proportion was 60 per cent. Of those who were not required to hold any qualifications, 56 per cent were required to work towards qualifications once appointed.

Holiday clubs

Two-thirds (66 per cent) of senior managers in holiday clubs were required to hold qualifications relevant to working with children when appointed, an increase from 2003 when the proportion was 52 per cent. Of those who were not required to hold any qualifications, half (49 per cent) were required to work towards qualifications once appointed.

6.8 NVQ assessors

An NVQ assessor is responsible for assessing whether a candidate's work meets the required NVQ standards. In order to be an assessor they must hold the necessary qualifications and have experience of working within the sector.

After school clubs

In 2006, 10 per cent of senior managers were NVQ assessors, around 500 managers in total, a decrease since 2003 when 15 per cent of senior managers were NVQ assessors.

Holiday clubs

In 2006, 15 per cent of senior managers were NVQ assessors, around 600 managers in total, a similar proportion to 2003 (17 per cent).

7 Training

This chapter looks at childcare related training, which was not directly related to a specific childcare qualification, in particular looking at the amount of training received by childcare staff, training plans, training budgets and sources of funding for training.

7.1 Training provision

After school clubs

Nearly all after school clubs (95 per cent) helped their staff to receive some kind of training that was not directly related to a specific childcare qualification.

First aid was by far the most common type of training offered by after school clubs; 78 per cent offered this. Other common types offered were food hygiene (49 per cent), child protection (48 per cent), health and safety training (35 per cent), childcare training including courses on creative play (31 per cent) and courses on special educational needs (SEN)/Disability/Inclusion (20 per cent).

Holiday clubs

Nearly all holiday clubs (95 per cent) helped their staff to receive some kind of training that was not directly related to a specific childcare qualification.

First aid was by far the most common type of training offered by holiday clubs (70 per cent offered this). Other common types offered were child protection (49 per cent), food hygiene (42 per cent), health and safety training (40 per cent), childcare training including courses on creative play (32 per cent) and courses on special educational needs (SEN)/Disability/Inclusion (20 per cent).

Table 7.1 Type of training provided		
	After school clubs	Holiday clubs
	%	%
First Aid	78%	70%
Food hygiene	49%	42%
Child protection	48%	49%
Health and safety training	35%	40%
Childcare training (including courses on 'creative play' etc.	31%	32%
SEN/Disability/Inclusion	20%	20%
Behaviour management	9%	6%
Management/business skills training	8%	8%
Equal opportunities	3%	1%
Early years training	3%	4%
Risk assessment	2%	2%
Sure Start	2%	1%
In house/internal	2%	3%
IT	1%	1%
Speech and language	1%	1%
Local authority	1%	1%
Curriculum	*	1%
Other answer	7%	8%
Don't know	1%	2%
<i>Base: All after school clubs (Module B) that help staff receive any other training (unweighted 487, weighted and grossed 7,656), All holiday clubs (Module B) that help staff receive any other training (unweighted 372, weighted and grossed 6,386)</i>		

7.2 Training plans and budgets

After school clubs

Two-thirds (66 per cent) of after school clubs had written training plans, a continued increase from 47 per cent in 2001 and 62 per cent in 2003. The proportion with training plans was higher in those clubs based in the 30 per cent most deprived areas than for those located in the 70 per cent least deprived areas (71 per cent compared with 63 per cent respectively). The proportion also varied considerably depending who ran the provision. After school clubs run by local authorities were most likely to have a plan (80 per cent) compared with 57 per cent of clubs run by voluntary or community organisations.

Just over half (52 per cent) of providers had a training budget, an increase from 44 per cent in 2003. Again the proportion was highest amongst local authority run after school clubs (88 per cent).

Table 7.2 Whether provider has written training plan and specific training budget in after school clubs					
	2006	2003	<i>Change from 2003 to 2006</i>	2006	
				30% most deprived areas	70% least deprived areas
	% (No.)	%	<i>PP chge</i>	% (No.)	% (No.)
Training plan					
Have training plan	66% (5,100)	62%	+4	71% (1,600)	63% (3,400)
Don't have training plan	32% (2,400)	36%	-4	28% (600)	34% (1,800)
Don't know	2% (200)	2%	+/-0	1% (#)	2% (100)
Training budget					
Have a training budget	52% (4,000)	44%	+8	57% (1,300)	51% (2,800)
Don't have a training budget	44% (3,400)	53%	-9	41% (900)	45% (2,400)
Don't know	4% (300)	4%	+/-0	2% (#)	4% (200)
<i>Base 2006: All after school clubs (Module B) (unweighted 511, weighted and grossed 7,656), All after school clubs (Module B) in the 30% most deprived areas (unweighted 145, weighted and grossed 2,237), All after school clubs (Module B) in the 70% least deprived areas (unweighted 366, weighted and grossed 5,421)</i>					
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>					

Holiday clubs

Around seven in ten (68 per cent) holiday clubs had a written training plan, a continued increase from 59 per cent in 2001 and 64 per cent in 2003. As with after school clubs, the proportion was higher amongst clubs based in the 30 per cent most deprived areas (74 per cent) compared with those based in the 70 per cent least deprived areas (64 per cent). Again there was considerable variation depending on who ran the setting, with more amongst local authority run settings (83 per cent) and fewer in settings run by voluntary or community organisations (58 per cent).

Sixty-one per cent of holiday clubs had specific budgets, a similar figure to 2003 (59 per cent). The proportion rose to 88 per cent amongst local authority run settings.

Table 7.3 Whether provider has written training plan and specific training budget in holiday clubs					
	2006	2003	<i>Change from 2003 to 2006</i>	2006	
				30% most deprived areas	70% least deprived areas
	% (No.)	%	<i>PP chge.</i>	% (No.)	% (No.)
Training plan					
Have training plan	68% (4,300)	64%	+4	74% (1,000)	64% (929)
Don't have training plan	30% (1,900)	34%	-4	23% (300)	34% (486)
Don't know	2% (100)	2%	+/-0	3% (#)	2% (#)
Training budget					
Have a training budget	61% (3,900)	59%	+2	60% (800)	62% (894)
Don't have a training budget	36% (2,300)	38%	-2	38% (500)	35% (503)
Don't know	3% (200)	3%	+/-0	1% (#)	3% (#)
<i>Base 2006: All holiday clubs (Module B) (unweighted 393, weighted and grossed 6,386)</i>					
<i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 6,386)</i>					

7.3 Funding

After school clubs

The main source of funding for after school clubs was from government (including local authority funding, Early Years Development and Childcare Partnership (EYDCP) and Sure Start); 74 per cent of funding came from this source.

