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Other paid childcare staff were less likely to be qualified to at least level 2 in after school clubs that were run by a school or college (42 per cent, compared with 53 per cent of privately owned and 55 per cent of voluntary settings).

### 6.7.1 Senior managers

Tables 6.13a and 6.13b show the level of qualification of senior managers in childcare providers.

Across all types of provider except full day care in children's centres, the most commonly held highest qualification was level 3, although the proportions varied by type of provider, from 42 per cent of those working in full day care to 62 per cent of those working in sessional provision.

Nearly all senior managers in the various types of setting held a highest qualification of at least level 3, although this was slightly lower in holiday clubs (90 per cent). Senior managers in full day care in children's centres were more likely than senior managers working for other types of provider to be qualified to at least level 5 (56 per cent) or at least level 6 (46 per cent). The proportion qualified to at least level 6 was lowest in sessional care settings (12 per cent).

There has been a significant increase in the proportion of senior managers in full day care settings qualified to at least level 5 – from 25 per cent in 2008 to 32 per cent in 2009. This continues a steady increase since 2003 in full day care settings at all qualification levels. Similarly, although there have not been significant increases since 2008 for other types of childcare setting, there have been gradual increases since 2003 at various qualification levels.

	Full day care					Full day care in children's centres				Sessional				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2009	2008	2007	2006	2003
Level 1	<b>0%</b>	0%	*	*	1%	<b>0%</b>	0%	*	0%	<b>0%</b>	*	*	1%	2%
Level 2	*	*	*	1%	6%	*	0%	*	*	<b>1%</b>	1%	1%	2%	8%
Level 3	<b>42%</b>	52%	58%	65%	66%	<b>21%</b>	27%	34%	39%	<b>62%</b>	64%	69%	73%	67%
Level 4	<b>24%</b>	20%	17%	16%	20%	<b>20%</b>	19%	20%	17%	<b>16%</b>	15%	11%	8%	10%
Level 5	<b>11%</b>	8%	5%	4%		<b>10%</b>	9%	9%	5%	<b>7%</b>	4%	4%	2%	
Level 6	<b>18%</b>	14%	12%	9%	2%	<b>25%</b>	21%	16%	22%	<b>9%</b>	10%	8%	6%	N/A
Level 7	<b>3%</b>	3%	4%	3%	N/A	<b>19%</b>	19%	14%	12%	<b>3%</b>	2%	3%	2%	
Level 8	*	*	*	*		<b>2%</b>	1%	1%	0%	<b>0%</b>	0%	*	0%	
Overseas	*	*	*	*	N/A	<b>0%</b>	0%	0%	*	*	*	*	*	N/A
Other	*	*	1%	1%	2%	<b>1%</b>	2%	2%	2%	*	1%	1%	1%	4%
Don't know	*	1%	1%	1%	0%	*	1%	2%	2%	<b>1%</b>	1%	1%	1%	0%
No qualification	<b>1%</b>	1%	2%	2%	6%	*	1%	1%	1%	<b>2%</b>	14%	3%	3%	9%
At least level 1	<b>98%</b>	97%	96%	97%	N/A	<b>98%</b>	96%	95%	94%	<b>97%</b>	96%	95%	95%	N/A
At least level 2	<b>98%</b>	97%	96%	96%	92%	<b>98%</b>	96%	95%	94%	<b>97%</b>	96%	95%	94%	85%
At least level 3	<b>98%</b>	97%	96%	96%	85%	<b>98%</b>	96%	95%	94%	<b>96%</b>	95%	94%	93%	77%
At least level 5	<b>32%</b>	25%	21%	15%	N/A	<b>56%</b>	50%	40%	38%	<b>19%</b>	16%	15%	11%	N/A
At least level 6	<b>21%</b>	17%	16%	11%		<b>46%</b>	41%	31%	33%	<b>12%</b>	12%	11%	9%	

*Base: All senior managers in childcare providers 2009, 2008, 2007, 2006, 2003.*

	After school clubs					Holiday clubs				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	*	0%	*	1%	2%	*	*	1%	*	1%
Level 2	1%	1%	2%	3%	12%	1%	2%	2%	3%	12%
Level 3	55%	59%	62%	65%	52%	49%	52%	51%	55%	40%
Level 4	14%	12%	8%	9%	12%	15%	13%	13%	9%	13%
Level 5	6%	5%	5%	3%		7%	7%	5%	3%	2%
Level 6	12%	13%	12%	9%	N/A	15%	14%	15%	11%	N/A
Level 7	6%	4%	4%	3%		3%	3%	4%	4%	
Level 8	*	*	*	*		0%	0%	0%	*	
Overseas	0%	0%	0%	0%	N/A	*	*	0%	0%	N/A
Other	1%	1%	1%	2%	4%	1%	1%	2%	2%	9%
Don't know	15	3%	2%	2%	0%	1%	1%	1%	2%	0%
No qualification	3%	2%	3%	4%	18%	5%	6%	7%	9%	22%
At least level 1	95%	94%	94%	93%	N/A	92%	91%	90%	86%	N/A
At least level 2	95%	94%	94%	92%	76%	92%	90%	89%	86%	66%
At least level 3	94%	93%	92%	90%	64%	90%	89%	87%	83%	55%
At least level 5	25%	22%	21%	15%	N/A	26%	24%	23%	18%	N/A
At least level 6	19%	16%	16%	13%		19%	17%	18%	16%	

*Base: All senior managers in childcare providers 2009, 2008, 2007, 2006, 2003.*

## 6.7.2 Supervisors

Tables 6.14a and 6.14b show the level of qualification of supervisors in childcare providers.

As was the case for senior managers, the most commonly held qualification for supervisors was a level 3 qualification, ranging from 60 per cent (holiday clubs) to 73 per cent (full day care settings and sessional care). In full day care settings (including full day care in children's centres), 97 per cent of supervisors held at least a level 3 qualification. This suggests that the majority of supervisors in this type of setting meet the requirements set out in the Statutory Framework for the Early Years Foundation Stage<sup>49</sup>, which stipulate that supervisors should hold full and relevant level 3 qualifications. This proportion has been increasing steadily in the last two years (from 91 per cent in 2007, to 94 per cent in 2008, to 97 per cent in 2009). The proportion of supervisors in full day care settings who were qualified to at least level 5 also increased (from five per cent in 2007 to 12 per cent in 2009), and a similar increase is evident for those qualified to at least level 6 (from three per cent in 2007 to eight per cent in 2009).

Supervisors in full day care children's centres were more likely than supervisors in other types of setting to be qualified to at least level 5 (22 per cent) or at least level 6 (15 per cent), and these figures have also increased in recent years: the proportion qualified to at least level 5 has increased from 13 per cent in 2007 to 22 per cent in 2009, while the equivalent increase in those qualified to at least level 6 has been from eight per cent to 15 per cent.

In sessional settings, 87 per cent of supervisors held at least a level 3 qualification, while in after schools clubs and holiday clubs the proportions were lower (76 and 81 per cent

<sup>49</sup> Which superseded the National Standards for Under Eights Day Care and Childminding in September 2008.

respectively). The Statutory Framework for the Early Years Foundation Stage stipulates that all supervisory staff in these types of settings should be qualified to level 3, so not all settings are meeting this requirement. Prior to September 2008 when the Early Years Foundation Stage came into force, the National Standards stipulated that only half of all supervisory staff in these types of settings should be qualified to level 3, so these proportions are well above the National Standard requirements. They have also increased in the last year, continuing a longer-term increase since 2003.

Supervisors in sessional care and after school clubs were less likely to be qualified to at least level 6 than supervisors in other childcare settings (five per cent in sessional care and six per cent in after school clubs).



<b>Table 6.14a Qualifications of supervisors</b>														
	Full day care					Full day care in children's centres				Sessional				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2009	2008	2007	2006	2003
Level 1	*	*	*	*	*	0%	0%	*	*	*	1%	1%	1%	1%
Level 2	2%	4%	6%	7%	19%	1%	1%	3%	2%	10%	14%	15%	18%	17%
Level 3	73%	78%	80%	82%	69%	63%	64%	74%	77%	73%	71%	70%	69%	57%
Level 4	12%	8%	6%	4%	4%	14%	10%	8%	4%	7%	4%	3%	2%	5%
Level 5	4%	2%	2%	1%		6%	4%	5%	3%	2%	2%	1%	1%	
Level 6	7%	5%	3%	3%	N/A	13%	13%	6%	9%	4%	3%	4%	3%	N/A
Level 7	1%	1%	*	*		2%	2%	2%	1%	1%	1%	1%	1%	
Level 8	*	*	*	*		0%	0%	0%	0%	*	0%	0%	*	
Overseas	*	*	*	*	N/A	0%	0%	0%	0%	0%	*	*	*	N/A
Other	*	*	*	1%	*	0%	1%	*	1%	0%	*	1%	1%	3%
Don't know	*	1%	2%	1%	1%	*	3%	2%	2%	1%	1%	2%	2%	1%
No qualification	*	*	1%	1%	6%	2%	*	1%	0%	2%	2%	4%	3%	15%
At least level 1	99%	98%	97%	97%	N/A	100%	96%	98%	98%	97%	96%	94%	94%	N/A
At least level 2	99%	98%	97%	97%	92%	100%	96%	98%	98%	97%	95%	93%	93%	79%
At least level 3	97%	94%	91%	91%	73%	98%	94%	94%	95%	87%	81%	78%	75%	62%
At least level 5	12%	8%	5%	4%	N/A	22%	19%	13%	14%	7%	6%	6%	4%	N/A
At least level 6	8%	6%	3%	3%		15%	16%	8%	11%	5%	4%	4%	4%	

Base: All senior managers in childcare providers 2009, 2008, 2007, 2006, 2003.

	After school clubs					Holiday clubs				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	1%	2%	1%	1%	1%	*	1%	1%	2%	3%
Level 2	18%	19%	22%	24%	22%	14%	14%	15%	19%	17%
Level 3	62%	60%	58%	57%	43%	60%	57%	58%	56%	40%
Level 4	6%	3%	3%	2%	4%	6%	4%	5%	3%	7%
Level 5	2%	1%	2%	1%		5%	4%	2%	1%	1%
Level 6	5%	5%	3%	4%	N/A	9%	9%	9%	7%	N/A
Level 7	1%	*	1%	1%		1%	1%	2%	1%	4%
Level 8	0%	0%	*	*		0%	*	0%	0%	*
Overseas	*	*	*	*	N/A	*	*	*	*	N/A
Other	*	1%	1%	1%	2%	1%	2%	2%	1%	7%
Don't know	1%	3%	2%	3%	7%	1%	5%	2%	4%	7%
No qualification	4%	6%	6%	6%	20%	2%	4%	3%	5%	18%
At least level 1	95%	91%	91%	91%	N/A	96%	90%	92%	89%	N/A
At least level 2	94%	89%	90%	89%	69%	96%	89%	91%	87%	65%
At least level 3	76%	70%	68%	65%	47%	81%	75%	76%	69%	49%
At least level 5	8%	7%	7%	6%	N/A	15%	14%	13%	10%	N/A
At least level 6	6%	5%	4%	5%		10%	10%	11%	8%	N/A

*Base: All supervisors in childcare providers 2009, 2008, 2007, 2006, 2003.*

### 6.7.3 Other paid childcare staff

Tables 6.15a and 6.15b show the level of qualification of other paid staff working for childcare providers.

As with senior managers and supervisors, a higher proportion of other paid childcare staff working in full day care provision, including those in children's centres, held level 3 qualifications than those working in sessional or out of school settings. Furthermore, in full day care and full day care within children's centres the most commonly held qualification was level 3 for other paid childcare staff, while for sessional and out of school clubs it was level 2. In addition, a relatively high proportion of other paid childcare staff in sessional settings and out of school clubs had no relevant qualifications (32 per cent in sessional settings, 42 per cent in after school clubs and 30 per cent in holiday clubs).

Around half of other childcare staff in full day care settings were qualified to at least level 3 (48 per cent), and the figure was higher in full day care children's centres (54 per cent). The equivalent proportions were lower in holiday clubs (31 per cent), sessional care (24 per cent) and after school clubs (21 per cent).

In all childcare settings, there has been a gradual increase in the proportions qualified to at least levels 1, 2 and 3 since 2006. In addition, there has been an increase since 2008 in the proportion of other paid childcare staff in full day care settings qualified to at least level 3 (from 41 to 48 per cent), and in the proportion in holiday clubs qualified to at least level 2 (from 56 to 61 per cent) and to at least level 3 (26 to 31 per cent).

	Full day care					Full day care in children's centres				Sessional				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2009	2008	2007	2006	2003
Level 1	2%	1%	2%	3%	1%	1%	1%	1%	2%	4%	4%	5%	6%	2%
Level 2	29%	33%	37%	33%	23%	28%	30%	31%	35%	38%	37%	31%	28%	19%
Level 3	44%	39%	30%	25%	23%	49%	48%	42%	33%	21%	19%	18%	15%	11%
Level 4	2%	1%	1%	1%	2%	1%	1%	2%	1%	1%	1%	1%	*	1%
Level 5	1%	*	*	*		2%	2%	1%	1%	*	*	1%	*	
Level 6	2%	1%	1%	1%	N/A	2%	2%	2%	2%	1%	2%	1%	1%	N/A
Level 7	0%	*	*	*		0%	0%	0%	0%	*	*	*	*	
Level 8	0%	*	*	0%		0%	0%	0%	0%	0%	0%	0%	0%	
Overseas	*	*	*	*	N/A	0%	*	0%	*	0%	0%	*	*	N/A
Other	*	*	*	1%	1%	0%	0%	*	*	1%	1%	1%	1%	4%
Don't know	1%	3%	2%	3%	5%	1%	3%	6%	4%	2%	2%	5%	2%	
No qualification	20%	21%	26%	33%	47%	15%	13%	15%	21%	32%	34%	38%	46%	62%
At least level 1	79%	75%	71%	63%	N/A	84%	84%	79%	74%	66%	63%	57%	50%	N/A
At least level 2	77%	74%	69%	60%	47%	83%	83%	78%	72%	62%	59%	52%	44%	32%
At least level 3	48%	41%	32%	27%	24%	54%	53%	47%	37%	24%	22%	21%	16%	13%
At least level 5	3%	1%	2%	1%	N/A	4%	4%	3%	3%	1%	2%	2%	1%	N/A
At least level 6	2%	1%	1%	1%	N/A	2%	2%	2%	2%	1%	2%	1%	1%	N/A

Base: All other paid childcare staff in childcare providers 2009, 2008, 2007, 2006, 2003.

	After school clubs					Holiday clubs				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	4%	4%	6%	6%	2%	4%	5%	7%	7%	3%
Level 2	31%	30%	29%	27%	15%	30%	30%	32%	25%	13%
Level 3	19%	19%	14%	13%	12%	26%	19%	16%	16%	7%
Level 4	*	*	*	*	1%	1%	1%	1%	1%	1%
Level 5	*	*	*	*		1%	1%	*	*	*
Level 6	1%	2%	1%	1%	N/A	3%	4%	3%	3%	N/A
Level 7	*	*	*	*		*	*	*	1%	
Level 8	*	0%	0%	0%		0%	*	0%	0%	
Overseas	*	*	0%	*	N/A	0%	0%	*	0%	N/A
Other	*	1%	1%	1%	1%	1%	2%	1%	2%	2%
Don't know	2%	4%	3%	4%	4%	5%	4%	5%	5%	13%
No qualification	42%	39%	44%	48%	64%	30%	32%	34%	41%	61%
At least level 1	56%	56%	51%	47%	N/A	65%	61%	59%	53%	N/A
At least level 2	52%	52%	45%	41%	28%	61%	56%	52%	46%	22%
At least level 3	21%	22%	16%	14%	13%	31%	26%	20%	21%	8%
At least level 5	2%	2%	2%	1%	N/A	4%	5%	3%	5%	N/A
At least level 6	2%	2%	1%	1%	N/A	3%	4%	3%	4%	N/A

*Base: All other paid childcare staff in childcare providers 2009, 2008, 2007, 2006, 2003.*

## 6.8 Qualifications for early years staff

Table 6.16 shows the level of qualification for each staff type working in early years providers in maintained schools.

