Department
for Education

A census of the children's homes workforce

Research report

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Executive summary

This census was the first of its kind and was carried out to capture a snapshot of the children's homes sector in 2013. The findings are being used to inform the Department for Education's children's home reform programme. This census gathered detailed information about staff qualifications (including whether staff met the qualification requirements set out in regulation), data on staff pay and training and Continuous Professional Development (CPD) in the sector. The census also gathered information on the services homes offered and the type of staff they employed. A separate review of the effectiveness of training and qualifications currently undertaken by staff in children's homes is being carried out as part of the reform programme.

TNS BMRB undertook the census in two waves: the first between October and December 2013, with a supplementary wave in April and May 2014. Most questions were common across the two waves and the findings in this report combine both waves of data where possible. The sample was provided by the Department and comprised all children's homes in England (excluding secure homes and homes that were dually registered as schools). In total 841 homes took part in the census (the equivalent of 49% of all eligible homes in England). The number of staff in each home varied between 1 and 95, with an average of 12. Extrapolating from this we can estimate that the size of the workforce nationally is just over 20,000. This figure includes both managers and non-managers.

The National Minimum Wage (NMW) at the time of the census was £6.31, and for the purposes of the survey, close to the NMW was defined as being paid £6.50 an hour or less. Managers reported that only 1% of staff were being paid at or below the National Minimum Wage and 11% of all staff were being paid less than the Living Wage Rate (LWR). The LWR at the time of the census was £7.65 outside of London and £8.80 in London. None of the managers responding from Local Authority homes reported that any of their staff were being paid below the NMW or LWR, but 15% of managers in privately run homes reported that this was the case. Across regions, staff in London were more likely to be paid below the LWR, with 27% of all staff in the region being paid below the LWR.

Over nine in ten staff (excluding registered managers) either held a Level 3 qualification, or were working towards the Level 3 Diploma (92% - of which 80% held a Level 3 qualification or higher and 12% were working towards the Level 3 Diploma). Similarly, around nine in ten managers either held the Level 5 or equivalent Level 4 NVQ qualification or were working towards the Level 5 Diploma (89% - of which 76% held the

Level 5 or equivalent Level 4 qualification and 14% were working towards the Level 5 Diploma).

Three quarters of all homes had budget for CPD, 98% had a formal appraisal system and 93% had CPD in place for their staff. Managers reported that a wide range of training was available to staff, with 83% of homes offering to release staff for external training, 79% saying they bring in external trainers to the home and 80% offer internal training.

Over half of all managers (54%) said that they find it difficult to recruit staff with the appropriate level of skills and training for the advertised position. Managers who have difficulty recruiting were asked why they have these difficulties. The main responses given were that applicants do not have the required experience (91%) and do not have the necessary qualifications (52%).

When asked where staff had worked in their job prior to their current position in the children's home, the most common response was in other children's homes (29%). Similarly, most employees leave to go to another children's home (44%). Also common was that staff come from a job working with young people (14%) and leave to go into employment working with young people (40%). This indicates that staff within the children's home sector are dedicated to working with children and young people.

The census has shown that provision offered by children's homes is varied across the sector.

1. Background and method

This section outlines the background and methodology of this census.

Aims and objectives

The census was the first of its kind and was carried out to capture a snapshot of children's homes in 2013. The findings are being used to inform the Department for Education's (DfE) children's home reform programme. A separate review of the effectiveness of training and qualifications currently undertaken by staff in children's homes is being carried by the National Children's Bureau (NCB) out as part of the reform programme. The aims of the research as a whole, including the findings presented by the National Children's Bureau (NCB), are to:

- Understand the current children's homes market, including the level of skills and qualifications currently evident in the children's homes workforce.
- Identify any gaps between children's needs and staff's abilities to respond to this.
- Understand the implications for what is required in terms of skills and qualifications reform.
- Map likely stakeholder responses to proposed reforms, their views of potential facilitators and barriers to these, and practical and financial implications for reform.

This census gathered detailed information about staff qualifications (including whether staff met the qualification requirements set out in regulation) and training and Continuous Professional Development (CPD) in the sector. The census also gathered information on the services homes offered and the type of staff they employed, along with data on staff pay.