The second largest source of funding was the Learning and Skills Council (11 per cent).

Holiday clubs

The main source of funding for holiday clubs was from government (including local authority funding, EYDCP and Sure Start) (72 per cent).

The second largest source of funding was the Learning and Skills Council (14 per cent).

Table 7.4 Funding sources for training		
	After school clubs	Holiday clubs
	% (No.)	% (No.)
Government sources (EYDCP, Sure Start, Local authority)	74% (5,700)	72% (4,600)
Learning & Skills Council	11% (800)	14% (900)
Jobcentre Plus	3% (200)	2% (100)
Local community	* (#)	2% (100)
Pre-school Learning Alliance	* (#)	* (#)
European funding	* (#)	0% (0)
No answer	20% (1,500)	21% (1,300)
Other	5% (400)	4% (300)
Don't know	3% (200)	5% (300)
<i>Base: All after school clubs (unweighted 511, weighted and grossed 7,656), All holiday clubs (unweighted 393, weighted and grossed 6,386)</i>		

7.4 Views on current levels of training

After school clubs

The majority (79 per cent) of after school clubs said they thought the amount of training that their staff had received in the last year was about right, an increase from 73 per cent in 2003. A sizeable minority (19 per cent) said they thought it was too little, a slight decrease from 23 per cent in 2003.

Table 7.5 Views of current levels of training in after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Too little	19% (1,500)	23%	-4
About right	79% (6,000)	73%	+6
Too much	1% (100)	2%	-1
<i>Base 2006: All after school clubs (Module B) (unweighted 511, weighted and grossed 7,656),</i> <i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

Similarly, the majority (74 per cent) of holiday clubs said they thought the amount of training that their staff had received in the last year was about right, an increase from 67 per cent in 2003. A sizeable minority (21 per cent) said they thought it was too little, although this had fallen from 26 per cent in 2003.

Table 7.6 Views of current levels of training in holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Too little	21% (1,300)	26%	-5
About right	74% (4,700)	67%	+7
Too much	* (#)	2%	-2
<i>Base 2006: All holiday clubs (unweighted 393, weighted and grossed 6,386)</i> <i>Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)</i>			

8 Recruitment and retention

This chapter outlines the staffing issues for after school and holiday clubs. It focuses on recruitment, current vacancies and issues around staff retention including staff turnover, employment growth and staff losses.

8.1 Levels of recruitment

After school clubs

The number of childcare staff in after school clubs recruited in the last 12 months had risen from 8,200 in 2003 to 11,400 in 2006, an average of 1.5 members of staff per setting.

The overall recruitment rate was 26 per cent, a continued decrease from 56 per cent in 2001 and 36 per cent in 2003.

The recruitment rate is calculated by dividing the total number of paid childcare staff by the total number currently employed plus those leaving their current employment, less those recruited in the last 12 months. For a full explanation as to how the recruitment rate is calculated please see section 1.7.4 in the Technical Appendix.

Holiday clubs

In total 20,600 paid holiday club childcare staff were recruited in the last 12 months, an average of three per setting. This was an increase from 10,000 staff recruited in 2003.

The overall recruitment rate was 46 per cent, a decrease from 56 per cent in 2003.

8.2 Senior managers

After school clubs

Seven per cent of senior managers in after school clubs had been recruited in the past 12 months, around 500 people.

Holiday clubs

Eight per cent of senior managers in holiday clubs had been recruited in the past 12 months, around 500 people.

8.3 Supervisors

After school clubs

Two-fifths (40 per cent) of after school clubs had recruited at least one supervisor in the 12 months prior to taking part in the 2006 survey. In total around 5,400 supervisors had been recruited, an average of one per setting. These figures were similar to 2003 when 36 per cent of after school clubs had recruited supervisors, around 3,300 individuals and an average of one per setting.

Holiday clubs

Forty-five per cent of holiday clubs had recruited at least one member of supervisory staff in the last 12 months. In total around 8,800 staff had been recruited, an average of one per setting. Although the numbers of staff differ, the proportion of providers that had recruited a staff member and the average number recruited per provider had changed very little since 2003. Forty-six per cent had recruited at least one member of supervisory staff, around 3,600 individuals and an average of one supervisor per setting.

8.4 Other paid childcare staff

After school clubs

Half of after school clubs (52 per cent) had recruited at least one member of other paid childcare staff in the last 12 months. In total approximately 5,500 other paid childcare staff were recruited, an average of one per setting. In 2003, 43 per cent had recruited at least one other paid childcare member of staff, around 2,000 individuals and an average of one per setting.

Holiday clubs

Just under two-thirds (63 per cent) of holiday clubs had recruited at least one member of other paid childcare staff in the last 12 months. In total around 11,200 individuals were recruited, an average of two per setting. In 2003, 52 per cent of holiday clubs had recruited at least one member of other paid staff, around 6,200 people. While the proportion recruiting and the number of staff had increased, the average number of staff recruited per setting remained stable at two per setting due to the overall increase in the number of holiday clubs.

8.5 Length of service

After school clubs

The average length of service for all paid childcare staff working within after school clubs was four years and four months. This was an increase from three years and

two months in 2003, indicating after school clubs had improved their staff retention rate.

The average length of service was highest for senior managers (six years and ten months), then supervisory staff (four years and seven months) and lowest for other paid childcare staff (three years and one month).

Holiday clubs

The average length of service for all paid childcare staff working within holiday clubs was four years and three months. This was an increase from three years and four months in 2003, again an indication that holiday clubs had improved their staff retention rate.

The average length of service was highest for senior managers (seven years), then supervisory staff (four years and five months) and lowest for other paid childcare staff (three years).

8.6 Annual staff losses

After school clubs

In half (48 per cent) of all after school clubs, at least one member of paid staff had left in the 12 months prior to the 2006 interview. The equivalent proportion in 2003 was 54 per cent.

In 2006, in total approximately 6,500 staff, an average of one per setting, had left after school providers, compared with 5,200 in 2003, also an average of one per setting.