All (100 per cent) of the early years coordinators, early years teachers and nursery nurses held a relevant qualification, compared with around four in five (79 per cent) other paid early years support staff.

The vast majority of early years coordinators, early years teachers and nursery nurses were qualified to at least level 3 (between 96 and 98 per cent), while nearly half (47 per cent) of other paid early years support staff were qualified to at least level 3. More than nine in ten early years co-ordinators and teachers were qualified to least level 6 (96 and 94 per cent respectively). In comparison only four per cent of nursery nurses and other paid early years support staff were qualified to at least level 6.

<b>Table 6.16 Qualifications of paid staff by staff type in early years provision in maintained schools</b>				
	Early years co-ordinators	Early years teachers	Nursery nurses	Other paid early years support staff
Level 1	0%	0%	*	6%
Level 2	*	*	3%	26%
Level 3	*	2%	74%	35%
Level 4	1%	*	5%	2%
Level 5	1%	1%	12%	4%
Level 6	62%	72%	4%	3%
Level 7	23%	18%	0%	*
Level 8	1%	1%	*	0%
Overseas	*	*	0%	*
No qualification	*	*	*	20%
Other	2%	2%	*	*
Don't know	10%	3%	2%	5%
<i>Base: All paid staff in early years providers 2009.</i>				
Any qualification	100%	100%	100%	79%
At least level 3	98%	97%	96%	47%
At least level 6	96%	94%	4%	4%
<i>Base: All paid staff in early years providers answering question 2009.</i>				

### 6.8.1 Early years or foundation stage co-ordinators

Table 6.17 shows the level of qualification of early year coordinators.

Nearly all early years or foundation stage co-ordinators were qualified to at least level 6 (95 per cent in nursery schools and 96 per cent in primary schools), as was the case in previous years. In addition, over half of early years co-ordinators in nursery schools had a level 7 qualification (55 per cent), a similar proportion to 2008 after a large increase between 2007 and 2008. Early years co-ordinators were less likely to have a level 7 qualification in primary schools with nursery and reception classes (21 per cent) and in primary schools with reception but no nursery classes (22 per cent), and these proportions have remained consistent over time.

<b>Table 6.17 Qualifications of early years coordinators/head teachers</b>															
	Nursery schools					Primary schools with nursery and reception classes					Primary schools with reception but no nursery classes				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Level 2	0%	0%	0%	1%	1%	0%	0%	0%	*	1%	*	*	*	*	4%
Level 3	0%	1%	1%	1%	18%	*	1%	1%	1%	16%	1%	*	*	*	14%
Level 4	3%	1%	1%	1%	60%	*	1%	*	2%	77%	1%	1%	1%	1%	75%
Level 5	2%	*	2%	2%		1%	1%	1%	2%		*	*	1%	2%	
Level 6	35%	37%	61%	58%		68%	69%	67%	65%		60%	54%	66%	71%	
Level 7	55%	53%	34%	29%	16%	21%	20%	19%	26%	3%	22%	18%	19%	20%	3%
Level 8	4%	1%	1%	2%		1%	1%	*	*		*	*	*	*	
Overseas	0%	0%	0%	0%	0%	*	*	*	1%	0%	0%	*	*	0%	0%
Other	0%	4%	0%	5%	0%	2%	2%	0%	2%	0%	2%	3%	0%	3%	0%
Don't know	1%	3%	0%	2%	0%	7%	3%	2%	2%	1%	14%	3%	1%	2%	1%
No qualification	0%	0%	0%	0%	0%	*	0%	0%	0%	*	0%	*	0%	*	*
<i>Base: All early years coordinators/head teachers in early years providers in maintained schools 2009, 2008, 2007, 2006, 2003.</i>															
At least level 1	100%	96%	100%	93%	100%	97%	97%	98%	96%	N/A	98%	95%	99%	95%	N/A
At least level 2	100%	96%	100%	93%	95%	97%	97%	98%	96%	97%	98%	95%	98%	95%	96%
At least level 3	100%	96%	100%	92%	94%	97%	97%	98%	95%	96%	98%	95%	98%	94%	92%
At least level 5	97%	95%	98%	91%	N/A	96%	96%	97%	93%	N/A	96%	94%	97%	93%	N/A
At least level 6	95%	94%	96%	88%	N/A	96%	96%	95%	91%	N/A	96%	93%	96%	91%	N/A
<i>Base: All early years coordinators/head teachers in early years providers in maintained schools answering question 2009, 2008, 2007, 2006, 2003.</i>															

### 6.8.2 Qualified early years teachers

Table 6.18 shows the level of qualification of early years teachers.

As with early years co-ordinators, the majority of teachers were qualified to high levels, and generally the proportion holding at least level 3 qualifications and the proportion holding at least level 6 qualifications were similar to that of the early years co-ordinators. The proportion qualified to at least level 3 ranged from 92 per cent (for primary schools with reception but no nursery classes) to 99 per cent (for nursery schools), while the proportion qualified to at least level 6 ranged from 89 per cent (for primary schools with reception but no nursery classes) to 97 per cent (for nursery schools). The small variations between the figures in the three types of schools are mainly due to different proportions of 'don't know' answers.

Around one in five early years teachers had a level 7 qualification (22 per cent in nursery schools, 19 per cent in primary schools with reception but no nursery classes, and 17 per cent in primary schools with nursery and reception classes).

There have been no significant changes in these results in recent years.

	Nursery schools					Primary schools with nursery and reception classes					Primary schools with reception but no nursery classes					
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	
Level 1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	*	0%	*	0%	
Level 2	0%	*	0%	*	2%	*	*	0%	*	1%	*	1%	0%	*	3%	
Level 3	1%	1%	*	1%	16%	2%	1%	1%	2%	11%	1%	1%	1%	1%	8%	
Level 4	1%	1%	1%	1%	74%	*	*	1%	2%	78%	1%	1%	1%	1%	84%	
Level 5	1%	2%	5%	2%		1%	1%	1%	1%		1%	1%	2%	1%		2%
Level 6	75%	70%	72%	71%		73%	70%	75%	66%		69%	67%	73%	68%		
Level 7	22%	22%	21%	19%	4%	17%	21%	18%	19%	1%	19%	17%	17%	18%	1%	
Level 8	0%	0%	0%	0%		2%	*	*	*		1%	0%	0%	0%		
Overseas	0%	0%	*	1%	0%	1%	0%	1%	2%	0%	*	*	*	0%	0%	
Other	*	2%	0%	4%	0%	2%	1%	*	2%	*	2%	3%	1%	2%	0%	
Don't know	1%	1%	1%	2%	2%	2%	5%	3%	6%	6%	6%	7%	5%	7%	1%	
No qualification	0%	*	0%	0%	*	*	*	*	*	0%	0%	*	*	*	1%	
At least level 1	99%	97%	99%	94%	95%	96%	94%	96%	90%	91%	92%	90%	94%	91%	N/A	
At least level 2	99%	97%	99%	94%	95%	96%	94%	96%	90%	91%	92%	90%	94%	91%	97%	
At least level 3	99%	97%	99%	93%	93%	95%	94%	96%	90%	91%	92%	89%	94%	90%	93%	
At least level 5	97%	94%	98%	92%	N/A	93%	92%	94%	87%	N/A	90%	86%	91%	88%	N/A	
At least level 6	97%	92%	93%	90%		92%	91%	93%	86%		89%	84%	90%	86%		

*Base: All qualified early years teachers in early years providers in maintained schools 2009, 2008, 2007, 2006, 2003.*



### 6.8.3 Early years nursery nurses

Table 6.19 shows the level of qualification of nursery nurses.

Level 3 qualifications were the most commonly held qualification for nursery nurses, with four in five (79 per cent) nurses holding a level 3 qualification in nursery schools, three in four (76 per cent) in primary schools with nursery and reception classes, and two in three (66 per cent) in primary schools with reception but no nursery classes. Across all types of early years setting very high proportions of nursery nurses were qualified to at least level 3, although this was slightly lower in primary schools with reception but no nursery classes (89 per cent).

The proportion of nursery nurses with a level 5 qualification has been increasing since 2003, with around one in six now qualified to at least level 5: 17 per cent in nursery schools, 15 per cent in primary schools with nursery and reception classes, and 18 per cent in primary schools with receptions but no nursery classes. Very few nursery nurses in early years settings were qualified to level 6 (three or four per cent in the different types of school).

	Nursery schools					Primary schools with nursery and reception classes					Primary schools with reception but no nursery classes				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	0%	0%	0%	0%	*	*	*	0%	*	*	1%	*	*	*	0%
Level 2	0%	*	*	1%	8%	3%	2%	1%	3%	7%	5%	6%	7%	9%	8%
Level 3	79%	79%	81%	87%	86%	76%	79%	85%	83%	85%	66%	62%	68%	67%	82%
Level 4	4%	8%	6%	3%	2%	5%	4%	5%	4%	2%	5%	6%	5%	4%	2%
Level 5	14%	7%	6%	5%		11%	8%	5%	3%		15%	11%	11%	7%	
Level 6	3%	4%	5%	2%		4%	3%	2%	3%		3%	6%	4%	3%	
Level 7	0%	0%	0%	0%	0%	0%	*	*	*	0%	0%	1%	*	*	0%
Level 8	0%	0%	0%	0%		*	0%	0%	0%		0%	0%	0%	0%	
Overseas	0%	0%	1%	0%	N/A	0%	*	*	*	N/A	0%	0%	0%	0%	N/A
Other	0%	*	*	1%	N/A	*	*	0%	*	N/A	0%	1%	0%	2%	N/A
Don't know	0%	1%	0%	0%	*	1%	2%	1%	3%	3%	4%	3%	2%	3%	1%
No qualification	0%	*	0%	*	*	*	0%	*	*	1%	1%	4%	2%	3%	2%
At least level 1	100%	98%	99%	98%	96%	99%	98%	98%	96%	94%	95%	93%	97%	91%	N/A
At least level 2	100%	98%	99%	98%	96%	99%	98%	98%	96%	94%	94%	92%	96%	91%	92%
At least level 3	100%	98%	99%	97%	88%	96%	95%	97%	93%	87%	89%	86%	89%	81%	84%
At least level 5	17%	11%	11%	7%	N/A	15%	11%	7%	6%	N/A	18%	18%	16%	11%	N/A
At least level 6	3%	4%	5%	2%		4%	3%	2%	3%		3%	3%	7%	5%	

*Base: All nursery nurses in early years providers in maintained schools 2009, 2008, 2007, 2006, 2003.*

#### 6.8.4 Other paid early years support staff

Table 6.20 shows the level of qualification of paid early years support staff.

Other paid staff were most likely to hold a level 2 or level 3 qualification, although around one in five did not hold a relevant qualification (20 per cent in nursery schools, 21 per cent in primary schools with nursery and reception classes, and 18 per cent in primary schools with reception but no nursery classes).

Around seven in ten were qualified to at least level 2 (between 69 and 75 per cent in the three types of school) and just under half were qualified to at least level 3 (between 43 and 46 per cent). There were no significant differences between the three types of school in these figures. Very few other paid staff held qualifications above level 3, although other paid staff were more likely to be qualified to at least level 5 in primary schools with reception but no nursery classes (10 per cent) compared with staff in the other types of school.

The proportions qualified to at least level 3 have increased since 2008 in two of the school types: in nursery schools (from 25 to 45 per cent) and in primary schools with reception but no nursery classes (from 38 to 46 per cent). There has not been a significant change in the last year in primary schools with nursery and reception classes, although – as with all of the school types – there has been a steady increase since 2003 in the proportions holding level 2 and level 3 qualifications.

	Nursery schools					Primary schools with nursery and reception classes					Primary schools with reception but no nursery classes				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	5%	8%	4%	8%	*	5%	6%	7%	7%	1%	4%	5%	5%	4%	*
Level 2	30%	34%	33%	24%	14%	27%	27%	28%	22%	10%	25%	23%	20%	17%	9%
Level 3	38%	19%	22%	16%	13%	36%	34%	26%	23%	12%	33%	27%	28%	23%	16%
Level 4	3%	1%	1%	1%	7%	1%	1%	1%	2%	3%	2%	3%	2%	3%	3%
Level 5	3%	2%	0%	1%		2%	3%	2%	1%		6%	5%	4%	3%	
Level 6	2%	3%	2%	1%		3%	4%	2%	1%		3%	3%	3%	3%	
Level 7	0%	0%	0%	0%	0%	0%	0%	*	*	0%	1%	*	*	*	0%
Level 8	0%	0%	0%	0%		0%	0%	*	0%		0	*	0%	0%	
Overseas	*	0%	0%	1%	0%	*	1%	*	1%	0%	0	*	*	0%	0%
Other	0%	2%	*	1%	0%	1%	1%	*	2%	0%	*	1%	1%	2%	0%
Don't know	*	3%	2%	2%	4%	4%	4%	6%	10%	9%	7%	9%	5%	14%	4%
No qualification	20%	29%	35%	46%	46%	21%	18%	28%	32%	48%	18%	25%	30%	31%	51%
At least level 1	80%	67%	63%	51%	N/A	75%	76%	66%	56%	N/A	74%	65%	64%	53%	N/A
At least level 2	75%	59%	59%	43%	34%	69%	70%	59%	49%	26%	70%	60%	58%	49%	28%
At least level 3	45%	25%	26%	18%	20%	43%	42%	31%	28%	16%	46%	38%	38%	32%	19%
At least level 5	4%	5%	2%	1%	N/A	5%	7%	4%	3%	N/A	10%	8%	8%	6%	N/A
At least level 6	2%	3%	2%	1%		3%	4%	2%	2%		4%	3%	4%	3%	

*Base: All other early years support staff in early years providers in maintained schools 2009, 2008, 2007, 2006, 2003.*

## 6.9 Qualified Teacher Status

Paid staff who held a qualification of at least level 5 were asked whether they had Qualified Teacher Status (QTS).

### 6.9.1 Childcare settings

Overall, very low proportions of paid staff in childcare settings held QTS (see table 6.21), ranging from seven per cent (full day care in children's centres) to two per cent (childminders).

Taken as a proportion of paid staff who held a qualification of at least level 5, around half (49 per cent) of staff working in sessional providers held QTS, while just over two in five staff in holiday clubs (43 per cent) and after school clubs (42 per cent) held QTS. These proportions were significantly higher than the proportion of full day care staff qualified to at least level 5 who held QTS (33 per cent).

Amongst paid staff in all types of settings, the proportions with QTS (both overall and as a proportion of those qualified to at least level 5) have remained similar to those observed in 2008.

	QTS (% of all staff)		QTS (% of staff with at least a level 5 qualification)	
	2009	2008	2009	2008
Full day care	3%	2%	33%	36%
Full day care in children's centres	7%	5%	34%	32%
Sessional	3%	3%	49%	54%
After school	4%	3%	42%	45%
Holiday clubs	5%	5%	43%	49%
Childminders	2%	n/a	†	n/a

*Base: All paid childcare staff 2009, 2008; All paid childcare staff with at least a level 5 qualification 2009, 2008.*

### 6.9.2 Early years provision in maintained schools

Much higher proportions of paid staff in early years settings held QTS. Of all paid staff, around one in three (32 per cent) in nursery schools and around two in five in primary schools (39 per cent in primary schools with nursery and reception classes, and 41 per cent in primary schools with reception classes only) held QTS.

Of paid staff with at least a level 5 qualification, between 80 per cent (nursery schools) and 87 per cent (both types of primary schools) held QTS.

These figures were very similar to those obtained in the 2008 survey. Table 6.22 provides the details.

	QTS (% of all staff)		QTS (% of staff with at least a level 5 qualification)	
	2009	2008	2009	2008
	Nursery schools	32%	29%	80%
Primary schools with nursery and reception classes	39%	36%	87%	85%
Primary schools with reception but no nursery classes	41%	41%	87%	87%

*Base: All paid early years staff 2009, 2008; All paid early years staff with at least a level 5 qualification 2009, 2008.*

### 6.9.3 QTS by deprivation

Table 6.23 analyses QTS in relation to the deprivation index, comparing the 30 per cent most deprived areas with the other 70 per cent least deprived areas. The figures were very similar between the two types of area, with no significant differences for any of the early years or childcare settings.