Methodology

TNS BMRB administered the census in two waves: the first between October and December 2013, with a supplementary wave in April and May 2014. The supplementary wave was specifically designed to increase coverage of homes that were members of the Independent Children's Homes Association (ICHA). Most questions were common across the two waves and the findings in this report combine both waves of data.

Sample design and weighting

Ofsted provided DfE with a list of all the registered children's homes in England including information such as number of places and email addresses for children's home managers where they were available. Where email addresses were not included in the list, the homes were contacted by TNS BMRB to gather the contact information that was required for the survey.

When designing the sample the decision was taken to exclude secure homes and homes that were dually registered as schools from the sample list, because the roles and responsibilities of their staff were quite different to staff in other children's homes.

In total 841 homes took part in the census (the equivalent of 49% of all eligible homes in England). 585 of these took part online and 256 using the paper version. Data from the census were weighted using the original Ofsted data to correct for minor variations in propensity to respond to the survey. The data was weighted by number of places registered, home ownership, number of years since registration and Ofsted inspection rating. This weighting has enabled us to produce data that provides a nationally representative picture.

Questionnaire development

The census questionnaire was developed by TNS BMRB with input from the National Children's Bureau (NCB) and the Department for Education. A working draft was shared more widely with a group of children's homes managers and other relevant stakeholders, including ICHA. Input from these stakeholders was incorporated into the final census questionnaire.

The final version of the questionnaire is provided in Annex 1 of this report. It was designed to take 10 to 15 minutes to complete. The online and postal versions of the questionnaire were identical with the exception of minor presentational differences.

During the development of the questionnaire it was agreed that detailed questions about the workforce at each home would be limited to a maximum of six staff (always including the registered manager plus up to five other staff). This approach was used to limit the burden on homes and to encourage response. To ensure the census findings were representative of the workforce, managers were instructed to select staff at random by ranking all members of staff alphabetically by surname and then select the first five staff alphabetically.

Survey and datasheet administration

One week prior to the start of the survey TNS BMRB sent the registered manager of each home a pack that included:

- A letter introducing the survey, its aims and objectives and an outline of how the survey would be carried out.

- A datasheet (Annex 2) that was designed to help managers collate more detailed pieces of information (e.g. details of staff working in the home) before completing the survey and explained how staff should be selected to be included in the census.

The managers were asked to either complete the questionnaire themselves or nominate a member of their staff to complete it on their behalf.

The following rules applied to which staff should be included in the survey:

- include only staff with responsibility for caring for children (i.e. excluding support staff such as catering and cleaning staff).

- include both full- and part-time staff.

- exclude agency workers (i.e. those that were not employed directly by their organisations).

- Always include the registered manager as the first member of staff selected plus up to five other members of staff selected at random (as outlined in the Questionnaire Development section).

In the first instance all communication was sent to the registered manager of each selected home with instructions for them to complete the census (or nominate a member of staff to complete on their behalf).

Questionnaire delivery

One week after the advance letter, an invitation to complete the online questionnaire via an unique hyperlink was sent by email.

Around four weeks after the initial electronic link to the questionnaire was circulated to the children's homes, those that had not already responded were sent a paper

questionnaire, a further explanatory letter and a pre-paid envelope for returning the questionnaire by post.

Following this, a series of email and postal reminders were used to encourage response. A final round of telephone reminders was carried out around six weeks into fieldwork where a TNS BMRB interviewer called each home that had failed to respond. As part of the call interviewers were able to resend the hyperlink to the questionnaire by email.

Structure of the census report

The report presents the main findings from the census by theme. There are five main sections:

1. An analysis of rates of pay and hours worked.

2. Qualifications in the sector and compliance with regulations.

3. Staffing levels (including staff / child ratios) and perceptions of recruitment in the sector.

4. Continuous professional development (CPD) and training in children's homes.

5. An analysis of the types of homes in the sector and the services these homes offer.

Notes on data

A large number of tables appear in this report. The following conventions have been used:

   * = less than 0.5 per cent, but more than zero responses

   - = no responses to that category

Some tables in the report include questions where respondents could select multiple responses. In these tables percentages will sum to more than 100%.