Table 8.1 Number of staff that have left after school clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Any	48% (3,700)	54%	-6
None	52% (4,000)	46%	+6
1-2	39% (3,000)	42%	-3
3-4	6% (500)	9%	-3
5 or more	2% (200)	4%	-2
Average number of staff leaving per setting	1	1	-0
Total number of staff leaving	6,500	5,200	+1,300
<i>Base 2006: All after school clubs (Module B) (unweighted 511, weighted and grossed 7,656)</i>			
<i>Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)</i>			

Holiday clubs

In just over half (54 per cent) of holiday clubs at least one member of staff had left over the past 12 months. In total, in 2006 10,100 members of staff had left holiday club providers, an average two per setting.

These figures show a decrease in staff losses when compared with 2003, when 61 per cent of holiday clubs had lost at least one member of staff, an average of two per setting. Although the total number of staff lost had actually increased over this period, by 4,200, this can be explained by the overall increase in the total number of staff working in these settings, proportionally they were leaving at a lower rate.

Table 8.2 Number of staff that have left holiday clubs			
	2006	2003	<i>Change from 2003 to 2006</i>
	% (No.)	%	<i>PP chge.</i>
Any	54% (3,400)	61%	-7
None	42% (2,700)	35%	+7
1-2	38% (2,400)	38%	+/-0
3-4	11% (700)	11%	+/-0
5 or more	5% (300)	11%	-6
Average number of staff leaving per setting	2	2	-0
Total number of staff leaving	10,100	5,900	+4,200
<i>Base 2006: All holiday clubs (Module B) (unweighted 393, weighted and grossed 4,120)</i>			
<i>Base 2003: All holiday clubs (Module B) (unweighted 850, weighted and grossed 2,781)</i>			

8.7 Destination of staff who left

After school clubs

Of those staff that had left an after school club in the last 12 months, half (43 per cent) had got other jobs within the childcare or early education sector (2,800 people), a quarter (23 per cent) had got jobs outside the childcare and early education sector (1,600 people) and 11 per cent did not get another job (700 people). The destination of the remaining 23 per cent of staff who had left was unknown. The equivalent proportions in 2003 were similar, at 43 per cent, 29 per cent and 13 per cent respectively.

Holiday clubs

Of those staff that had left a holiday club in the last 12 months, half (47 per cent) had got other jobs within the childcare or early education sector (4,200 people), a quarter (24 per cent) had got jobs outside the childcare and early education sector (2,200 people) and seven per cent did not get another job (600 people). The equivalent proportions in 2003 were again similar, at 41 per cent, 26 per cent and 10 per cent.

8.8 Staff turnover

Analysis of the total number of employees being recruited and the number leaving the sector enables an assessment of the turnover for the sector and the rate of employment growth.

After school clubs

The turnover rate in after school clubs in 2006 was 15 per cent, a marked decrease from 23 per cent in 2003.

The turnover rate gives the number of staff that have left as a proportion of all staff who would have been employed at the start of the 12 month period covered by the survey. If no staff have left their employment the turnover rate will be zero. If staff have left, but no more have been recruited, the turnover rate will be negative.

The employment growth rate was 11 per cent, a slight decrease from 13 per cent in 2003.

The employment growth rate gives the number of additional staff recruited as a proportion of those employed at the start of the 12 month period covered by the survey. If the number of staff that left was equal to the number of staff recruited then the employment growth rate will be equal to zero. If more staff have been recruited than the number who have left, then the employment growth rate will be positive. If a larger number of staff have left than have been recruited then the employment growth rate will be negative.

For a full explanation as to the how the turnover rate and employment growth rates are calculated please see section 1.7.4 in the Technical Appendix.

Holiday clubs

The turnover rate in holiday clubs in 2006 was 22 per cent, a marked decrease from 33 per cent in 2003.

The employment growth rate was 23 per cent, to the same as in 2003 (23 per cent).

8.9 Current vacancies

After school clubs

In 2006 a fifth (20 per cent) of after school clubs were currently actively trying to recruit staff. Providers in London were more likely to be actively recruiting for new staff (35 per cent).

At the time of the 2006 survey, amongst after school clubs, there were 300 vacancies for senior managers, 1,000 for supervisory staff and 1,300 other paid childcare staff.

Table 8.3 Number of vacancies providers are actively recruiting by type of staff in after school clubs	
	No.
Senior managers	300
Supervisory staff	1,000
Other paid staff	1,300
<i>Base: All after school clubs (Module B) that were actively trying to recruit (unweighted 98, weighted and grossed 277)</i>	

Holiday clubs

In 2006 about a quarter (26 per cent) of holiday clubs were currently actively trying to recruit staff. Those in London were more likely to be actively recruiting for new staff (34 per cent).

In 2006, amongst holiday clubs, there were 200 vacancies for senior managers, 1,600 for supervisory staff and 1,600 for other paid childcare staff.

Table 8.4 Number of vacancies providers are actively recruiting by type of staff in holiday clubs	
	No.
Senior managers	200
Supervisory staff	1,600
Other paid staff	1,600
<i>Base: All holiday clubs (Module B) that were actively trying to recruit (unweighted 101, weighted and grossed 298)</i>	

9 Income

This chapter looks at the income of after school and holiday clubs, specifically deposit and registration fees, income from fees, government and other sources, awareness of childcare vouchers and tax credits, total income, whether providers are breaking even and their profitability.

9.1 Deposit or registration fees

In 2006 providers were asked whether they charged a deposit or registration fee when children registered.

After school clubs

A third (33 per cent) of after school clubs said they charged a deposit or registration fee. The proportion was higher amongst profit making organisations (40 per cent) than not for profit organisations (29 per cent).

The average fee charged was £18.30. The average fee was higher amongst profit making organisations (£23.10) than not for profit organisations (£14.20)

Holiday clubs

Just under a third (28 per cent) of holiday clubs said they charged a deposit or registration fee.

The average fee charged was £30.20.

9.2 Fees

After school clubs

The most common unit used in after school clubs when charging parents was per half day or session (65 per cent) and per hour (16 per cent).

When charging parents, 37 per cent of after school clubs varied their fees from child to child. This proportion was lower for clubs based in 30 per cent most deprived areas (32 per cent) than the 70 per cent least deprived areas (40 per cent).

After school clubs who said they did vary their fees from child to child were asked on what grounds they varied their fees. The most common answers were number of siblings enrolled (76 per cent) and number of hours per week they attended (26 per cent).

Table 9.1 Reasons why fees vary in after school clubs	
	%
Number of siblings enrolled	76%
Number of hours per week they do	26%
Parents' income	13%
Age of child	13%
Time of day	12%
Depending on whether parents get local authority grant	10%
Depending on what the fees cover (e.g. food, nappies etc.)	8%
Discount for employees/members	1%
Where they live	1%
No answer	1%
Other answer	4%
Don't know	1%
<i>Base: All after school clubs (Module A) whose fees vary (unweighted 171, weighted and grossed 2,716)</i>	

Holiday clubs

The most common unit used in holiday clubs when charging parents was per half day or session (45 per cent) and per hour (32 per cent).