	QTS (% of all staff)		QTS (% of staff with at least a level 5 qualification)	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
<b>Early years providers</b>				
Nursery schools	33%	30%	78%	84%
Primary schools with nursery and reception classes	37%	40%	86%	88%
Primary schools with reception but no nursery classes	38%	42%	92% <sup>†</sup>	87%
<b>Childcare</b>				
Full day care	4%	3%	29%	34%
Full day care in children's centres	6%	8%	31%	43% <sup>‡</sup>
Sessional	2%	4%	†	54%
After school clubs	3%	4%	35% <sup>‡</sup>	45%
Holiday clubs	4%	5%	41%	43%
Childminders	1%	2%	†	†

*Base: All paid childcare staff 2009; All paid childcare staff with at least a level 5 qualification 2009. All paid early years staff 2009; All paid early years staff with at least a level 5 qualification 2009.*

#### 6.9.4 QTS by region

Table 6.24 analyses QTS by region. Figures are again shown based firstly on all paid staff, and then based only on those with at least a level 5 qualification.

As a proportion of all paid staff, the only difference for early years settings was that staff in primary schools with reception but no nursery classes were more likely to hold QTS in the West Midlands (52 per cent). In childcare settings, staff in London were more likely to hold QTS (in full day care, including full day care in children's centres), as were staff in the East Midlands (full day care), the North West (holiday clubs) and the South West (after school and holiday clubs). In full day care settings, the proportion of all paid staff with QTS was lower in the East of England and the West Midlands.

Regional base sizes are generally very small when analysing QTS as a proportion of paid staff qualified to at least level 5, but figures are shown in 6.24 where base sizes allow.

**Table 6.24 Proportion of paid early years staff with Qualified Teacher Status (% of all paid staff), by region**

	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
<b>Early years providers</b>									
Nursery schools	†	34%‡	32%	38%‡	40%‡	33%‡	30%‡	†	†
Primary schools with nursery and reception classes	38%	36%	38%	44%	38%	40%	36%	41%	40%
Primary schools with reception but no nursery classes	42%	39%	36%‡	42%‡	44%	41%	40%	41%	52%
<b>Childcare</b>									
Full day care	5%	1%	5%	2%	4%	3%	4%	5%	1%
Full day care in children's centres	9%‡	1%	13%	5%	3%	5%	6%	4%	11%
Sessional	2%	2%	3%	1%‡	4%	4%	5%	3%	3%
After school clubs	3%	4%	3%	7%	4%	2%	4%	9%	3%
Holiday clubs	3%	6%	2%	2%	3%	9%	5%	9%	4%
Childminders	1%‡	0%‡	2%		2%	0%‡	3%	4%‡	3%‡
<b>Proportion of paid early years staff with Qualified Teacher Status (% of paid staff with at least a level 5 qualification), by region</b>									
	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
<b>Early years providers</b>									
Nursery schools	†	†	†	†	†	92%‡	†	†	†
Primary schools with nursery and reception classes	89%	87%	88%	81%‡	90%	84%	91%	88%‡	87%
Primary schools with reception but no nursery classes	89%	89%‡	†	†	85%	85%‡	88%	90%	83%‡
<b>Childcare</b>									
Full day care	49%‡	†	42%‡	†	29%‡	26%‡	37%	39%‡	14%‡
Full day care in children's centres	†	†	†	†	18%‡	†	†	†	†
Sessional	†	†	†	†	†	†	70%‡	†	†
After school clubs	†	†	†	†	†	27%‡	51%‡	†	†
Holiday clubs	†	†	†	†	†	54%‡	45%‡	52%‡	38%‡
Childminders	†	†	†		†	†	†	†	†
<i>Base: All paid childcare staff 2009; All paid childcare staff with at least a level 5 qualification 2009. All paid early years staff 2009; All paid early years staff with at least a level 5 qualification 2009.</i>									

## 6.10 Early Years Professional Status

Paid staff in childcare settings and childminders who held a qualification of at least level 6 were asked whether they had Early Years Professional Status (EYPS). Findings are shown in Table 6.25.<sup>50</sup>

<sup>50</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.



Overall, no more than five per cent of all paid staff in childcare settings held EYPS<sup>51</sup>, with the proportion ranging from five per cent (for full day care in children's centres) to one per cent (amongst childminders).

The proportion of paid staff qualified to at least level 6 who held EYPS ranged from 30 per cent (after school and holiday clubs) to 41 per cent (full day care).<sup>52</sup>

	<b>EYP Status (% of all staff)</b>	<b>EYP Status (% of staff with at least a level 6 qualification)</b>
Full day care	3%	41%
Full day care in children's centres	5%	37%
Sessional	2%	36%
After school	2%	30%
Holiday clubs	3%	30%
Childminders	1%	†

*Base: All paid childcare staff 2009; All paid childcare staff with at least a level 6 qualification 2009.*

### 6.10.1 EYP Status by deprivation

Table 6.26 shows the findings for EYPS analysed by deprivation<sup>53</sup>. There were no statistically significant differences in any of the types of setting, whether analysed by all paid staff or just those qualified to at least level 6.

	<b>EYPS (% of all staff)</b>		<b>EYPS (% of staff with at least a level 6 qualification)</b>	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
Full day care	3%	3%	40%‡	42%
Full day care in children's centres	5%	6%	36%	39%‡
Sessional	3%	2%	†	33%
After school clubs	2%	2%	32%	29%
Holiday clubs	2%	3%	24%	32%
Childminders	0%	1%	†	†

*Base: All paid childcare staff 2009; All paid childcare staff with at least a level 6 qualification 2009.*

### 6.10.2 EYP Status by region

Regional analysis of EYPS is provided in Table 6.27.<sup>54</sup>

<sup>51</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>52</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>53</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>54</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

In full day care settings, the proportion of all paid staff with EYPS was higher in the South West (five per cent) and the North West (four per cent) than in the East Midlands and the East of England (both one per cent). Similarly, in full day care in children's centres, the proportion of all paid staff with EYPS was higher in the South West (10 per cent) than in the East of England (one per cent). In after school clubs the proportion of all paid staff with EYPS was highest in the North East (eight per cent).<sup>55</sup>

Regional base sizes are generally very small when analysing EYPS as a proportion of staff qualified to at least level 6, but figures are shown in 6.27 where base sizes allow.<sup>56</sup>

<b>Table 6.27 Proportion of staff with Early Years Professional Status (% of all staff), by region</b>									
	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
Full day care	1%	1%	3%	3%	3%	4%	3%	5%	3%
Full day care in children's centres	3%	1%	8%	6%	5%	6%	3%	10%	3%
Sessional	1%	2%	2%	0%‡	3%	3%	1%	2%	3%
After school clubs	3%	1%	2%	8%	1%	1%	2%	2%	2%
Holiday clubs	2%	3%	1%	2%	3%	3%	1%	5%	2%
Childminders	1%‡	0%‡	1%		1%	0%‡	1%	0%‡	1%‡
<b>Proportion of staff with Early Years Professional Status (% of staff with at least a level 6 qualification), by region</b>									
	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
Full day care	†	†	32%‡	†	†	57%‡	35%‡	54%‡	†
Full day care in children's centres	†	†	†	†	†	†	†	†	†
Sessional	†	†	†	†	†	†	28%‡	†	†
After school clubs	†	†	†	†	†	22‡	†	†	†
Holiday clubs	†	†	†	†	†	†	15‡	47‡	†
Childminders	†	†	†		†	†	†	†	†

Base: All paid childcare staff 2009; All paid childcare staff with at least a level 6 qualification 2009.

## 6.11 Staff with QTS and EYP Status

The proportion of all paid staff with both QTS and EYPS was no more than two per cent in any of the childcare settings, and was less than one per cent amongst childminders (see Table 6.28). As a proportion of those qualified to at least level 6, around one in six staff (between 16 per cent and 18 per cent) had both QTS and EYPS, and this was consistent across the various settings.<sup>57</sup>

**Table 6.28 Proportion of childcare staff with Qualified Teacher Status and Early Years Professional Status**

<sup>55</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>56</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>57</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

	QTS and EYP Status (% of all staff)	QTS and EYP Status (% of staff with at least a level 6 qualification)
Full day care	1%	18%
Full day care in children's centres	2%	16%
Sessional	1%	17%
After school	1%	17%
Holiday clubs	2%	18%
Childminders	*	†
<i>Base: All paid childcare staff 2009; All paid childcare staff with at least a level 6 qualification 2009.</i>		

Table 6.29 shows the proportion of all paid staff with both QTS and EYPS, analysed by deprivation. There were no statistically significant differences for any of the various types of childcare setting.<sup>58</sup>

<b>Table 6.29 Proportion of childcare staff with Qualified Teacher Status and Early Years Professional Status, by deprivation</b>		
	30% most deprived areas	70% least deprived areas
Full day care	1%	1%
Full day care in children's centres	3%	1%
Sessional	1%	1%
After school clubs	1%	1%
Holiday clubs	1%	2%
Childminders	0%	1%
<i>Base: All paid childcare staff 2009</i>		

Table 6.30 shows regional analysis of the proportion of all paid staff with both QTS and EYPS. In full day care children's centres, the proportion was higher in London (five per cent) than a number of other regions, while in after school clubs, the proportion with both QTS and EYPS was higher in the North East (seven per cent) than elsewhere. In holiday clubs, the South West had a higher proportion with both QTS and EYPS than in other regions (four per cent).<sup>59</sup>

<b>Table 6.30 Proportion of childcare staff with Qualified Teacher Status and Early Years Professional Status, by region</b>									
	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
Full day care	1%	*	1%	2%	2%	2%	1%	3%	*
Full day care in children's centres	0%‡	0%	5%	1%	1%	2%	2%	3%	2%
Sessional	1%	1%	1%	0%‡	0%	1%	1%	1%	1%
After school clubs	1%	*	1%	7%	1%	1%	1%	2%	1%
Holiday clubs	1%	3%	*	1%	2%	1%	1%	4%	1%
Childminders	1%‡	0%‡	0%		1%	0%‡	1%	0%‡	0%‡

<sup>58</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>59</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

*Base: All paid childcare staff 2009*

## 6.12 Qualifications being worked towards

Tables 6.31, 6.32a and 6.32b show the qualifications being worked towards by all paid staff across each type of provider.

In general, paid staff working for early years providers in maintained schools were less likely to be working towards a qualification than those in childcare settings. This may reflect the fact that early years staff tended to be qualified already to a high level (as discussed earlier in this chapter). Around one in six paid staff in nursery schools were working towards a qualification (16 per cent), similar to the proportions in primary schools with nursery and reception classes (14 per cent) and primary schools with reception but no nursery classes (13 per cent). The qualifications were most likely to be either at level 3 or at least level 6.

Paid staff in full day care settings were more likely than those in other childcare settings to be working towards a qualification (35 per cent for all full day care and 36 per cent for full day care in children's centres). Just over one in four paid staff were working towards a qualification in sessional care (27 per cent), after school clubs (28 per cent) and holiday clubs (29 per cent), while the proportion of childminders was lower (21 per cent). The qualification was most likely to be at level 3, except in full day care where staff were also working towards higher qualifications; one in eight staff in full day care children's centres (12 per cent) were working towards a qualification of at least level 6.

These findings were similar to those observed in 2008, except that there have been increases in the proportion of staff working towards a qualification in full day care (from 31 to 35 per cent) and sessional care (from 24 to 27 per cent).

	Nursery schools					Primary schools with nursery and reception classes					Primary schools with reception but no nursery classes				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Level 1	0%	0%	*	*	0%	*	*	*	*	*	*	*	*	*	*
Level 2	1%	2%	2%	2%	2%	1%	1%	1%	2%	2%	1%	2%	1%	1%	1%
Level 3	4%	6%	4%	5%	5%	4%	3%	4%	3%	4%	4%	3%	3%	2%	3%
Level 4	2%	1%	3%	3%	7%	2%	1%	2%	1%	3%	1%	*	1%	1%	5%
Level 5	4%	3%	5%	5%	2%	2%	2%	3%	2%	1%	2%	3%	3%	3%	2%
Level 6 or above	4%	6%	7%	7%	0%	5%	5%	3%	4%	0%	5%	4%	4%	3%	0%
Other	0%	N/A	0%	N/A	0%	0%	N/A	0%	N/A	0%	0%	N/A	0%	N/A	3%
Don't know	1%	2%	1%	2%	3%	3%	4%	2%	3%	5%	7%	4%	3%	4%	5%
Not working towards a qualification	83%	79%	77%	76%	77%	83%	84%	82%	83%	81%	80%	83%	82%	84%	81%
All working towards a qualification	16%	20%	22%	22%	18%	14%	12%	14%	13%	10%	13%	13%	12%	12%	12%

*Base: All paid early years staff 2009, 2008, 2007, 2006, 2003.*

	Full day care					Full day care in children's centres				Sessional				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2009	2008	2007	2006	2003
Level 1	*	*	*	*	*	*	*	*	*	*	*	*	*	1%
Level 2	<b>3%</b>	3%	4%	4%	6%	<b>1%</b>	2%	2%	3%	<b>3%</b>	3%	5%	5%	8%
Level 3	<b>10%</b>	11%	14%	12%	18%	<b>6%</b>	8%	9%	8%	<b>11%</b>	11%	13%	12%	17%
Level 4	<b>9%</b>	7%	7%	4%	4%	<b>7%</b>	6%	8%	5%	<b>4%</b>	3%	3%	3%	2%
Level 5	<b>7%</b>	4%	4%	2%	*	<b>8%</b>	6%	8%	4%	<b>4%</b>	2%	3%	1%	*
Level 6 or above	<b>7%</b>	5%	3%	2%	0%	<b>12%</b>	10%	9%	6%	<b>3%</b>	3%	2%	1%	0%
Other	*	*	1%	1%	0%	*	1%	1%	3%	*	*	1%	1%	1%
Don't know	<b>1%</b>	3%	2%	2%	4%	<b>2%</b>	5%	3%	3%	*	2%	3%	2%	1%
Not working towards a qualification	<b>64%</b>	66%	65%	73%	68%	<b>62%</b>	62%	60%	67%	<b>72%</b>	74%	70%	75%	71%
<i>All working towards a qualification</i>	<b>35%</b>	31%	31%	24%	28%	<b>36%</b>	32%	36%	27%	<b>27%</b>	24%	27%	22%	29%

*Base: All paid childcare staff 2009, All paid childcare staff (module B) 2008, 2007, 2006. All paid childcare staff 2003. All childminders 2009, 2008, 2007, 2006.*

	After school clubs					Holiday clubs					Childminders			
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003	2009	2008	2007	2006
Level 1	*	*	*	*	1%	*	*	*	*	1%	*	1%	1%	*
Level 2	5%	5%	6%	6%	10%	4%	4%	6%	7%	6%	1%	1%	2%	1%
Level 3	11%	14%	14%	14%	19%	11%	12%	13%	13%	12%	12%	14%	16%	13%
Level 4	4%	3%	5%	3%	3%	4%	3%	5%	5%	3%	2%	2%	1%	2%
Level 5	4%	2%	3%	1%	*	3%	3%	3%	1%	1%	3%	2%	1%	1%
Level 6 or above	4%	4%	3%	3%	0%	7%	6%	7%	7%	0%	2%	1%	*	1%
Other	*	1%	1%	1%	1%	*	1%	1%	2%	0%	0%	N/A	0%	0%
Don't know	2%	4%	3%	4%	5%	4%	4%	5%	6%	11%	3%	3%	2%	3%
Not working towards a qualification	70%	67%	65%	68%	61%	66%	66%	59%	59%	65%	76%	75%	78%	79%
<i>All working towards a qualification</i>	<b>28%</b>	28%	31%	27%	34%	<b>29%</b>	29%	34%	33%	23%	<b>21%</b>	22%	21%	17%

*Base: All paid childcare staff 2009, All paid childcare staff (module B) 2008, 2007, 2006. All paid childcare staff 2003. All childminders 2009, 2008, 2007, 2006.*

### 6.12.1 Qualification worked towards by deprivation

Tables 6.33, 6.34a and 6.34b show the proportion of staff working towards qualifications, analysed by deprivation.