Significance testing has been carried out at the 95 per cent level, unless otherwise stated. All comparative data described in the report is significant, unless otherwise stated.

2. Hours and working pay

Summary

Staff with managerial responsibilities worked slightly longer on average (39 hours) compared to non-managerial staff (36 hours). Staff in private homes tended to work longer on average than staff in local authority run homes, with non-managerial staff in local authority run homes working 33 hours a week on average compared to 38 hours on average in privately run homes. Similarly, managers in local authority run homes worked 36 hours a week on average against 40 hours on average amongst managers in privately run homes.

Overall, staff were paid on average £10.63 per hour, with one in ten staff (11%) being paid less than the National Living Wage for their area.

On average managers and supervisors were paid £12.96 per hour and non-managerial staff £9.65 per hour. However, pay varied significantly across the sector. In local authority homes, non-managerial staff were paid £12.04 per hour on average, with managerial staff being paid £16.33. Conversely, non-managerial staff in privately run homes were paid £8.52 per hour on average, and managerial staff £11.38 per hour. There was a significant difference in the average amount of pay staff receive in local authority homes (£13.28) and privately run homes (£9.39). Reflecting the lower pay for staff in privately run homes, 15% of staff were paid below the Living Wage Rate (LWR) against 0% of staff in local authority run homes. Regionally, homes in London had the highest proportion of staff being paid below the LWR (27%). Staff who held a Level 3 qualification were less likely to be paid at or above the LWR: 54% who did not hold a Level 3 qualification were paid at or above the LWR compared to 63% of staff who did hold a Level 3 qualification.

This section looks at the hours worked by staff in the children's home sector, and their pay. It investigates the differences within the sector, specifically between local authority and privately run homes. The discussion of staff pay is set in a wider context of whether staff are paid the National Minimum Wage and Living Wage Rate.

An overview of working hours in the sector based on census data

Across all surveyed homes, the mean number of hours worked by all staff covered by the census questionnaire was 37.3. More than three-quarters (77%) of staff worked between 35 to 44 hours in a normal week, with 39% working over 40 hours a week. A definition of part time was developed with DfE, which was decided to be half of the average number of hours worked, therefore part time work for the purposes of this report is working less than 18.5 hours per week. Overall, 4% of children's homes staff worked part time hours. Amongst non-managerial staff, this is 5% of all staff working part time hours and only 1% of staff with managerial responsibilities. Table 2.1 shows more detail of the hours worked by staff in children's homes.

Table 2.1: Overview of hours worked (banded)

Number of hours worked in a normal week	% of all staff in surveyed homes
Under 10 hours per week	*
At least 10 hours but under 20 hours	4%
At least 20 hours but under 30 hours	5%
At least 30 hours but under 35 hours	5%
At least 35 hours but under 40 hours	46%
At least 40 hours but under 45 hours	31%
At least 45 hours but under 50 hours	6%
50 hours or more	2%
Mean weekly hours worked for all staff in surveyed homes	**37.3**
Base	*4,766*

As would be expected, the average hours worked by staff varied by managerial responsibility, size of home and sector (see Table 2.2 below).

Staff in privately run homes worked significantly longer hours on average than those in Local Authority-run homes (38.6 hours per week, compared to 33.9 hours). As would be expected, staff with managerial responsibilities worked more hours on average than staff without these responsibilities (39.2 hours on average compared to 36.4 hours on average). Staff in voluntary homes worked similar hours, whether they held managerial responsibilities or not. Staff in voluntary homes with managerial responsibilities worked 39.7 hours per week on average and staff without managerial responsibilities worked 36.9 hours per week on average.

Staff in the smallest capacity homes (one or two places) worked significantly longer hours on average than those in larger homes: staff in one or two place homes worked 39.5 hours per week on average, compared to 37.0 for staff in homes with three or more places.