When charging parents, 40 per cent of holiday clubs varied their fees from child to child. This proportion was lower for clubs based in 30 per cent most deprived areas (35 per cent) than the 70 per cent least deprived areas (43 per cent).

Holiday clubs who said they did vary their fees from child to child were asked on what grounds they varied their fees. The most common answers were number of siblings enrolled (60 per cent), parents' income (27 per cent) and the number of hours per week they attended (27 per cent).

Table 9.2 Reasons why fees vary in holiday clubs	
	%
Number of siblings enrolled	60%
Parents' income	27%
Number of hours per week they do	27%
Depending on whether parents get local authority grant	19%
Age of child	18%
Time of day	13%
Depending on what the fees cover (e.g. food, nappies etc.)	12%
Discount for employees/members	8%
Other answer	5%
Don't know	1%
<i>Base: All holiday clubs (Module A) whose fees vary (unweighted 146, weighted and grossed 2,568)</i>	

9.2.1 Average fees charged

Caution must be taken with the results as all figures have been derived by a number of variables and therefore may be prone to distortion. They should be used as indicative guide only. For details of how fee data were calculated, see section 1.7.1 of the Technical Appendix.

After school clubs

The average charge in after school clubs per hour was £2.30.

The average hourly charge was lower in the 30 per cent most deprived areas (£1.80) than the 70 per cent least deprived areas (£2.40).

Profit making after school clubs charged more than not-for-profit clubs, £2.60 on average compared with £2.00.

Holiday clubs

If figures are combined, the average charge per hour in holiday clubs is £1.70.

The average hourly charge was lower in the 30 per cent most deprived areas (£1.30) than in the 70 per cent least deprived areas (£1.90).

Profit making holiday clubs charged more than not-for-profit clubs, £2.00 on average compared with £1.40.

9.3 Change in fees

After school clubs

Eighty-four per cent of all after school clubs had increased their fees in the last two years, 61 per cent of had raised them in the last year and a quarter (26 per cent) had increased them in the last six months.

Holiday clubs

Eight in ten holiday clubs (81 per cent) had increased their fees in the last two years, 63 per cent had raised them in the last year and a third (31 per cent) had increased them in the last six months.

Clubs setup as profit making organisations were more likely to have increased their fees (40 per cent) in the last six months than those set up as not for profit (26 per cent).

9.4 Income from fees

After school clubs

Two-fifths (39 per cent) of after school clubs were unable to give an answer, refused to provide the information or did not provide enough information for us to be able to derive an annual sum. As such a large proportion did not provided all the relevant information on fees caution must be taken with these findings. They should only be used as an indicative guide as the providers for which we have no information may differ from those for which we do. The proportion who did not provide all the relevant information was lower amongst after school clubs located in the 30 per cent most deprived (29 per cent) than the clubs based in the 70 per cent least deprived areas (43 per cent).

Of those providing a figure, three per cent said they received nothing in fees.

The mean amount of income received from fees paid by parents per year was £33,800 and the median amount was £20,000.

The average income from fees varied by a number of factors. After school clubs set up as profit making organisations made more money from fees than clubs set up as not for profit organisations (£46,500 and £26,100 respectively). Clubs located in the 30 per cent most deprived areas received on average £27,300 per year, compared with £36,700 per year for those based in the 70 per cent least deprived areas.

Again, caution must be taken with these figures as they have been derived from a number of variables.

	Total	Non-profit making organisations	Profit making organisations
	%	%	%
No income	3%	4%	2%
£1-50,000	49%	51%	45%
£50,001-100,000	6%	6%	6%
£100,001 or more	3%	2%	6%
Mean income (excluding 0)	£33,800	£26,100	£46,500
Median income (excluding 0)	£20,000	£19,000	£24,000
Don't know	39%	38%	41%
<i>Base: All after school clubs (Module A) (unweighted 458, weighted and grossed 7,656), All after school clubs (Module A) setup as not for profit making organisations (unweighted 277 , weighted and grossed 4,710), All after school clubs (Module A) setup as profit making organisations (unweighted 172, weighted and grossed 2,809)</i>			

Holiday clubs

Nearly half (45 per cent) of holiday clubs were unable to give an answer, refused to provide the information or did not provide enough information for us to be able to derive an annual sum. As with the after school figures, caution must be taken with these figures due to the high level of non-response. The proportion who did not provide all the relevant information was lower amongst holiday clubs located in the 30 per cent most deprived (40 per cent) than the clubs based in the 70 per cent least deprived areas (48 per cent). Also holiday clubs setup as profit making organisations were less likely to provide a figure than clubs setup as not for profit (52 per cent and 41 per cent respectively).

Of those providing a figure, four per cent said they received nothing in fees.

The mean amount per year was £42,200 and the median amount was £18,000. Holiday clubs set up as profit making organisations made more money from fees than clubs set up as not for profit organisations (£70,200 and £27,600 respectively).

Table 9.4 Income from fees per year in holiday clubs			
	Total	Non-profit making organisations	Profit making organisations
	%	%	%
No income	4%	4%	3%
£1-50,000	39%	45%	31%
£50,001-100,000	6%	7%	5%
£100,001 or more	5%	3%	9%
Mean income (excluding 0)	£42,200	£27,600	£70,200
Median income (excluding 0)	£18,000	£12,000	£24,000
Don't know	45%	41%	52%
<i>Base: All holiday clubs (Module A) (unweighted 363, weighted and grossed 6,386), All after school clubs setup as not for profit making organisations (unweighted 220, weighted and grossed 3,704), All after school clubs setup as profit making organisations (unweighted 134, weighted and grossed 2,559)</i>			

9.4.1 Awareness of tax credits

After school clubs

In April 2006 there was a change to the tax credits system. The amount of childcare that parents are able to claim has risen from 70 per cent to 80 per cent. Half of after school clubs (52 per cent) were aware of this change.

Of those who were aware, five per cent said they had increased their fees as a result and 92 per cent said the change had no impact on their fees.

Holiday clubs

Six in ten (59 per cent) holiday clubs were aware that from April 2006, there was a change to the tax credits system.