For early years providers in maintained schools, findings were mostly similar between the 30 per cent most deprived and the 70 per cent least deprived areas. The one exception was that in nursery schools, staff based in the 70 per cent least deprived areas were more likely than those in other areas to be working towards a level 3 qualification (eight per cent compared with three per cent).

In sessional care, staff in the 30 per cent most deprived areas were more likely than those in other areas to be working towards a qualification (34 per cent compared with 25 per cent), the difference mainly being at level 4 (eight per cent compared with three per cent). Staff working in after school clubs were also more likely to be working towards a qualification in the 30 per cent most deprived areas (32 per cent compared with 26 per cent in other areas), in particular at levels 3 and 4.

Childminders too were more likely to be working towards a qualification if they were based in the 30 per cent most deprived areas than in other areas (29 per cent compared with 19 per cent), this difference mainly being at level 3 (18 per cent compared with 11 per cent).



<b>Table 6.33 Qualifications being worked towards by all paid early years staff, by deprivation</b>						
	Nursery schools		Primary schools with nursery and reception classes		Primary schools with reception but no nursery classes	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
Level 1	0%	0%	*	*	0%	*
Level 2	2%	*	1%	1%	*	1%
Level 3	3%	8%	5%	3%	7%	4%
Level 4	2%	2%	1%	2%	2%	1%
Level 5	4%	5%	2%	2%	2%	2%
Level 6 or above	4%	5%	5%	5%	5%	5%
Other	0%	0%	0%	0%	0%	0%
Don't know	*	2%	4%	2%	3%	7%
Not working towards a qualification	86%	78%	82%	84%	80%	81%
All working towards a qualification	14%	20%	14%	14%	17%	13%
<i>Base: All paid early years staff 2009.</i>						

**Table 6.34a Qualifications being worked towards by all paid childcare staff, by deprivation**

	Full day care		Full day care in children's centres		Sessional	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
Level 1	0%	*	*	0%	*	
Level 2	3%	3%	1%	2%	4%	
Level 3	9%	10%	7%	6%	12%	1
Level 4	7%	9%	7%	8%	8%	
Level 5	7%	7%	9%	7%	5%	
Level 6 or above	8%	6%	14%	10%	4%	
Other	*	*	*	0%	1%	
Don't know	1%	1%	2%	2%	0%	
Not working towards a qualification	65%	64%	61%	65%	63%	7
All working towards a qualification	34%	35%	37%	33%	34%	2

*Base: All paid childcare staff 2009.*

**Table 6.34b Qualifications being worked towards by all paid childcare staff, by deprivation**

	After school clubs		Holiday clubs		Childminders	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
Level 1	*	*	*	*	1%	
Level 2	4%	5%	3%	4%	1%	
Level 3	14%	10%	9%	12%	18%	1
Level 4	6%	3%	7%	3%	3%	
Level 5	4%	4%	3%	4%	4%	
Level 6 or above	5%	4%	7%	7%	3%	
Other	*	*	*	*	0%	
Don't know	3%	1%	3%	5%	4%	
Not working towards a qualification	65%	73%	68%	66%	67%	7
All working towards a qualification	32%	26%	28%	29%	29%	1

*Base: All paid childcare staff 2009.*

### 6.12.2 Working towards a qualification by region

Regional analysis of the proportion of staff working towards a qualification is shown in Table 6.35.

In primary schools with nursery and reception classes, the proportion working towards a qualification was highest in the East of England (20 per cent), while in primary schools with reception but no nursery classes the proportion was higher than in some other regions in the North East, North West and South East (each 17 per cent).

In full day care settings, the proportion working towards a qualification was highest in the East Midlands (42 per cent) and London (41 per cent), while in full day care in children's centres, it was in the East of England (46 per cent) and the North East (49 per cent) where the figures were highest. In holiday clubs, those in Yorkshire and Humberside (35 per cent) and the North West (34 per cent) were most likely to be working towards a qualification.

**Table 6.35 Proportion of staff working towards any qualification, by region**

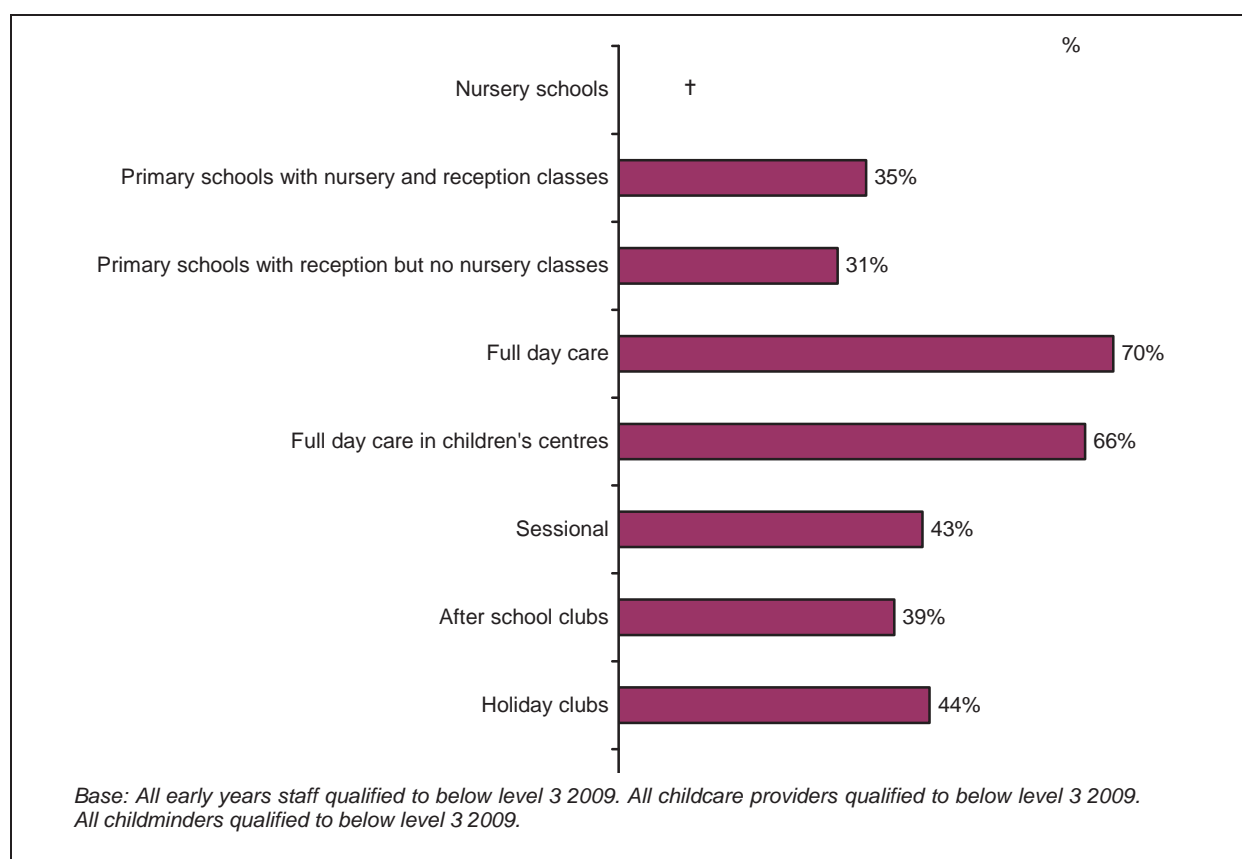
	East Midlands	East of England	London	North East	Yorkshire & Humberside	North West	South East	South West	West Midlands
<b>Early years providers</b>									
Nursery schools	†	20%‡	10%	15%‡	15%‡	13%‡	21%‡	†	
Primary schools with nursery and reception classes	14%	20%	16%	7%	10%	16%	14%	5%	1
Primary schools with reception but no nursery classes	12%	10%	3%‡	17%‡	16%	17%	17%	10%	
<b>Childcare</b>									
Full day care	42%	31%	41%	32%	35%	37%	35%	32%	2
Full day care in children's centres	28%‡	46%	30%	49%	34%	35%	35%	27%	4
Sessional	25%	28%	28%	35%‡	27%	27%	24%	26%	2
After school clubs	28%	31%	30%	27%	29%	27%	27%	27%	2
Holiday clubs	28%	25%	29%	33%	35%	34%	30%	24%	2
Childminders	26%‡	23%‡	26%		17%	21%‡	17%	23%‡	25

*Base: All paid childcare staff 2009; All paid early years staff 2009.*

### 6.12.3 Proportion of staff qualified to below level 3 working towards a higher qualification

Chart 6.1 shows the proportion of paid staff qualified to below level 3 who were working towards a qualification of level 3 or higher. The proportion was highest amongst staff working in full day care settings (70 per cent, and 66 per cent amongst staff in full day care children's centres). Around two in five were working towards a qualification of level 3 or higher in sessional care (43 per cent), after school clubs (39 per cent) and holiday clubs (44 per cent), while the proportions were lower in early years providers in maintained schools (35 per cent in primary schools with nursery and reception classes, 31 per cent in primary schools with reception classes only; the base size was too small for analysis of nursery schools).

**Chart 6.1 Proportion of paid staff qualified to below level 3 who are working towards a qualification of level 3 or higher**



### 6.13 Providers with at least one graduate member of staff

Full day care providers which were not run by a local authority were asked how many graduate staff they currently had that held Early Years Professional Status (EYPS)<sup>60</sup>. The Government has set a target of ensuring that every full day care setting has at least one graduate, while those in the most deprived areas are to have at least two graduates. To support that aim, the Government has introduced Early Years Professional Status to help supply a suitable graduate cohort (note that not all graduate leaders of practice will have EYPS). The 2020 Children and Young People's Workforce Strategy publication goes on to mention that further to this commitment the Government will consider requiring all full day care settings to be led by a graduate by 2015<sup>61</sup>.

Overall, 22 per cent of full day care providers had at least one graduate with EYPS, and four per cent had at least two. There was no difference between the 30 per cent most deprived areas and other areas. Chart 6.2 provides full details.<sup>62</sup>

<sup>60</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

<sup>61</sup> <http://publications.everychildmatters.gov.uk/eOrderingDownload/7977-DCSF-2020%20Children%20and%20Young%20People's%20Workforce%20Strategy-FINAL.pdf>

<sup>62</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

These figures were similar to those observed in the 2008 survey, when 18 per cent had at least one graduate and four per cent had at least two. This would suggest there is some way to go for all providers to meet these targets.

**Chart 6.2 Number of graduates with EYP Status in non-LA run full day care settings, by deprivation**

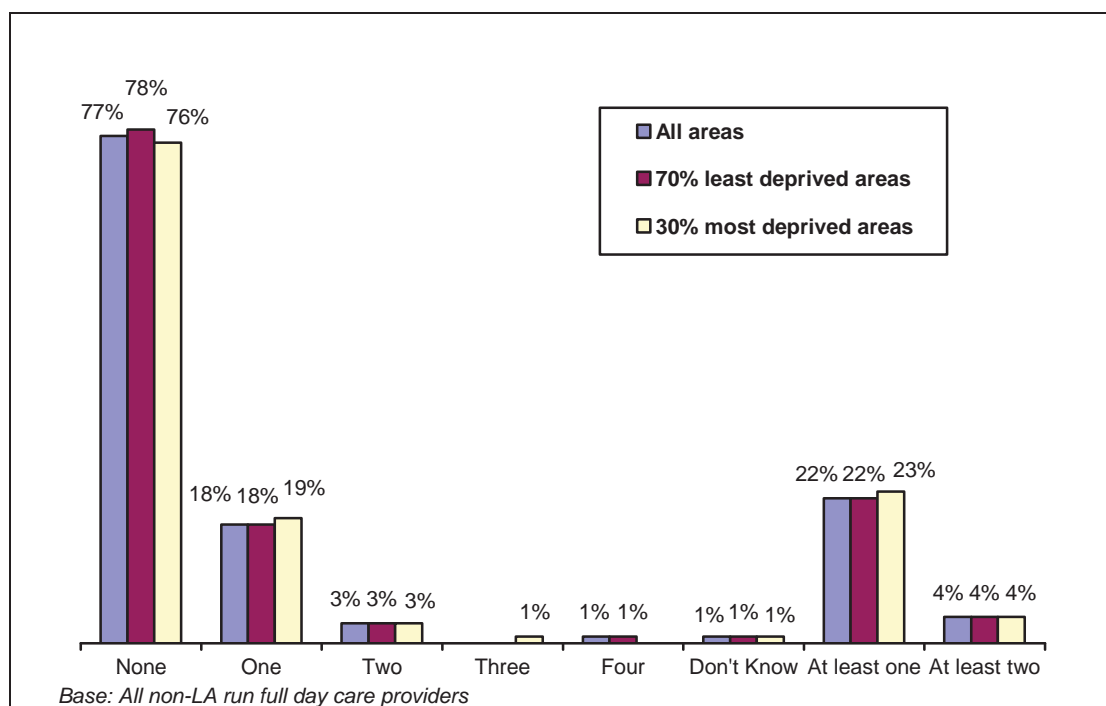
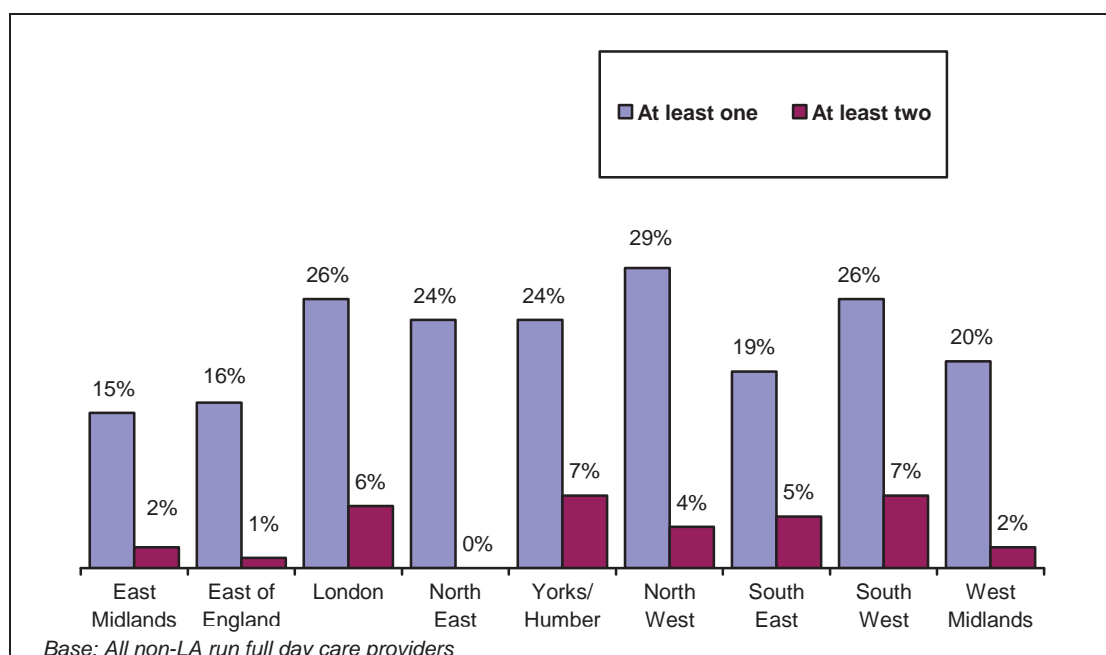


Chart 6.3 provides analysis by region. Providers were more likely to have at least one graduate with EYPS in the North West (29 per cent) than in the East Midlands (15 per cent) and East of England (16 per cent). Those in Yorkshire and Humberside and the South West (both seven per cent) were both more likely to have at least two graduates with EYPS than in the East of England (one per cent) and the North East (zero per cent).<sup>63</sup>