Of those who were aware, six per cent said they had increased their fees as a result and 91 per cent said the change had no impact on their fees. One per cent had decreased them as a result.

9.4.2 Awareness of childcare vouchers

After school clubs

The majority (90 per cent) of after school clubs had heard of childcare vouchers. Of these, three-quarters (73 per cent) said they accepted childcare vouchers. Of those who didn't accept childcare vouchers, 45 per cent said they would consider accepting them in the future.

From April 2006, employees do not pay tax or National Insurance on the first £55 a week covered by childcare vouchers. Previously, employees who got childcare vouchers did not pay tax on the first £50 per week of registered or approved childcare. Half (49 per cent) of those after school clubs that had heard of childcare vouchers were aware of this change.

Holiday clubs

Nine in ten (89 per cent) holiday clubs had heard of childcare vouchers. Of these, 68 per cent said they accepted childcare vouchers. Of those who didn't accept childcare vouchers, a third (34 per cent) per cent said they would consider accepting them in the future.

Just over half (54 per cent) of those holiday clubs that had heard of childcare vouchers were aware of the change to the April 2006 National Insurance exemptions.

9.4.3 Fees paid by parent's employers

After school clubs

Of those after school clubs that had heard of childcare vouchers, 62 per cent said that some of their children had at least part of their fees paid by the parent's employer. Of these, the average number of children that had at least part of their fees paid for by the parent's employer was five per setting, around 13,800 children overall.

Holiday clubs

Of those holiday clubs that had heard of childcare vouchers, 65 per cent said that some of their children had at least part of their fees paid by the parent's employer. Of these, the average number of children that had at least part of the fees paid for by the parent's employer was five per setting, around 11,900 children overall.

9.5 Income from local authority and central government

After school clubs

A quarter (26 per cent) of after school clubs could not say how much money they received from their local authority and central government, so again these figures must be used with caution.

Just over half (56 per cent) of after school clubs said they did not receive any funding from local or central government sources. On average, the mean amount that providers received was £23,700 per year and the median amount was £6,000 per year (excluding those who didn't get anything and those who were unable to provide the information).

Settings located in the 30 per cent most deprived areas on average received more from these sources than those based in the 70 per cent least deprived areas (a mean of £30,700 compared with £17,700 respectively).

Holiday clubs

Nearly a third (31 per cent) of holiday clubs could not say how much money they received from their local authority and central government, so again these figures must be used with caution.

Around half of holiday clubs (47 per cent) said they did not receive any funding from local or central government sources. On average, the mean amount that providers received was £33,000 per year and the median amount was £13,000 per year (excluding those who didn't get anything and those who were unable to provide the information).

Settings located in the 30 per cent most deprived areas on average received less than those based in the 70 per cent least deprived areas (a mean of £27,500 compared with £39,000 respectively).

9.6 Income from other sources

After school clubs

Six in ten (60 per cent) after school clubs said they had no other sources of income apart from fees and local and central government income already mentioned.

Around a third (30 per cent) of after school clubs had raised additional income through fundraising. Perhaps unsurprisingly the proportion was higher for providers set up as not for profit or charities than for those set up as profit making organisations (37 per cent compared with 19 per cent).

Other sources of income were mentioned by than less than 10 per cent of respondents.

Thirteen per cent of after school clubs were unable to say how much they received from other sources. Among those that were able to give an amount, the mean amount was £8,700 and the median amount was £600.

Holiday clubs

Nearly two-thirds (64 per cent) of holiday clubs said they had no other sources of income apart from fees and central and local government income already mentioned.

Twenty-eight per cent of after school clubs had raised additional income through fundraising. Again the proportion was higher for providers set up as not for profit

than for those set up as profit making organisations (38 per cent compared with 13 per cent).

Other sources of income were mentioned by less than ten per cent of respondents.

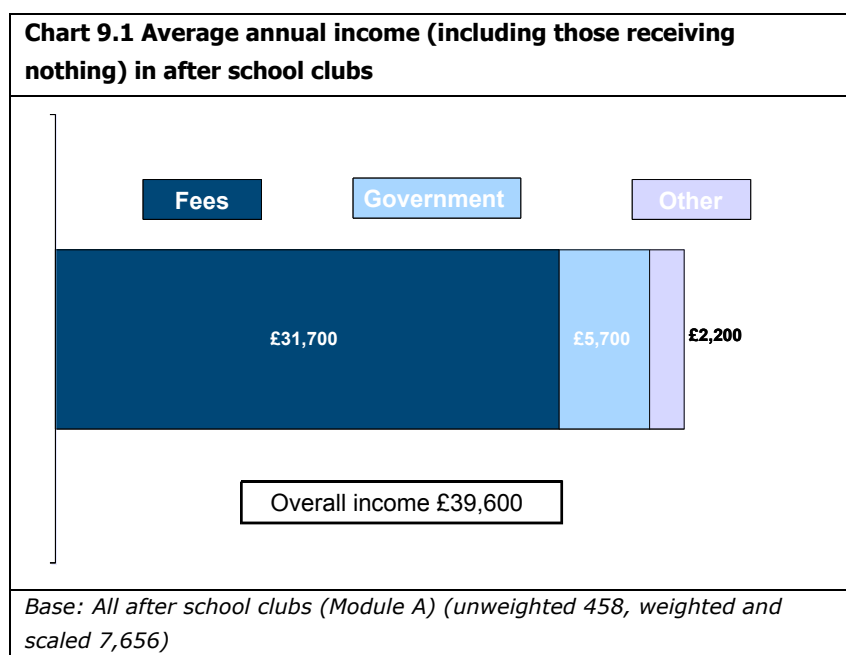
Just five per cent of clubs were unable to say how much they received from other sources. Among those that were able to give an amount, the mean amount was £12,100 and the median amount was £3,000.

9.7 Total income

Caution must be taken with the results as all figures have been derived by a number of variables and therefore may be prone to distortion. They should be as an indicative guide only.

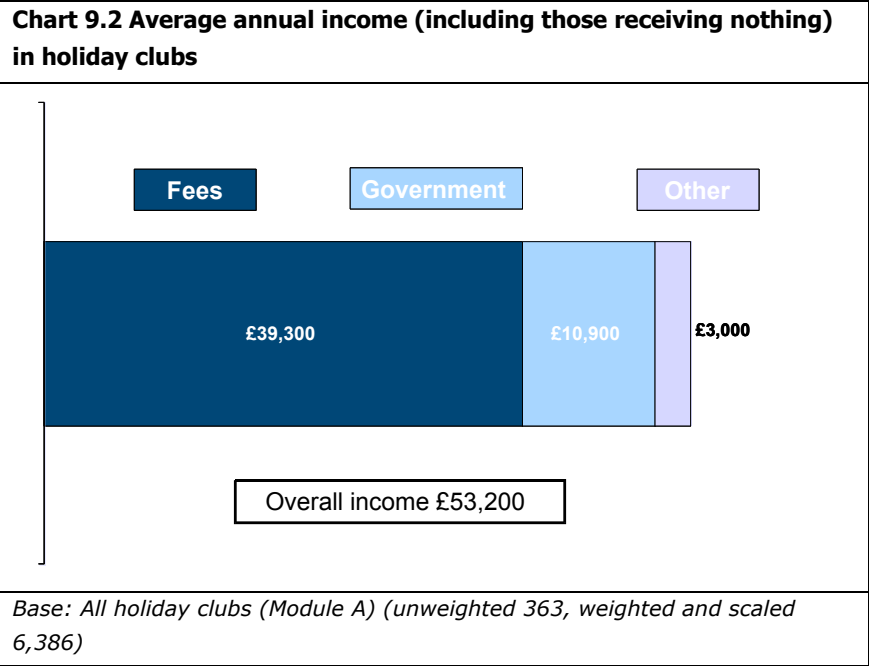
After school clubs

The chart below shows the average income from each source for after school clubs (including providers who had no income from a source) and the total average income. The total average income for after school clubs was £39,600, with the largest share coming from fees (80 per cent).



Holiday clubs

The chart below shows the average income from each source for holiday clubs (including providers who had no income from a source) and the total average income. The total average income for holiday clubs was £53,200, with the largest share coming from fees (74 per cent).



9.8 Breaking even

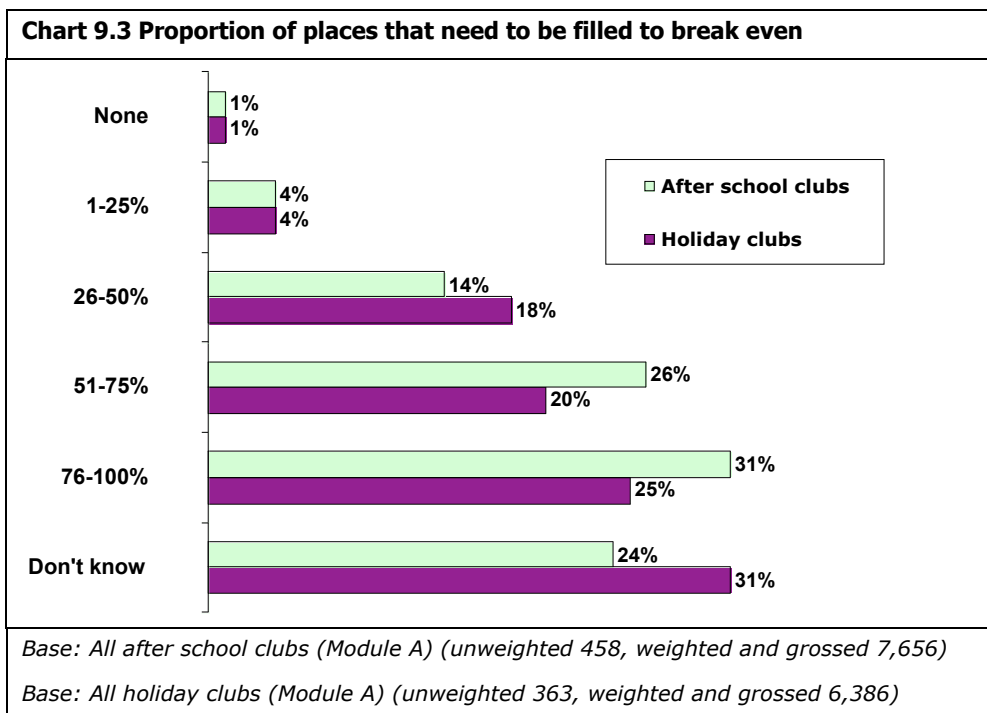
Providers were asked what proportion of their registered places they needed to fill in order to break even.

After school clubs

On average, after school clubs said they needed to fill two-thirds (68 per cent) of their places to break even.

Holiday clubs

On average, holiday clubs also said they needed to fill about two-thirds (66 per cent) of their registered places in order to break even.



9.9 Profitability of providers

After school clubs

The majority (62 per cent) of after school clubs were set up as for-profit organisations. Two-fifths (37 per cent) were set up on a not-for-profit basis. Two per cent were not sure.

Profit making organisations were asked if they made a profit and not-for-profit organisations were asked if they had made a surplus. Overall a quarter (25 per cent) providers had made a profit or a surplus, 43 per cent had covered their costs, 17 per cent had made a loss and 14 per cent were unable to say. These figures are similar to 2003 when 29 per cent were making a profit or surplus, 42 per cent were covering costs, 19 per cent were operating at a loss and 10 per cent were unable to say.

Providers set up as profit making organisations seemed to be in a better financial state than those set up as not-for profit. Two-fifths (37 per cent) of profit making organisations had made a profit compared with 17 per cent of providers set up as not-for-profit. A fifth (20 per cent) of not-for-profit settings had made a loss compared with 14 per cent of profit making organisations.

Table 9.5 Business performance of after school clubs					
	2006	2003	<i>Change from 2003 to 2006</i>	2006	
				Profit making	Non-profit
	% (No.)	%	<i>PP chge.</i>	%	%
Made a profit or surplus	25% (1,900)	29%	-2	37%	17%
Covering costs	43% (3,300)	42%	+1	32%	50%
Operating at a loss	17% (1,300)	19%	-5	14%	20%
Don't know	14% (1,100)	10%	+6	16%	13%

Base 2006: All after school clubs (Module A) (unweighted 458, weighted and grossed 7,656), All after school clubs (Module A) setup as not for profit making organisations (unweighted 277, weighted and grossed 4,710), All after school clubs (Module A) setup as profit making organisations (unweighted 181, weighted and grossed 2,809)
Base 2003: All after school clubs (unweighted 850, weighted and grossed 4,534)

Holiday clubs

Six in ten (58 per cent) holiday clubs were set up as for-profit organisations. Two-fifths (40 per cent) were set up on a not-for-profit basis. Two per cent were not sure.