<sup>63</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

**Chart 6.3 Number of graduates with EYP Status in non-LA run full day care settings, by region**



### 6.14 Graduate staff working towards EYP Status

Amongst the providers that were not run by a local authority and did not have any graduate staff with EYPS, around half (49 per cent) had at least one member of staff working towards EYPS. This was higher in the 30 per cent most deprived areas (58 per cent) than in other areas (46 per cent). Providers in the 30 per cent most deprived areas were also more likely to have at least two members of staff working towards EYPS (20 per cent compared with 12 per cent). Details are shown in Chart 6.4.<sup>64</sup>

<sup>64</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

**Chart 6.4 Number of staff working towards EYP Status, in non-LA run full day care settings with no graduates with EYP Status, by deprivation**

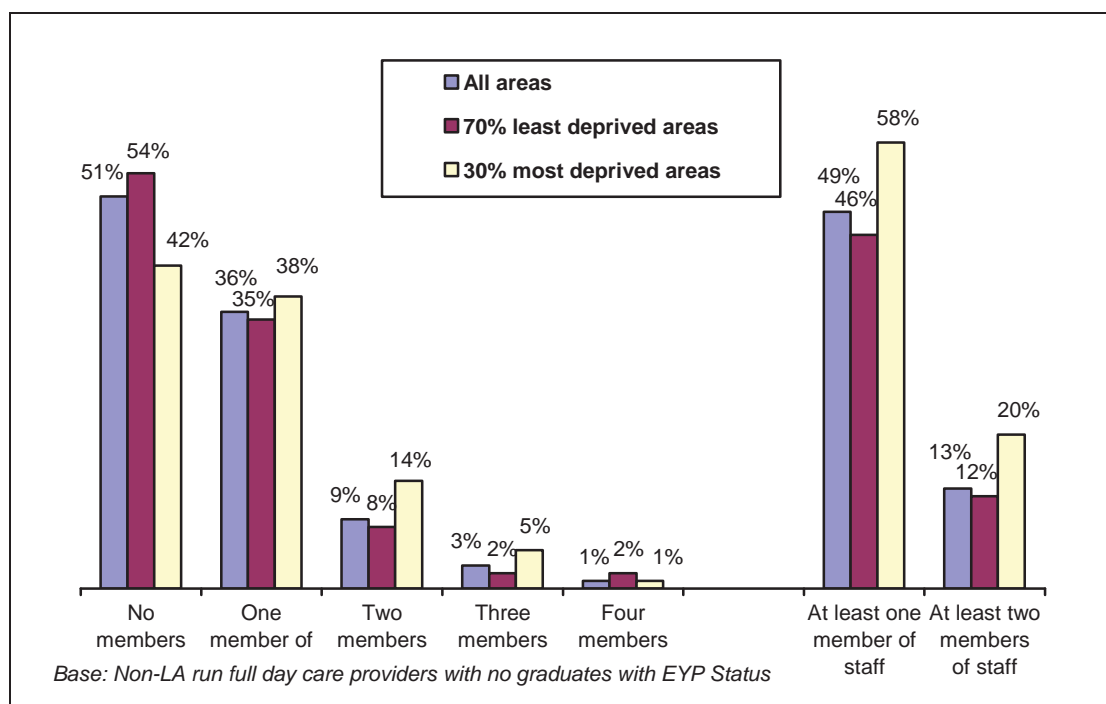
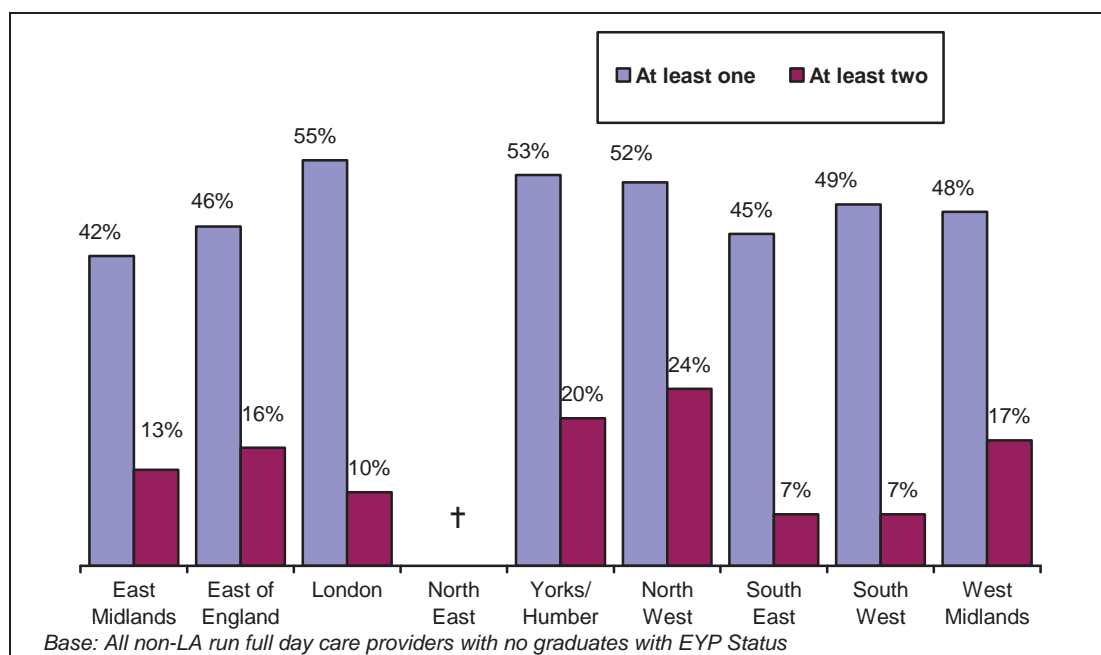


Chart 6.5 shows regional analysis of the number of staff working towards EYPS. Because of the small base sizes, the differences in the number of providers with at least one member of staff working towards EYPS were not statistically significant. However, providers in Yorkshire and Humberside (20 per cent) and the North West (24 per cent) were more likely to have at least two members of staff working towards EYPS than those in the South East and South West (both seven per cent).<sup>65</sup>

<sup>65</sup> Please refer to footnote above (page 15) regarding discrepancies in the EYPS data.

**Chart 6.5 Number of staff working towards EYP Status, in non-LA run full day care settings with no graduates with EYP Status, by region**





## 7. Profitability

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This chapter discusses childcare providers' profitability. It only covers childcare settings as this question is not asked of early years providers in maintained settings.

### 7.1 Profitability

Table 7.1 shows the proportion of providers reporting that they made a profit or surplus, covered costs or operated at a loss<sup>66</sup>.

As in 2008 and 2007 sessional and full day care providers were most likely to have made a profit or a surplus (28 and 34 per cent respectively), and the proportion of these types of provider making a profit or surplus remained at similar levels to those seen in 2008.

Of all the provider types questioned, full day care providers within children's centres were the least likely to be making a profit (10 per cent) and the most likely to be making a loss (34 per cent). After school and holiday clubs fared better with just under a quarter of each (23 per cent) reporting a profit in the last 12 months. This is in line with 2008.

There are no statistically significant differences in the percentages of providers making a loss in 2009 compared with 2008 for any of the different provider types.

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<sup>66</sup>Profit making organisations were asked if they had made a profit and not-for-profit organisations were asked if they had made a surplus.

	Full day care					Full day care in children's centres				Sessional				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2009	2008	2007	2006	2003
Made a profit or surplus	<b>34%</b>	34%	30%	30%	43%	<b>10%</b>	10%	7%	12%	<b>28%</b>	32%	30%	25%	28%
Covering costs	<b>34%</b>	33%	33%	32%	27%	<b>37%</b>	34%	24%	28%	<b>51%</b>	43%	47%	53%	56%
Operating at a loss	<b>13%</b>	16%	18%	16%	12%	<b>34%</b>	34%	52%	37%	<b>15%</b>	16%	14%	15%	11%
Don't know	<b>18%</b>	18%	19%	21%	18%	<b>19%</b>	21%	17%	23%	<b>6%</b>	9%	9%	8%	5%

*Base: All childcare providers 2009. Module A childcare providers 2008, 2007, 2006. Childcare providers 2003.*

	After school clubs					Holiday clubs				
	2009	2008	2007	2006	2003	2009	2008	2007	2006	2003
Made a profit or surplus	<b>23%</b>	24%	24%	25%	29%	<b>23%</b>	25%	27%	19%	27%
Covering costs	<b>44%</b>	39%	42%	43%	42%	<b>43%</b>	41%	39%	48%	42%
Operating at a loss	<b>22%</b>	24%	24%	17%	19%	<b>23%</b>	26%	24%	24%	22%
Don't know	<b>11%</b>	12%	11%	14%	10%	<b>11%</b>	8%	10%	9%	8%

*Base: All childcare providers 2009. Module A childcare providers 2008, 2007, 2006. Childcare providers 2003.*

Table 7.2 shows provider profitability by level of deprivation. In 2009 all types of provider operating in the 70 per cent least deprived areas were more likely to make a profit or surplus than their counterparts in the 30 per cent most deprived areas. This was also the case in 2008 with the exception of full day care providers in children's centres, which were more likely to make a profit in deprived areas (11 per cent) than in less deprived areas (six per cent). In 2009 the opposite was true with eight per cent of children's centres offering full day care making a profit in the 30 per cent most deprived areas, compared with 16 per cent in the 70 per cent least deprived areas.

The proportion of providers operating at a loss did not differ between providers in the 70 per cent least and 30 per cent most deprived areas, with two exceptions. Full day providers in children's centres were more likely to make a loss in the 30 per cent most deprived areas compared with their counterparts in the 70 per cent least deprived areas (40 per cent made a loss compared with 20 per cent respectively). The same pattern was observed for after school clubs (30 and 19 per cent respectively).

<b>Table 7.2 Provider profitability by deprivation</b>										
	Full day care		<i>Full day care in children's centres</i>		Sessional		After school clubs		Holiday clubs	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
Made a profit or surplus	26%	37%	8%	16% <sup>‡</sup>	21%	29%	12%	28%	12%	27%
Covering costs	38%	32%	35%	40% <sup>‡</sup>	54%	50%	46%	43%	48%	41%
Operating at a loss	15%	13%	40%	20% <sup>‡</sup>	14%	15%	30%	19%	23%	23%
Don't know	21%	18%	17%	24% <sup>‡</sup>	10%	6%	12%	10%	17%	8%

*Base: All childcare providers 2009.*

Table 7.3 shows the proportion of all childcare providers (not including childminders) that made a profit or a loss in a given region.

The North East reported the highest proportion of childcare providers making a loss (28 per cent) and the smallest proportion making a profit (16 per cent). In all other regions between a quarter and a third of providers made a profit, ranging from 32 per cent of providers in the South East and South West to 25 per cent in the East Midlands, London and the West Midlands. The proportion of providers reporting a financial loss varied less by region and ranged from 16 to 19 per cent, apart from in the North East (28 per cent).

<b>Government Office Region</b>	<b>Proportion of all providers who made a profit in the last 12 months</b>	<b>Proportion of all providers who made a loss in the last 12 months</b>
East Midlands	25%	18%
East	30%	18%
London	25%	17%
North East	16%	28%
Yorkshire & Humberside	29%	15%
North West	29%	19%
South East	32%	16%
South West	32%	19%
West Midlands	25%	17%

*Base: All childcare providers 2009.*

Table 7.4 shows profitability by region and provider type.

Of all provider types, full day care settings based in the South East and South West were most likely to have made a profit (43 and 38 per cent respectively).

Providers of sessional, after school and holiday care were more likely to report that they were covering costs, rather than making a profit or loss, regardless of the region in which they operated.

Table 7.4 Provider by Government Office Region

	Full day care			Full day care in children's centres			Sessional			After school clubs			Holiday clubs		
	Made a profit or surplus	Covering costs	Operating at a loss	Made a profit or surplus	Covering costs	Operating at a loss	Made a profit or surplus	Covering costs	Operating at a loss	Made a profit or surplus	Covering costs	Operating at a loss	Made a profit or surplus	Covering costs	Operating at a loss
East Midlands	29% <sup>‡</sup>	27% <sup>‡</sup>	16% <sup>‡</sup>	‡	‡	‡	27% <sup>‡</sup>	53% <sup>‡</sup>	17% <sup>‡</sup>	19% <sup>‡</sup>	55% <sup>‡</sup>	15% <sup>‡</sup>	23% <sup>‡</sup>	40% <sup>‡</sup>	26% <sup>‡</sup>
East	35% <sup>‡</sup>	37% <sup>‡</sup>	16% <sup>‡</sup>	‡	‡	‡	29%	47%	15%	30% <sup>‡</sup>	39% <sup>‡</sup>	19% <sup>‡</sup>	21% <sup>‡</sup>	48% <sup>‡</sup>	26% <sup>‡</sup>
London	33% <sup>‡</sup>	34% <sup>‡</sup>	15% <sup>‡</sup>	‡	‡	‡	33% <sup>‡</sup>	52% <sup>‡</sup>	8% <sup>‡</sup>	16% <sup>‡</sup>	46% <sup>‡</sup>	24% <sup>‡</sup>	16% <sup>‡</sup>	51% <sup>‡</sup>	20% <sup>‡</sup>
North East, Yorkshire & Humberside	32%	35%	12%	9% <sup>‡</sup>	32% <sup>‡</sup>	40% <sup>‡</sup>	25% <sup>‡</sup>	57% <sup>‡</sup>	13% <sup>‡</sup>	17%	48%	27%	23%	39%	25%
North West	35%	30%	12%	‡	‡	‡	22% <sup>‡</sup>	53% <sup>‡</sup>	19% <sup>‡</sup>	27%	38%	24%	26% <sup>‡</sup>	41% <sup>‡</sup>	23% <sup>‡</sup>
South East	43%	30%	13%	‡	‡	‡	28%	53%	11%	24%	43%	21%	23%	46%	24%
South West	38%	37%	13%	‡	‡	‡	31%	46%	18%	26% <sup>‡</sup>	44% <sup>‡</sup>	28% <sup>‡</sup>	28%	40%	23%
West Midlands	25% <sup>‡</sup>	39% <sup>‡</sup>	12% <sup>‡</sup>	‡	‡	‡	28% <sup>‡</sup>	45% <sup>‡</sup>	21% <sup>‡</sup>	25%	47%	17%	26% <sup>‡</sup>	38% <sup>‡</sup>	22% <sup>‡</sup>

Base: All childcare providers 2009

## Appendix 1 – Additional tables

## Chapter 3

	2009		2008		2007		2006	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
	No.	No.	No.	No.	No.	No.	No.	No.
Full day care	3,700	10,500	4,000	9,900	4,000	9,500	3,500	9,200
<i>Full day care in children's centres</i>	750	300	700	300	750	200	550	†
Sessional	1,200	6,600	1,500	7,000	1,500	7,300	1,400	8,200
After school clubs	2,400	5,500	2,600	6,200	2,500	6,000	2,200	5,400
Holiday clubs	1,800	4,600	1,800	4,700	1,800	4,000	2,200	4,200
Childminders	9,200	41,800	11,200	45,000	10,600	49,200	10,800	47,000
<b>Childcare total</b>	<b>18,300</b>	<b>69,000</b>	21,700	73,100	21,200	76,200	19,200	71,000
Nursery schools	300	†	250	150	300	150	250	200
Primary schools with nursery and reception classes	2,900	3,800	3,300	3,400	3,000	3,800	3,200	3,500
Primary schools with reception but no nursery classes	700	7,900	900	7,800	1,200	7,700	1,000	8,000
<b>Early years total</b>	<b>3,800</b>	<b>11,900</b>	4,500	11,400	4,500	11,700	4,500	11,700

*Base: Childcare providers 2009, 2008, 2007, 2006. Early years provision in maintained schools 2009, 2008, 2007, 2006.*

	Full day care	Full day care in children's centres	Sessional	After school clubs	Holiday clubs	Child-minders	Nursery schools	Primary schools with nursery and reception classes	Primary schools with reception but no nursery
	No.	No.	No.	No.	No.	No.	No.	No.	No.
<b>Total number of providers</b>	<b>14,100</b>	<b>1,000</b>	<b>7,800</b>	<b>7,900</b>	<b>6,400</b>	<b>51,000</b>	<b>450</b>	<b>6,700</b>	<b>8,600</b>
East Midlands	1,100	†	800	550	450	4,400	†	500	1,000
East	1,400	†	1,300	700	650	6,200	†	600	1,200
London	2,000	†	900	1,300	950	8,600	†	1,300	†
North East							†	†	†
Yorkshire & Humberside	1,800	250	750	1,000	900	7,100	†	1000	700
North West	1,900	†	850	1,800	850	5,800	†	†	1,200
South East	2,500	†	1,600	1,100	1,100	9,800	†	500	1,700
South West	1,700	†	1,000	550	800	4,700	†	†	1,500
West Midlands	1,700	†	650	950	800	4,400	†	900	†

*Base: Childcare providers 2009. Early years provision in maintained schools 2009.*

	Full day care				Full day care in children's centres				Sessional			
	2009	2008	2007	2006	2009	2008	2007	2006	2009	2008	2007	2006
Total number of places	<b>14,100</b>	13,800	13,600	12,700	<b>1,000</b>	1,000	1,000	700	<b>7,800</b>	8,500	8,700	9,700
<b>Private or Voluntary</b>	<b>12,400</b>	12,000	11,500	11,200	<b>400</b>	300	350	250	<b>7,400</b>	7,900	8,200	9,300
<i>Private</i>	<b>9,300</b>	9,000	8,700	8,200	<b>200</b>	†	150	†	<b>2,200</b>	2,500	2,500	2,700
<i>Voluntary</i>	<b>3,100</b>	3,000	2,800	3,000	<b>†</b>	200	200	†	<b>5,200</b>	5,400	5,700	6,600
<b>Maintained</b>	<b>1,400</b>	1,500	1,700	1,300	<b>550</b>	700	550	400	<b>350</b>	500	550	450
<i>Local Authority</i>	<b>†</b>	700	800	700	<b>500</b>	600	450	350	<b>†</b>	†	†	†
<i>School/college</i>	<b>†</b>	800	900	600	<b>†</b>	†	†	†	<b>†</b>	†	†	†
<i>Other</i>	<b>†</b>	400	†	250	<b>†</b>	†	†	†	<b>†</b>	†	†	†

*Base: Childcare providers 2009, 2008, 2007, 2006.*



	After school clubs				Holiday Clubs			
	2009	2008	2007	2006	2009	2008	2007	2006
Total number of places	<b>7,900</b>	8,800	8,400	7,700	<b>6,400</b>	6,500	5,800	6,400
<b>Private or Voluntary</b>	<b>5,400</b>	5,900	5,700	5,800	<b>4,700</b>	4,700	4,400	4,650
<i>Private</i>	<b>2,900</b>	3,300	3,500	2,500	<b>2,400</b>	2,500	2,400	2,300
<i>Voluntary</i>	<b>2,500</b>	2,600	2,200	3,300	<b>2,300</b>	2,200	1,900	2,300
<b>Maintained</b>	<b>2,400</b>	2,700	2,700	1,700	<b>1,500</b>	1,600	1,500	1,500
<i>Local Authority</i>	<b>†</b>	800	650	900	<b>900</b>	900	800	1,200
<i>School/college</i>	<b>1,900</b>	2,000	2,100	900	<b>600</b>	600	700	<b>†</b>
Other	<b>†</b>	<b>†</b>	<b>†</b>	<b>†</b>	<b>†</b>	<b>†</b>	<b>†</b>	<b>†</b>

*Base: Childcare providers 2008, 2007, 2006.*

## Chapter 4

**Table 4.6c Number of places by Government Office Region**

	Full day care	Full day care in children's centres	Sessional	After school clubs	Holiday clubs	Childminders	Nursery schools	Primary schools with nursery and reception classes <sup>67</sup>	Primary schools with reception but no nursery classes
	No.	No.	No.	No.	No.	No.	No.	No.	No.
<b>Total number of places</b>	647,800	50,600	227,900	272,500	260,400	262,900	29,600	468,300	272,500
East Midlands	50,700	2,400	28,200	18,000	17,400	24,500	1,900	30,400	27,500
East	64,700	4,400	33,900	21,400	27,200	30,900	3,600	41,400	33,900
London	102,200	10,000	25,100	47,400	38,800	37,700	4,700	107,400	17,500
North East, Yorkshire & Humberside	86,900	11,800	23,100	32,300	32,400	38,400	4,700	92,800	27,500
North West	92,600	6,700	25,100	64,700	31,400	30,600	4,600	81,800	33,900
South East	115,100	5,200	49,500	42,400	52,000	51,800	3,000	34,900	62,500
South West	59,300	4,900	26,200	15,200	30,200	25,900	2,700	13,300	49,500
West Midlands	76,400	5,300	16,800	31,100	31,000	23,000	4,300	66,300	20,500

Base: Childcare providers 2009. Early years provision in maintained schools 2009.

**Table 4.7c Number of Ofsted registered places by ownership**

	Full day care					Full day care in children's centres			
	2009	2008	2007	2006	2005	2009	2008	2007	2006
Total number of places	<b>647,800</b>	620,700	596,500	544,200	511,100	<b>50,600</b>	50,000	51,100	37,700
<b>Private or Voluntary</b>	<b>567,500</b>	535,600	510,200	477,900	379,500	<b>18,900</b>	14,200	17,700	14,300
Private	<b>466,900</b>	436,700	417,300	379,400	303,000	<b>9,800</b>	5,300	8,300	7,000
Voluntary	<b>100,600</b>	98,900	92,900	99,700	77,600	<b>9,100</b>	8,900	9,300	7,400
<b>Maintained</b>	<b>63,400</b>	62,900	67,200	54,300	69,800	<b>30,300</b>	34,600	31,100	21,900
Local Authority	<b>28,200</b>	29,800	32,600	30,600	49,100	<b>26,400</b>	29,600	27,100	18,800
School/college	<b>35,200</b>	33,100	34,600	24,000	20,800	<b>3,900</b>	5,000	4,000	3,300
Other	<b>16,100</b>	26,100	14,500	14,500	41,600	<b>1,200</b>	1,700	2,700	1,700

Base: Childcare providers 2009, 2008, 2007, 2006, 2005.

<sup>67</sup> Data are not available for primary schools with nursery and reception classes in the North East and North West regions as an insufficient number of interviews were achieved in these areas. Data are also not available for primary schools with nursery and reception classes in Yorkshire & Humberside as this region was grouped with the North East and North West to ensure that national figures were representative. For further details please see the Technical Report.

	<i>After school clubs</i>				Holiday Clubs			
	<b>2009</b>	2008	2007	2006	<b>2009</b>	2008	2007	2006
Total number of places	<b>272,500</b>	282,700	259,900	260,100	<b>260,400</b>	262,600	230,300	263,900
<b>Private or Voluntary</b>	<b>187,300</b>	193,600	176,100	200,500	<b>184,100</b>	183,500	163,100	181,200
<i>Private</i>	<b>107,300</b>	111,800	113,700	90,100	<b>97,000</b>	105,800	97,000	97,500
<i>Voluntary</i>	<b>80,000</b>	81,800	62,500	110,700	<b>87,100</b>	77,800	66,100	83,600
<b>Maintained</b>	<b>81,400</b>	84,500	84,600	56,300	<b>63,800</b>	67,700	65,700	71,200
<i>Local Authority</i>	<b>18,700</b>	27,900	19,600	31,400	<b>43,000</b>	42,000	39,700	56,700
<i>School/college</i>	<b>62,700</b>	56,500	65,000	25,300	<b>20,800</b>	25,700	26,000	14,500
Other	<b>6,900</b>	6,600	4,600	3,500	<b>12,800</b>	13,300	6,000	12,400

*Base: Childcare providers 2009, 2008, 2007, 2006*

	<i>Sessional</i>				
	<b>2009</b>	2008	2007	2006	2005
Total number of places	<b>227,900</b>	243,500	248,100	278,300	265,400
<b>Private or Voluntary</b>	<b>216,700</b>	226,800	232,000	265,700	229,200
<i>Private</i>	<b>67,900</b>	71,400	70,200	83,000	81,700
<i>Voluntary</i>	<b>148,800</b>	155,400	161,700	183,500	49,300
<b>Maintained</b>	<b>10,300</b>	14,200	15,400	12,800	11,300
<i>Local Authority</i>	<b>5,600</b>	7,700	8,600	9,600	7,200
<i>School/college</i>	<b>4,700</b>	6,500	6,800	3,200	4,100
Other	<b>2,000</b>	3,800	3,300	700	8,300

*Base: Childcare providers 2009, 2008, 2007, 2006, 2005.*

	Full day care	<i>Full day care in children's centres</i>	Sessional	After school clubs	Holiday clubs
	No.	No.	No.	No.	No.
Under 2 years old	186,500	15,300	6,300	3,700	8,300
2 years old	231,000	19,000	61,100	4,200	10,700
3 years old	265,600	22,000	152,300	11,700	18,100
4 years old	141,700	10,200	90,900	35,100	26,300
5 to 7 years old	17,700	1,800	2,900	152,700	115,000
8 years old or over	9,800	1,900	2,200	191,000	130,500

*Base: Childcare providers 2009.*

	Full day care	<i>Full day care in children's centres</i>	Sessional	After school clubs	Holiday clubs
Under 2 years old	22%	22%	2%	1%	3%
2 years old	27%	27%	19%	1%	3%
3 years old	31%	31%	48%	3%	6%
4 years old	17%	15%	29%	9%	9%
5 to 7 years old	2%	3%	1%	38%	37%
8 years old or over	1%	3%	1%	48%	42%

*Base: Childcare providers 2009.*

## Chapter 5

**Table 5.6d Proportions and numbers of staff in childcare providers**

	Full day care		<i>Full day care in children's centres</i>		Sessional		After school clubs		Holiday clubs	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total staff</b>	<b>187,600</b>	<b>100%</b>	<b>15,800</b>	<b>100%</b>	<b>60,800</b>	<b>100%</b>	<b>51,400</b>	<b>100%</b>	<b>60,500</b>	<b>100%</b>
Senior manager	14,100	7%	1,000	6%	7,400	12%	7,700	15%	6,300	10%
Supervisors	105,000	56%	10,200	64%	26,500	44%	23,700	46%	25,800	43%
Other paid childcare staff	54,800	29%	3,500	22%	16,200	27%	15,600	30%	20,600	34%
Students on placements	10,300	5%	1,000	6%	4,100	7%	2,300	4%	3,100	5%
Volunteers	5,800	3%	450	3%	7,000	11%	2,500	5%	5,600	9%

*Base: Childcare providers 2009.*

**Table 5.6e Numbers and proportions of paid staff by staff level and ownership: full day care**

	Private		Voluntary		Local Authority		School/college		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total paid staff</b>	<b>124,700</b>	<b>100%</b>	<b>26,300</b>	<b>100%</b>	<b>7,700</b>	<b>100%</b>	<b>9,300</b>	<b>100%</b>	<b>5,000</b>	<b>100%</b>
Senior managers	9,300	7%	3,000	11%	700	9%	800	9%	300	6%
Supervisors	75,900	55%	13,900	53%	5,300	69%	6,200	67%	3,500	70%
Other paid staff	39,700	61%	9,300	35%	2,000	26%	2,300	25%	1,500	30%

*Base: All paid staff in full day care providers 2009.*

**Table 5.6f Numbers and proportions of paid staff by staff level and ownership: Full day care in children's centres**

	Private		Voluntary		Local Authority		School/ college		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total paid staff</b>	<b>2,700</b>	<b>100%</b>	<b>2,800</b>	<b>100%</b>	<b>7,800</b>	<b>100%</b>	<b>950‡</b>	<b>100%‡</b>	†	†
Senior managers	200	7%	200	7%	500	6%	70‡	7%‡	†	†
Supervisors	1,900	70%	1,900	68%	5,600	72%	600‡	63%‡	†	†
Other paid staff	600	22%	700	25%	1,700	22%	300‡	32%‡	†	†

*Base: All paid staff in full day care in children's centres 2009.*

**Table 5.6g Numbers and proportions of paid staff by staff level and ownership: sessional**

	Private		Voluntary		Local Authority		School/ college		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total paid staff</b>	<b>14,900</b>	<b>100%</b>	<b>32,900</b>	<b>100%</b>	<b>1,100‡</b>	<b>100%‡</b>	<b>1,200‡</b>	<b>100%‡</b>	†	†
Senior managers	2,200	15%	4,874	15%	200‡	18%‡	200‡	17%‡	†	†
Supervisors	8,100	54%	17,100	52%	700‡	64%‡	750‡	63%‡	†	†
Other paid staff	4,600	31%	11,000	33%	250‡	23%‡	200‡	17%‡	†	†

*Base: All paid staff in sessional providers 2009.*

**Table 5.6h Numbers and proportions of paid staff by staff level and ownership: after school clubs**

	Private		Voluntary		Local Authority		School/ college		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total paid staff</b>	<b>18,700</b>	<b>100%</b>	<b>14,500</b>	<b>100%</b>	<b>2,900</b>	<b>100%</b>	<b>9,900</b>	<b>100%</b>	<b>1,300</b>	<b>100%</b>
Senior managers	2,800	15%	2,500	17%	500	17%	1800	18%	200	15%
Supervisors	9,200	49%	7,000	48%	1,900	66%	5,300	54%	700	54%
Other paid staff	6,800	36%	5,100	35%	500	17%	2,800	28%	400	31%

*Base: All paid staff in after school clubs 2009.*

	Private		Voluntary		Local Authority		School/college		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total paid staff</b>	<b>18,900</b>	<b>100%</b>	<b>18,800</b>	<b>100%</b>	<b>8,900</b>	<b>100%</b>	<b>4,300</b>	<b>100%</b>	<b>1,900</b>	<b>100%</b>
Senior managers	2,400	13%	2,200	12%	850	10%	600	14%	200	11%
Supervisors	9,700	51%	8,400	45%	4,100	46%	2,500	58%	1200	63%
Other paid staff	6,800	36%	8,200	44%	4,000	45%	1,200	28%	450	24%

*Base: All paid staff in holiday clubs 2009.*

	Nursery schools		Primary schools with nursery and reception classes		Primary schools with reception but no nursery classes	
	No.	%	No.	%	No.	%
<b>All staff</b>	<b>6,100</b>	<b>100%</b>	<b>61,800</b>	<b>100%</b>	<b>49,400</b>	<b>100%</b>
Head teacher/Early years or foundation stage co-ordinator	450	7%	6,400	10%	8,200	17%
Early years teachers	1,300	21%	13,400	22%	7,100	14%
Nursery nurses	2,400	40%	15,600	25%	6,000	12%
Early years support staff	1,200	19%	12,200	20%	11,100	23%
Students on placements	500	8%	5,600	9%	3,600	7%
Volunteers	250	4%	6,200	10%	8,700	18%

*Base: Early years provision in maintained schools 2009.*

	Full day care				Full day care in children's centres				Sessional			
	2009	2008	2007	2006	2009	2008	2007	2006	2009	2008	2007	2006
<b>All paid staff</b>	<b>34</b>	<b>34</b>	<b>33</b>	<b>33</b>	<b>34</b>	<b>34</b>	<b>34</b>	<b>34</b>	<b>19</b>	<b>19</b>	<b>18</b>	<b>17</b>
Senior managers	37	36	37	37	37	36	37	37	24	24	23	22
Supervisory staff	36	35	35	35	35	35	35	35	20	20	19	18
Other paid childcare staff	32	31	30	30	32	32	32	31	15	16	14	13