Profit making organisations were asked if they made a profit and not-for profit organisations were asked if they had made a surplus. Overall a fifth of holiday clubs (19 per cent) had made a profit or a surplus, 48 per cent had covered their costs and 24 per cent had made a loss. Nine per cent were unable to say.

These figures seem to indicate a slight decrease in the proportion of holiday clubs making a profit from 2003, when 27 per cent had made a profit or surplus, 42 per cent covered their costs and 22 per cent were making a loss.

Again clubs set up as profit making organisations seemed to be in a better financial state than those set up as not-for-profit. Three in ten (32 per cent) of profit making clubs had made a profit compared with just 10 per cent of provider set up as not-for-profit. The proportion making a loss was similar (23 per cent and 25 per cent respectively), however the proportion that said they covered their costs was 57 per cent amongst not-for-profit clubs and 34 per cent for those set up on a profit making basis.

Table 9.6 Business performance of holiday clubs					
	2006	2003	<i>Change from 2003 to 2006</i>	2006	
				Profit making	Non-profit
	% (No.)	%	<i>PP chge.</i>	%	%
Made a profit or surplus	19% (1,200)	27%	-8	32%	10%
Covering costs	48% (3,100)	42%	+6	34%	57%
Operating at a loss	24% (1,500)	22%	+2	23%	25%
Don't know	9% (600)	8%	+1	11%	9%

Base 2006: All holiday clubs (unweighted 363, weighted and grossed 6,386), All holiday clubs set up as profit making organisations (unweighted 143, weighted and grossed 2,390), All holiday clubs setup as not for profit organisations (unweighted 220, weighted and grossed 3,676)

Base 2003: All holiday clubs (unweighted 850, weighted and grossed 2,781)

10 Terminology and definitions

Ownership: The term ownership refers to the type of organisation responsible for owning and managing a provider. For the purposes of the report, five different ownership scenarios have been used. These are Private (owner/manager and part of a group or chain), Voluntary (church, charity or committee), Local Authority, School/College and Other (hospitals and other answers that could not be included in any of the existing categories). In a small number of cases, more than one type of ownership scenario will apply.

Type of setting: refers to the type of care offered by a setting. These include:

- **Full day care:** defined as “facilities that provide day care for children under eight for a continuous period of four hours or more in any day in premises which are not domestic premises.”²⁷
- **Sessional care:** defined as “facilities where children under eight attend day care for no more than five sessions a week, each session being less than a continuous period of four hours in any day. Where two sessions are offered in any one day, there is a break between sessions with no children in the care of the provider.”²⁸
- **Out-of-school clubs:** defined as “clubs...open before and after school and all day long during school holidays, giving 3 to 14 year-olds and up to 16 for children with special needs a safe and enjoyable place to play, meet and sometimes catch up on homework.”²⁹ For the purposes of this research, the questionnaire focused on After-school and Holiday care.
- **Children’s centres:** defined as “places where children under 5 years old and their families can receive seamless holistic integrated services and information, and where they can access help from multi-disciplinary teams of professionals.”³⁰ For example, some children’s centres provide literacy, language or numeracy programmes for parents or carers with basic skills needs. For the purposes of this survey, analysis has focused on full day care provision offered by these establishments.
- **Childminders:** “A childminder is registered to look after one or more children under the age of eight to whom they are not related on domestic premises for reward and for a total of more than 2 hours in any day.”³¹

²⁷ <http://www.surestart.gov.uk/doc/0-ACA52E.PDF>

²⁸ <http://www.childcarelink.gov.uk/pdf/ofsted/Module5.pdf>

²⁹ <http://www.surestart.gov.uk/surestartservices/childcare/outofschoolchildcare/>

³⁰ <http://www.surestart.gov.uk/surestartservices/settings/surestartchildrenscentres/>

³¹ <http://www.childcarelink.gov.uk/pdf/ofsted/Module2.pdf>

- **Nursery schools:** these “provide education for children under the age of 5 and over the age of 2.”³² Maintained nursery schools generally accept children in term time.
- **Primary schools with reception but no nursery classes:** some primary schools are able to admit four and five year old children into a reception class. Such classes operate throughout the school year.³³
- **Primary schools with reception and nursery classes:** some primary schools offer both nursery and reception classes, and again, these operate throughout the school year.

Maintained settings (Nursery schools, Primary schools with reception but no nursery classes and Primary schools with reception and nursery classes) have slightly different characteristics. As these settings are funded by Local Authorities, there is no charge to parents for using them.

Childcare vouchers: these are a government initiative that enables employers and/or parents to purchase tax-free vouchers with which to pay for childcare. Employers have to sign up to the scheme and providers are under no obligation to accept them. Parents are allowed to take up to £55 worth of childcare vouchers per week. Research conducted by HMRC found that “the highest proportion of employees receiving employer-supported childcare were employed in professional occupations or as managers and senior officials (an average of 35 per cent and 33 per cent respectively).”³⁴

Child Tax Credits: families with children are eligible to claim Child Tax Credits (for separated families only the main carer is entitled to claim). The size of the claim will depend on number of children living with the family, incidence of disability and the claimants income.

Working Tax Credit: people who work but are on low pay can apply for working tax credits. Both employed and self employed people are eligible to apply and do not have to be responsible for children. The size of the claim can depend upon whether the claimant has responsibility for any children, whether they make childcare payments, whether the claimant is disabled and whether the claimant is aged 50 or over.

Attendees: respondents were asked to give the number of children attending their establishment. Care was taken to ensure that respondents did not count any

³² <http://www.edubase.gov.uk/Assets/EduBase%20Glossary.doc>

³³ http://www.direct.gov.uk/en/EducationAndLearning/PreschoolLearning/NurseriesPlaygroupsReceptionClasses/DG_10013534

³⁴ <http://www.hmrc.gov.uk/research/report23-final.pdf> (pages 50/51)

children twice so this can be taken to mean the number of children enrolled with a provider.

Registered provision: any person who is rewarded for looking after children under eight for more than two hours a day must register with Ofsted. If the provider is planning to offer early years education, they are also inspected for the quality of the provision by Ofsted.

Registered places: as part of the registration process, Ofsted inform providers of the maximum number of children they can look after. This is based on ages of children and number of staff.³⁵

Index of Multiple Deprivation (IMD): measures deprivation at the “small area level”.³⁶ The index analyses a number of defined characteristics of deprivation (including Income deprivation, Employment deprivation, Health deprivation and disability, Education, skills and training deprivation, Barriers to Housing and Services, Living environment deprivation and Crime).³⁷ More deprived areas will experience a higher number of these characteristics of deprivation

Types of staff: the National Standards state that all staff must be mentally and physically capable of caring for children and that all staff should “have the appropriate experience, skills and ability to do their jobs”³⁸.