*Base: All paid childcare staff 2009, 2008, 2007, 2006.*

**Table 5.8a Hours worked (mean) by type of provider and staff type in 2006, 2007, 2008 and 2009: childcare providers**

	After school clubs				Holiday clubs			
	2009	2008	2007	2006	2009	2008	2007	2006
<b>All paid staff</b>	<b>19</b>	<b>18</b>	<b>18</b>	<b>19</b>	<b>29</b>	<b>27</b>	<b>29</b>	<b>27</b>
Senior managers	25	24	24	26	34	33	35	34
Supervisory staff	19	19	19	20	30	29	30	28
Other paid childcare staff	15	15	14	15	26	23	26	24

*Base: All paid childcare staff 2009.*

**Table 5.8b Hours worked (mean) in childcare providers by staff level; type of ownership and profit making status: full day care**

	Private	Voluntary	Local authority	School/college	Other	Profit	Not-for-profit
<b>All paid staff</b>	<b>36</b>	<b>28</b>	<b>33</b>	<b>33</b>	<b>36</b>	<b>36</b>	<b>31</b>
Senior managers	38	32	†	†	†	38	33
Supervisory staff	37	29	34	35	36‡	37	32
Other paid childcare staff	34	24	29‡	30‡	†	34	27

*Base: All paid staff in full day care providers 2009.*

**Table 5.8c Hours worked (mean) in childcare providers by staff level; type of ownership and profit making status: full day care in children's centres**

	Private	Voluntary	Local authority	School/college	Other	Profit	Not-for-profit
<b>All paid staff</b>	<b>37</b>	<b>34</b>	<b>34</b>	<b>32‡</b>	<b>†</b>	<b>34</b>	<b>34</b>
Senior managers	38‡	†	37	†	†	36‡	36
Supervisory staff	37	34	35	†	†	35	35
Other paid childcare staff	33‡	31‡	31	†	†	29	32

*Base: All paid staff in full day care in children's centres 2009.*



**Table 5.8d Hours worked (mean) in childcare providers by staff level; type of ownership and profit making status: sessional**

	Private	Voluntary	Local authority	School/college	Other	Profit	Not-for-profit
<b>All paid staff</b>	<b>20</b>	<b>19</b>	<b>24†</b>	<b>24†</b>	<b>†</b>	<b>20</b>	<b>19</b>
Senior managers	27	23	†	†	†	27	24
Supervisory staff	20	20	†	†	†	20	20
Other paid childcare staff	15	15	†	†	†	16	15

*Base: All paid staff in sessional providers 2009.*

**Table 5.8e Hours worked (mean) in childcare providers by staff level; type of ownership and profit making status: after school clubs**

	Private	Voluntary	Local authority	School/college	Other	Profit	Not-for-profit
<b>All paid staff</b>	<b>22</b>	<b>17</b>	<b>19</b>	<b>15</b>	<b>22</b>	<b>21</b>	<b>17</b>
Senior managers	28	23	†	21	†	27	23
Supervisory staff	23	18	18	15	†	23	17
Other paid childcare staff	18	13	†	11	†	17	13

*Base: All paid staff in after school clubs 2009.*

**Table 5.8f Hours worked (mean) in childcare providers by staff level; type of ownership and profit making status: holiday clubs**

	Private	Voluntary	Local authority	School/college	Other	Profit	Not-for-profit
<b>All paid staff</b>	<b>31</b>	<b>25</b>	<b>32</b>	<b>29</b>	<b>32</b>	<b>31</b>	<b>27</b>
Senior managers	36	31	36†	33†	†	37	32
Supervisory staff	32	26	34	31	33†	32	29
Other paid childcare staff	27	23	29	24	†	27	24

*Base: All paid staff in holiday clubs 2009.*

**Table 5.9a Hours worked (mean) by type of provider and staff type in 2006, 2007, 2008 and 2009: early years providers in maintained schools**

	Nursery schools				Primary schools with nursery and reception classes				Primary schools with reception but no nursery classes			
	2009	2008	2007	2006	2009	2008	2007	2006	2009	2008	2007	2006
<b>All paid staff</b>	<b>30</b>	<b>30</b>	<b>31</b>	<b>32</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>31</b>	<b>26</b>	<b>26</b>	<b>27</b>	<b>29</b>
Early years coordinators	37	35	41	44	32	32	34	37	32	32	33	38
Early years teachers	30	30	33	35	30	30	31	34	29	28	30	33
Nursery nurses	32	32	32	32	30	30	30	30	26	26	26	27
Other early years support staff	22	24	23	24	24	25	24	25	22	22	21	23

Base: All paid early years staff 2009, 2008, 2007, 2006.

**Table 5.9b Hours worked (mean) by area deprivation**

	30% most deprived areas	70% least deprived areas
Full day care	35	34
Full day care in children's centres	35	33
Sessional providers	22	19
After school clubs	20	18
Holiday clubs	30	28
Nursery schools	30	29
Primary schools with nursery and reception classes	29	28
Primary schools with reception but no nursery classes	27	26

Base: Childcare providers 2008. Early years provision in maintained schools 2009.

**Table 5.11c Average pay (mean) by staff type and type of ownership: full day care**

	Private	Voluntary	Local authority	School/ college	Other
<b>All paid staff</b>	<b>£7.10</b>	<b>£7.80</b>	<b>£11.60</b>	<b>£10.20</b>	<b>£9.00</b>
Senior managers	£10.00	£10.00	†	†	†
Supervisors	£7.40	£8.20	£11.60	£10.70	£9.60‡
Other paid staff	£6.00	£6.40	£10.20‡	£7.70‡	†

Base: All paid staff in full day care providers 2009.

**Table 5.11d Average pay (mean) by staff type and type of ownership: full day care in children's centres**

	Private	Voluntary	Local authority	School/ college	Other
<b>All paid staff</b>	<b>£8.10</b>	<b>£8.70</b>	<b>£12.00</b>	<b>£10.70‡</b>	<b>†</b>
Senior managers	£12.90‡	†	£17.60	†	†
Supervisors	£8.10	£8.80	£12.50	†	†
Other paid staff	£6.60‡	£7.30‡	£8.60	†	†

Base: All paid staff in full day care in children's centres 2009.

**Table 5.11e Average pay (mean) by staff type and type of ownership: sessional**

	Private	Voluntary	Local authority	School/ college	Other
<b>All paid staff</b>	<b>£7.40</b>	<b>£7.30</b>	<b>£9.00†</b>	<b>£8.80†</b>	<b>†</b>
Senior managers	£9.10	£8.80	†	†	†
Supervisors	£7.40	£7.40	†	†	†
Other paid staff	£6.60	£6.50	†	†	†

*Base: All paid staff in sessional providers 2009.*

**Table 5.11f Average pay (mean) by staff type and type of ownership: after school clubs**

	Private	Voluntary	Local authority	School/ college	Other
<b>All paid staff</b>	<b>£7.30</b>	<b>£7.80</b>	<b>£10.50</b>	<b>£8.70</b>	<b>£7.90</b>
Senior managers	£9.20	£10.50	†	£12.20	†
Supervisors	£7.50	£7.70	£10.10	£8.40	†
Other paid staff	£6.30	£6.70	†	£7.30	†

*Base: All paid staff in after school clubs 2009.*

**Table 5.11g Average pay (mean) by staff type and type of ownership: holiday clubs**

	Private	Voluntary	Local authority	School/ college	Other
<b>All paid staff</b>	<b>£7.80</b>	<b>£8.50</b>	<b>£10.00</b>	<b>£8.80</b>	<b>£9.20</b>
Senior managers	£10.70	£10.90	£13.50†	£13.50†	†
Supervisors	£8.30	£8.70	£10.80	£8.60	£8.90†
Other paid staff	£6.50	£7.60	£8.90	£7.30	†

*Base: All paid staff in holiday clubs 2009.*

**Table 5.11h Average (mean) hourly pay by staff type and area deprivation - childcare**

	Full day care		<i>Full day care in children's centres</i>		Sessional		After school clubs		Holiday clubs	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
All paid staff	£8.00	£7.50	£10.40	£10.50	£7.80	£7.30	£8.40	£7.70	£8.80	£8.80
Senior managers	£11.20	£10.30	£15.90	£15.00†	£9.50	£8.90	£11.70	£10.20	£12.10	£11.70
Supervisors	£8.30	£7.80	£10.60	£11.20	£7.80	£7.40	£8.40	£7.80	£8.40	£9.00
Other paid staff	£6.70	£6.20	£8.10	£7.70	£6.70	£6.50	£6.90	£6.70	£8.30	£7.70

*Base: All paid staff in childcare settings 2009.*

**Table 5.13a Average (mean) hourly pay by staff type and area deprivation – early years**

	Nursery classes		Primary schools with nursery and reception classes		Primary schools with reception but no nursery classes	
	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas	30% most deprived areas	70% least deprived areas
All paid staff	£14.40	£13.50	£13.80	£14.30	£13.70	£14.10
Early years coordinator	£28.60‡	†	£22.80	£23.40	†	£20.40
Early years teachers	£21.70	£19.80‡	£18.40	£19.00	†	£19.00
Nursery Nurses	£11.60	£11.40‡	£10.80	£10.60	†	£10.30
Other paid childcare staff	£9.00‡	£9.00‡	£9.20	£9.30	†	£9.30

*Base: All paid staff in early years settings in maintained schools 2009.*

**Table 5.14a Average (mean) pay by profit making status and qualification of senior manager: full day care**

	Profit making status		Qualification of senior manager	
	Not-for-profit	Profit	Not graduate led	Graduate led
All paid staff	£8.30	£7.30	£7.30	£8.50
Senior managers	£11.00	£10.20	£10.00	£12.60
Supervisors	£8.70	£7.60	£7.60	£9.00
Other paid staff	£6.80	£6.20	£6.20	£7.00

*Base: All paid staff in full day care providers 2009.*

**Table 5.14b Average (mean) pay by profit making status and qualification of senior manager: full day care in children's centres**

	Profit making status		Qualification of senior manager	
	Not-for-profit	Profit	Not graduate led	Graduate led
All paid staff	£10.00	£11.50	£9.00	£11.70
Senior managers	£15.90	£15.40‡	£13.20	£18.60
Supervisors	£10.20	£12.10	£9.10	£12.30
Other paid staff	£7.70	£8.50	£7.10	£9.00

*Base: All paid staff in full day care in children's centres 2009.*

	Profit making status		Qualification of senior manager	
	Not-for-profit	Profit	Not graduate led	Graduate led
All paid staff	£7.30	£7.60	£7.30	£8.10
Senior managers	£8.90	£9.80	£8.90	£10.20
Supervisors	£7.40	£7.60	£7.30	£8.30
Other paid staff	£6.50	£6.80	£6.50	£6.60

*Base: All paid staff in sessional providers 2009.*

	Profit making status		Qualification of senior manager	
	Not-for-profit	Profit	Not graduate led	Graduate led
All paid staff	£8.10	£7.70	£7.70	£9.00
Senior managers	£10.70	£10.40	£9.80	£14.90
Supervisors	£8.00	£7.90	£7.70	£8.90
Other paid staff	£6.90	£6.50	£6.60	£7.00

*Base: All paid staff in after school clubs 2009.*

	Profit making status		Qualification of senior manager	
	Not-for-profit	Profit	Not graduate led	Graduate led
All paid staff	£8.70	£8.30	£8.40	£9.00
Senior managers	£11.60	£11.40	£11.10	£13.50
Supervisors	£9.10	£8.40	£8.60	£9.60
Other paid staff	£7.40	£7.50	£7.50	£7.30

*Base: All paid staff in holiday clubs 2009.*

## Appendix 2 – Unweighted base sizes

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**Childcare providers 2009:** Full day care (880); Full day care in children's centres (250); Sessional (860); After school clubs (847); Holiday clubs (733).

**Childcare providers 2008:** Full day care (2,006); Full day care in children's centres (388); Sessional (1,138); After school clubs (1,229); Holiday clubs (728).

**Childcare providers 2007:** Full day care (2,000); Full day care in children's centres (509); Sessional (1,139); After school clubs (1,183); Holiday clubs (732).

**Childcare providers 2006:** Full day care (3,322); Sessional (1,172); After school clubs (969); Holiday clubs (756).

**Childcare providers 2005:** Full day care (1,171); Sessional (1,007).

**Childcare providers 2003:** Full day care (850); Sessional (850); After school clubs (850); Holiday clubs (850).

**Childcare providers 2001:** Full day care (850); Sessional (868); After school clubs (850).

**All childcare providers who have not expanded in last 12 months (2009):** Full day care (749); Full day care in children's centres (216); Sessional (767); After school clubs (742); Holiday clubs (632).

**All children's centres 2009:** (711).

**All children's centres 2008:** (1123).

**All children's centres 2007:** (509).

**All full day care, full day care in children's centres and sessional providers 2009:** (880); (250); (860).

**All full day care, full day care in children's centres and sessional providers 2008:** (2,006); (388); (1,138).

**All full day care, full day care in children's centres and sessional providers 2007:** (2,000); (509); (1,139).

**Childcare providers with 3 and 4 year olds 2009:** Full day care (856); Full day care in children's centres (236); Sessional (850); After school clubs (611); Holiday clubs (453)

**All respondents in childcare surveys 2009:** (3,570).

**All respondents in childcare surveys 2008:** (5,489).

**All respondents in childcare surveys 2007:** (5,563).

**All paid childcare staff 2009:** Full day care (4,934); Full day care in children's centres (1,394); Sessional (4,160); After school clubs (3,797); Holiday clubs (3,739).

**All paid childcare staff 2008:** Full day care (11,376); Full day care in children's centres (2,191); Sessional (5,568); After school clubs (5,344); Holiday clubs (3,572).

**All paid childcare staff 2007:** Full day care (11,693); Full day care in children's centres (2,382); Sessional (5,590); After school clubs (5,123); Holiday clubs (3,667).

**All paid childcare staff including childminders 2009:** Full day care (4,934); Full day care in children's centres (1,394); Sessional (4,160); After school clubs (3,797); Holiday clubs (3,739); Childminders (849).

**All paid childcare staff including childminders 2008:** Full day care (11,376); Full day care in children's centres (2,191); Sessional (5,568); After school clubs (5,344); Holiday clubs (3,572); Childminders (850).

**All paid childcare staff including childminders 2007:** Full day care (11,693); Full day care in children's centres (2,382); Sessional (5,590); After school clubs (5,123); Holiday clubs (3,667); Childminders (845).

**All paid childcare staff 2006:** Full day care (19,264); Full day care in children's centres (1,502); Sessional (5,714); After school clubs (4,578); Holiday clubs (3,869).

**All paid childcare staff 2005:** Full day care (6,532); Sessional (4,776); Out of school (5,041).

**All paid childcare staff 2003:** Full day care (9,567); Sessional (4,812); After school clubs (4,898); Holiday clubs (6,359).

**All paid staff in full day care providers 2009:** (4,934).

**All paid staff in full day care providers 2008:** (11,376).

**All paid staff in full day care providers 2007:** (11,693).

**All paid staff in full day care in children's centres 2009:** (1,394).

**All paid staff in full day care in children's centres 2008:** (2,191).

**All paid staff in full day care in children's centres 2007:** (2,382).

**All paid staff in sessional providers 2009:** (4,160).

**All paid staff in sessional providers 2008:** (5,568).

**All paid staff in sessional providers 2007:** (5,590).

**All paid staff in after school clubs 2009:** (3,797).

**All paid staff in after school clubs 2008:** (5,344).

**All paid staff in after school clubs 2007:** (5,123).

**All paid staff in holiday clubs 2009:** (3,739).

**All paid staff in holiday clubs 2008:** (3,572).

**All paid staff in holiday clubs 2007:** (3,667).

**Module B childcare providers 2008:** Full day care (1,098); Full day care in children's centres (199); Sessional (492); After school clubs (648); Holiday clubs (390).

**Module B childcare providers 2007:** Full day care (1,070); Full day care in children's centres (208); Sessional (622); After school clubs (628); Holiday clubs (346).

**Module B childcare providers 2006:** Full day care (1,702); Full day care in children's centres (533); Sessional (611); After school clubs (511); Holiday clubs (393).

**Module B childcare providers 2005:** Full day care (615); Sessional (513).

**Childcare providers 30% most deprived areas 2009:** Full day care (221); Full day care in children's centres (250) Sessional (122); After school clubs (244); Holiday clubs (199).

**Childcare providers 30% most deprived areas 2008:** Full day care (557); Full day care in children's centres (423) Sessional (193); After school clubs (344); Holiday clubs (198).

**Childcare providers 30% most deprived areas 2007:** Full day care (568); Full day care in children's centres (372) Sessional (183); After school clubs (334); Holiday clubs (219).

**Childcare providers 30% most deprived areas 2006:** Full day care (896); Full day care in children's centres (164); Sessional (1,172); After school clubs (273); Holiday clubs (251).

**Childminders 2009:** (849).

**Childminders 2008:** (850).

**Childminders 2007:** (845).

**Childminders 2006:** (723).

**Childminders 2005:** (1,132).

**Childminders 2003:** (850).

**All childminders who have not expanded in the last 12 months 2009:** (730).

**All children childminders look after in typical week:** (4,009).

**All children childminders look after in school holidays:** (2,609).

**All childminders who look after 3 and 4 year olds:** (101).

**All paid childcare staff with at least a level 6 qualification 2009:** Full day care (384); Full day care in children's centres (222); Sessional (210); After school clubs (260); Holiday clubs (344).



**All paid childcare staff with at least a level 5 qualification 2009:** Full day care (588); Full day care in children's centres (300); Sessional (305); After school clubs (351); Holiday clubs (474).

**All paid childcare staff with at least a level 5 qualification 2008:** Full day care (902); Full day care in children's centres (367); Sessional (353); After school clubs (425); Holiday clubs (387).

**All paid childcare staff (module B) 2008:** Full day care (6,156); Full day care in children's centres (1,113); Sessional (2,439); After school clubs (2,782); Holiday clubs (1,899).

**All paid childcare staff (module B) 2007:** Full day care (6,267); Full day care in children's centres (1,223); Sessional (3,097); After school clubs (2,697); Holiday clubs (1,705).

**All paid childcare staff (module B) 2006:** Full day care (9,794); Full day care in children's centres (553); Sessional (2,974); After school clubs (4,489); Holiday clubs (2,005).

**Module A childcare providers 2008:** Full day care (907); Full day care in children's centres (181); Sessional (360); After school clubs (581); Holiday clubs (338).

**Module A childcare providers 2007:** Full day care (930); Full day care in children's centres (187); Sessional (517); After school clubs (555); Holiday clubs (386).

**Module A childcare providers 2006:** Full day care (1,620); Full day care in children's centres (119); Sessional (561); After school clubs (458); Holiday clubs (363).

**All senior managers in childcare providers 2009:** Full day care (871); Full day care in children's centres (247); Sessional (817); After school clubs (810); Holiday clubs (708).

**All senior managers in childcare providers 2008:** Full day care (1,958); Full day care in children's centres (380); Sessional (1,066); After school clubs (1,136); Holiday clubs (706).

**All senior managers in childcare providers 2007:** Full day care (1,955); Full day care in children's centres (392); Sessional (1,027); After school clubs (1,106); Holiday clubs (697).

**All senior managers in childcare providers 2006:** Full day care (3,209); Full day care in children's centres (209); Sessional (1,032); After school clubs (908); Holiday clubs (725).

**All senior managers in childcare providers 2003:** Full day care (850); Sessional (868); Out of school (no base size available).

**All supervisors in childcare providers 2009:** Full day care (2,422); Full day care in children's centres (722); Sessional (2,031); After school clubs (1,813); Holiday clubs (1,752).

**All supervisors in childcare providers 2008:** Full day care (5,403); Full day care in children's centres (1,109); Sessional (2,574); After school clubs (2,414); Holiday clubs (1,600).

**All supervisors in childcare providers 2007:** Full day care (5,350); Full day care in children's centres (8,466); Sessional (2,483); After school clubs (2,338); Holiday clubs (1,661).

**All supervisors in childcare providers 2006:** Full day care (9,073); Full day care in children's centres (609); Sessional (2586); After school clubs (2,060); Holiday clubs (1,756).

**All supervisors in childcare providers 2003:** Full day care (5,384); Sessional (1,967); Out of school (no base size available)

**All other paid childcare staff 2009:** Full day care (1,641); Full day care in children's centres (425); Sessional (1,312); After school clubs (1,174); Holiday clubs (1,279).

**All other paid childcare staff 2008:** Full day care (4,015); Full day care in children's centres (702); Sessional (1,928); After school clubs (1,794); Holiday clubs (1,266).

**All other paid childcare staff 2007:** Full day care (3,893); Full day care in children's centres (731); Sessional (1,884); After school clubs (1,679); Holiday clubs (1,309).

**All other paid childcare staff 2006:** Full day care (6,168); Full day care in children's centres (391); Sessional (1,935); After school clubs (1,510); Holiday clubs (1,295).

**All other paid childcare staff 2003:** Full day care (3,333); Sessional (1,995); Out of school (no base size available).

**Early Years provision in maintained schools 2009:** Nursery schools (100); Primary schools with nursery and reception classes (516); Primary schools with reception but no nursery classes (480).

**Early Years provision in maintained schools 2008:** Nursery schools (179); Primary schools with nursery and reception classes (561); Primary schools with reception but no nursery classes (579).

**Early Years provision in maintained schools 2007:** Nursery schools (201); Primary schools with nursery and reception classes (755); Primary schools with reception but no nursery classes (640).

**Early Years provision in maintained schools 2006:** Nursery schools (188); Primary schools with nursery and reception classes (535); Primary schools with reception but no nursery classes (513).

**Early Years provision in maintained schools 2003:** Nursery schools (200); Primary schools with nursery and reception classes (850); Primary schools with reception but no nursery classes (850).

**Early years provision in maintained schools 30% most deprived areas 2009:** Nursery schools (64); Primary schools with nursery and reception classes (206); Primary schools with reception but no nursery classes (43).

**Early years provision in maintained schools 30% most deprived areas 2008:** Nursery schools (108); Primary schools with nursery and reception classes (270); Primary schools with reception but no nursery classes (59).

**Early years provision in maintained schools 30% most deprived areas 2007:** Nursery schools (126); Primary schools with nursery and reception classes (304); Primary schools with reception but no nursery classes (88).

**Early years provision in maintained schools 30% most deprived areas 2006:** Nursery schools (107); Primary schools with nursery and reception classes (262); Primary schools with reception but no nursery classes (513).

**All early years providers who look after 3 and 4 year olds:** Nursery schools (95); Primary schools with nursery and reception classes (485); Primary schools with reception but no nursery classes (432).

**All respondents in early years survey 2009:** (1,096).

**All respondents in early years survey 2008:** (1,319).

**All respondents in early years survey 2007:** (1,596).

**All paid staff in all nursery schools 2009:** (608).

**All paid staff in all nursery schools 2008:** (1,071).

**All paid staff in all nursery schools 2007:** (1,181).

**All paid staff in all primary schools with nursery and reception classes 2009:** (2,771).

**All paid staff in all primary schools with nursery and reception classes 2008:** (2,923).

**All paid staff in all primary schools with nursery and reception classes 2007:** (4,025).

**All paid staff in all primary schools with reception but no nursery classes 2009:** (1,651).

**All paid staff in all primary schools with reception but no nursery classes 2008:** (1,930).

**All paid staff in all primary schools with reception but no nursery classes 2007:** (2,148).

**All paid early years staff 2009:** Nursery schools (608); Primary schools with nursery and reception classes (2,771); Primary schools with reception but no nursery classes (1,651).

**All paid early years staff 2008:** Nursery schools (1,071); Primary schools with nursery and reception classes (2,923); Primary schools with reception but no nursery classes (1,930).

**All paid early years staff 2007:** Nursery schools (1,181); Primary schools with nursery and reception classes (4,025); Primary schools with reception but no nursery classes (2,148).

**All paid early years staff 2006:** Nursery schools (1,107); Primary schools with nursery and reception classes (2,688); Primary schools with reception but no nursery classes (1,593).

**All paid early years staff 2003:** Nursery schools (2,518); Primary schools with nursery and reception classes (8,623); Primary schools with reception but no nursery classes (5,315).

**All other early years coordinators / head teachers in early years providers in maintained schools 2009:** Nursery schools (100); Primary schools with nursery and reception classes (497); Primary schools with reception but no nursery classes (458).

**All other early years coordinators / head teachers in early years providers in maintained schools 2008:** Nursery schools (179); Primary schools with nursery and reception classes (545); Primary schools with reception but no nursery classes (550).

**All other early years coordinators / head teachers in early years providers in maintained schools 2007:** Nursery schools (201); Primary schools with nursery and reception classes (748); Primary schools with reception but no nursery classes (622).

**All other early years coordinators / head teachers in early years providers in maintained schools 2006:** Nursery schools (186); Primary schools with nursery and reception classes (497); Primary schools with reception but no nursery classes (431).

**All other early years coordinators / head teachers in early years providers in maintained schools 2003:** (No base size available).

**All qualified early years teachers in early years providers in maintained schools 2009:** Nursery schools (182); Primary schools with nursery and reception classes (817); Primary schools with reception but no nursery classes (373).

**All qualified early years teachers in early years providers in maintained schools 2008:** Nursery schools (317); Primary schools with nursery and reception classes (837); Primary schools with reception but no nursery classes (517).

**All qualified early years teachers in early years providers in maintained schools 2007:** Nursery schools (342); Primary schools with nursery and reception classes (1,124); Primary schools with reception but no nursery classes (500).

**All qualified early years teachers in early years providers in maintained schools 2006:** Nursery schools (322); Primary schools with nursery and reception classes (773); Primary schools with reception but no nursery classes (398).

**All qualified early years teachers in early years providers in maintained schools 2003:** (No base size available).

**All nursery nurses in early years providers in maintained schools 2009:** Nursery schools (195); Primary schools with nursery and reception classes (804); Primary schools with reception but no nursery classes (297).

**All nursery nurses in early years providers in maintained schools 2008:** Nursery schools (352); Primary schools with nursery and reception classes (899); Primary schools with reception but no nursery classes (346).

**All nursery nurses in early years providers in maintained schools 2007:** Nursery schools (397); Primary schools with nursery and reception classes (1,173); Primary schools with reception but no nursery classes (385).

**All nursery nurses in early years providers in maintained schools 2006:** Nursery schools (373); Primary schools with nursery and reception classes (844); Primary schools with reception but no nursery classes (299).

**All nursery nurses in early years providers in maintained schools 2003:** (No base size available).

**All other early years support staff in early years providers in maintained schools 2009:** Nursery schools (131); Primary schools with nursery and reception classes (653); Primary schools with reception but no nursery classes (523).

**All other early years support staff in early years providers in maintained schools 2008:** Nursery schools (224); Primary schools with nursery and reception classes (684); Primary schools with reception but no nursery classes (629).

**All other early years support staff in early years providers in maintained schools 2007:** Nursery schools (241); Primary schools with nursery and reception classes (980); Primary schools with reception but no nursery classes (641).

**All other early years support staff in early years providers in maintained schools 2006:** Nursery schools (226); Primary schools with nursery and reception classes (574); Primary schools with reception but no nursery classes (465).

**All other early years support staff in early years providers in maintained schools 2003:** (No base size available).

**All paid early years staff with at least a level 5 qualification 2009:** Nursery schools (307); Primary schools with nursery and reception classes (1,345); Primary schools with reception but no nursery classes (824).

**All paid early years staff with at least a level 5 qualification 2008:** Nursery schools (504); Primary schools with nursery and reception classes (1,371); Primary schools with reception but no nursery classes (943).

**All paid early years staff with at least a level 5 qualification 2007:** Nursery schools (575); Primary schools with nursery and reception classes (1,825); Primary schools with reception but no nursery classes (1,097).

## Appendix 3 – Glossary

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**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*<sup>68</sup>.”
- **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*<sup>69</sup>.”
- **Out-of-school clubs:** defined as “*clubs...open before and after school and all day long during school holidays, giving three 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*<sup>70</sup>.” For the purposes of this research, the questionnaire focused on After-school and Holiday care.
- **Children’s centres:** defined as “*places where children under five 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*<sup>71</sup>.” 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 on site.
- **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 two hours in any day.*”<sup>72</sup>
- **Nursery schools:** these “*provide education for children under the age of five and over the age of two*<sup>73</sup>.” 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.
- **Primary schools with reception and nursery classes:** some primary schools offer both nursery and reception classes, and again, these operate throughout the school year.

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<sup>68</sup> <http://www.surestart.gov.uk/doc/0-ACA52E.PDF>

<sup>69</sup> <http://www.childcarelink.gov.uk/pdf/ofsted/Module5.pdf>

<sup>70</sup> <http://www.surestart.gov.uk/surestartservices/childcare/outofschoolchildcare/>

<sup>71</sup> <http://www.surestart.gov.uk/surestartservices/settings/surestartchildrenscentres/>

<sup>72</sup> <http://www.childcarelink.gov.uk/pdf/ofsted/Module2.pdf>

<sup>73</sup> <http://www.edubase.gov.uk/glossary.xhtml?letter=N>



**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.

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

**Index of Multiple Deprivation (IMD):** measures deprivation at the “*small area level*”<sup>74</sup>. 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)<sup>75</sup>. 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*”<sup>76</sup>.

- **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 qualification<sup>77</sup>.
- **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.
- **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.

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<sup>74</sup> <http://www.communities.gov.uk/documents/communities/pdf/131209.pdf>

<sup>75</sup> *ibid.*

<sup>76</sup> [http://www.surestart.gov.uk/\\_doc/P0000411.PDF](http://www.surestart.gov.uk/_doc/P0000411.PDF)

<sup>77</sup> [http://www.surestart.gov.uk/\\_doc/P0002407.pdf](http://www.surestart.gov.uk/_doc/P0002407.pdf)

- **Nursery Nurses:** are subject to the same requirements as supervisors in full day care settings<sup>78</sup>.
- **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 six months of beginning working as a childminder. First aid certificates should be kept up to date<sup>79</sup>.

**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”*<sup>80</sup>.

**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<sup>81</sup>. Providers are subject to an Ofsted inspection within seven months of registration and at least once every three years thereafter<sup>82</sup>.

**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<sup>83</sup>.

**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. NVQ Assessors assess on-site and can assess their own staff or those working in other settings.

**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.

**Graduate Leader Fund:** The Graduate Leader fund (GLF) is a three year government grant allocated as part of the Sure Start, Early Years and Childcare Grant replacing the Transformation Fund.

Its aim is specifically to support progression toward creating and sustaining sufficient graduate Early Years Professionals in the private, voluntary and independent sectors, ensuring all full day care settings can have a graduate leader by 2015, with two in settings for children in the 30% most disadvantaged areas.

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<sup>78</sup>[http://www.bbc.co.uk/schools/parents/life/you\\_and\\_school/working\\_in\\_schools/training\\_nursery\\_nurse.shtml](http://www.bbc.co.uk/schools/parents/life/you_and_school/working_in_schools/training_nursery_nurse.shtml)

<sup>79</sup><http://www.surestart.gov.uk/doc/P0002411.pdf>

<sup>80</sup>[http://www.direct.gov.uk/en/DisabledPeople/RightsAndObligations/DisabilityRights/DG\\_4001069](http://www.direct.gov.uk/en/DisabledPeople/RightsAndObligations/DisabilityRights/DG_4001069)

<sup>81</sup>[http://www.daycaretrust.org.uk/mod.php?mod=userpage&page\\_id=40](http://www.daycaretrust.org.uk/mod.php?mod=userpage&page_id=40)

<sup>82</sup><http://www.ofsted.gov.uk/portal/site/Internet/menuitem.455968b0530071c4828a0d8308c08a0c/?vgnextoid=013a8487a73dc010VgnVCM1000003507640aRCRD>

<sup>83</sup>[http://www.edexcel.org.uk/VirtualContent/64456/Edexcel\\_NVQ\\_guidance\\_for\\_candidates.pdf](http://www.edexcel.org.uk/VirtualContent/64456/Edexcel_NVQ_guidance_for_candidates.pdf)



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