- **Senior Manager:** the National Standards stipulate that Senior managers should hold an appropriate level three qualification and two years experience of working in a day care setting.
- **Supervisory staff:** the National Standards state that supervisors in full daycare settings should all hold a level three qualification, or where this is not possible, an action plan should be put in place setting out how and when they intend to satisfy this requirement. For sessional and out-of-school providers, supervisors are not required to hold a level three qualification but half of all other staff are required to hold a level two qualification³⁹.
- **Other paid childcare staff:** at least half of this group are required to hold an appropriate level two qualification.
- **Qualified Teacher Status:** this is a requirement for anyone who wants to teach in a maintained school in England and Wales.

³⁵ http://www.ofsted.gov.uk/assets/Internet_Content/Early_Years/guide_daycare.pdf (page 17)

³⁶ <http://www.communities.gov.uk/index.asp?id=1128444>

³⁷ *ibid.*

³⁸ <http://www.surestart.gov.uk/doc/P0000411.PDF>

³⁹ <http://www.surestart.gov.uk/doc/P0002407.pdf>

- **Early Years Professional Status (EYPS):** this is a new role developed from February 2006 in response to proposals in the Children’s Workforce Strategy. Candidates are required to complete one of four pathways, leading to the award of the EYPS at level six. The first candidates gained EYPS in January 2007.
- **Early years professional leadership:** because no one in childcare and early years settings had gained EYPS at the time of data collection, a question was asked about early years professional leadership more generally in order to determine how many providers had staff acting in this capacity less formally.
- **Nursery Nurses:** are subject to the same requirements as supervisors in full day care settings.⁴⁰
- **Childminders:** are not required to hold any formal qualifications but must complete a local authority approved training course and a first aid course appropriate to infants and children within 6 months of beginning working as a childminder. First aid certificates should be kept up to date.⁴¹

Disability: The Disability Discrimination Act (DDA) defines a disabled person as someone who has a “physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.”⁴²

Special Educational Needs: The term 'special educational needs' (SEN) has a legal definition, referring to “children who have learning difficulties or disabilities that make it harder for them to learn or access education than most children of the same age”.⁴³

National Standards: were developed by the Sure Start Unit in order to set out and measure and monitor the quality of care offered for under eights day-care and childminding. Providers must meet these standards before they can register with Ofsted and commence operation.⁴⁴ Providers are subject to an Ofsted inspection within seven months of registration and at least once every three years thereafter.⁴⁵

⁴⁰http://www.bbc.co.uk/schools/parents/life/you_and_school/working_in_schools/training_nursery_nurse.shtml

⁴¹ <http://www.surestart.gov.uk/doc/P0002411.pdf>

⁴² http://www.direct.gov.uk/en/DisabledPeople/RightsAndObligations/DisabilityRights/DG_4001069

⁴³ http://www.direct.gov.uk/en/EducationAndLearning/Schools/SpecialEducationalNeeds/DG_4008600

⁴⁴ http://www.daycaretrust.org.uk/mod.php?mod=userpage&page_id=40

⁴⁵ http://www.ofsted.gov.uk/portal/site/Internet/menuitem.455968b0530071c4828a0d8308c08a0c/?vqn_extoid=013a8487a73dc010VqnVCM1000003507640aRCRD

NVQ qualifications: are work based qualifications. Candidates are assessed on the job by a qualified NVQ Assessor, who may be a line manager or an external Assessor if the manager is not a qualified NVQ Assessor.⁴⁶

NVQ Assessors: appropriately qualified and experienced childcare staff can apply to become NVQ Assessors, for which they are required to complete a further training course.⁴⁷ NVQ Assessors assess on-site and can assess their own staff or those working in other settings.

Training: all staff are required to undergo induction training within their first week of work, which includes training on health and safety and on child protection policies and procedures. The registered person has a responsibility to ensure at least one member of staff has attended a child protection course and that at least one member of staff who has attended a first aid training course is present at all times that children are cared for. Additionally, 50 per cent of staff who care for babies should have specific training in that area.

Churn within sector: where recruitment, employment growth and turnover rates have been discussed, these include the churn within the sector, meaning staff moving from one provider to another. Staff promotions and movement of staff within an individual setting are not included in these calculations.

Population density: is based on the number of people per hectare (ha = 10,000 square meters). Areas of low population density have up to 10 people per ha; areas of medium density have 11-24 people per ha and; areas of high density have 25 or more people per ha. Areas with lower population densities are generally more rural than those with high densities.

Recruitment rate: the recruitment rate gives the number recruited as a proportion of all those who would have been employed at the beginning of the 12 month period covered by the survey. If no new staff have been recruited then the recruitment rate will be equal to zero, regardless of the number of leavers.

Turnover rate: the turnover rate gives the number of staff that left as a proportion of all staff who would have been employed at the start of the 12 month period covered by the survey. If no staff have left their employment the turnover rate would be zero. If staff have left but no more have been recruited, the turnover rate will fall.

Employment growth rate: the employment growth rate gives the number of additional staff recruited after leavers have been replaced. If the number of staff

⁴⁶ http://www.edexcel.org.uk/VirtualContent/64456/Edexcel_NVQ_guidance_for_candidates.pdf

⁴⁷ http://www.nurseryworld.co.uk/training/training_today/display.aspx?story_id=502344&path=/Training%20Today/Career%20Progression/

that left was equal to the number of staff recruited then the employment growth rate will be equal to zero. If more staff have been recruited than the number who have left, then the employment growth rate will be positive, while if a larger number of staff have left than have been recruited then the employment growth rate will be negative.

Transformation Fund: Local authorities have money available from the Transformation Fund to help childcare providers to recruit new graduates, or to assist existing staff in achieving higher qualifications or in undertaking training for children with additional needs (e.g. disabilities, Special Educational Needs or children and families who speak English as an Additional Language).

- **Quality Premium:** This is for providers who already employ a graduate level professional who is committed to attain Early Years Professional Status within 2 years.
- **Recruitment Incentive** This money is for providers who are employing a graduate level professional for the first time who is committed to attain Early Years Professional Status within 2 years.
- **Home Grown Graduate Incentive** This money is for providers who do not employ a graduate level professional, but want to help one of their existing staff to progress to this level.

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