Table 2.2: Average hours worked per week by subgroups of staff and homes

Staff / home characteristics		Mean hours worked per week
Sector in which staff work	Local Authority-run homes	33.9
	Privately run homes	38.6
	Voluntary homes	37.7
Gender	Male	38.2
	Female	36.6
Does this person manage or supervise other staff?	Yes	39.2
	No	36.4
Capacity of homes in which staff work	1 to 2 places	39.5
	3 places	37.3
	4 places	37.6
	5 places	36.8
	6 places or more	36.5
All staff, all homes		**37.3**
Base		*4,766*

There was a significant difference between the average hours worked by men and women: male staff worked on average 1.6 hours per week more than female staff. This

could be related to the difference in proportion of staff working part time hours: 5% of women worked less than 18 hours a week compared to 2% of men.

Analysis of pay estimates in the sector based on census data

Home managers completing the census questionnaire were asked to give the hourly pay rate for themselves and up to five other members of staff. Table 2.3 summarises the findings, broken down by sector, whether the staff member was a manager/supervisor and the number of places in the home.

Staff who had managerial or supervisory responsibilities for other staff were paid an average hourly rate of £12.96, compared to £9.65 for those who did not have these responsibilities.

Pay rates were significantly higher in Local Authority-run homes than in other homes; non-managerial staff in local authority homes were paid £12.04 an hour compared to £8.52 in privately run homes. Similarly, managers and supervisors in local authority run homes were paid £16.33 an hour against £11.38 in privately run homes. These differences between sectors were consistent across managerial status and number of places in the home.

Table 2.3: Average hourly pay by sector, managerial/supervisory status and home capacity

Staff / home characteristics	Local Authority-run homes	Privately run homes	Voluntary sector homes	All homes
Manager/ supervisor	£16.33	£11.38	£13.07	**£12.96**
Not a manager / supervisor	£12.04	£8.52	£9.13	**£9.65**
1 to 2 places	£13.88	£10.03	£12.00	**£10.37**
3 places	£13.24	£8.85	£9.14	**£9.44**
4 places	£12.78	£9.07	£9.13	**£9.71**
5 places	£12.97	£9.11	£8.94	**£10.56**
6 places or more	£13.40	£9.75	£10.87	**£11.55**
Base	*665*	*1,478*	*130*	*2,273*

The size of home (i.e. place capacity) in itself was not generally associated with large differences in rates of hourly pay (see Table 2.3 above). It should be noted that the overall higher rate for staff in homes with six or more places could have been driven by the higher hourly rates paid in local authority run homes as a high proportion of the larger homes were local authority run, therefore the two could be linked.

However, examination of the managerial/supervisory responsibilities of staff alongside the size of home does show some differences. Those who manage or supervise other staff in the largest homes were paid more on average than those with similar responsibilities working in smaller homes (see Table 2.4 below). For example, managers and supervisors in homes with six or more places were paid an average of over £14 per hour, compared to less than £12 per hour for staff working in homes with four places or fewer.

The census only asked about the hourly wage of staff, however this can be used in conjunction with the average hours worked per week to calculate a rough estimate of annual salary. This can be done by assuming that staff receive the minimum requirement of 28 days paid leave (including bank holidays). On this basis the average annual salary for managers/supervisors was £23,172 and for non-managers was £15,841. Annual salary varied by sector with manager/supervisors in local authority run homes earning on average £27,642 and in privately run homes £21,014.

Table 2.4: Hourly pay rates by size of home and whether the staff member is a manager/supervisor

Home capacity (number of places)	Does this person manage or supervise other staff?	
	Yes	No
1 to 2 places	£11.33	£9.91
3 places	£11.63	£8.49
4 places	£11.63	£8.85
5 places	£13.77	£9.51
6 places or more	£14.34	£10.40
All homes	£12.96	£9.65
Base	*2,260*	

Analysis of pay levels by characteristics of homes

To understand more about children's homes staff who are on what might be considered 'low pay' it is possible to compare hourly pay to the National Minimum Wage and Living Wage Rates. At the time of the census, the National Minimum Wage in the UK was set at £6.31 with recommended Living Wage rates of £7.65 outside of London and £8.80 in London at the time of the census. Only a very small proportion of surveyed staff were paid at or close to the National Minimum Wage (NMW) rate (1% were paid £6.50 or less). All other staff were paid above the NMW. However, taking just those staff whose hourly rate was below the Living Wage Rate (LWR) for their region (i.e. below either the £7.65 or £8.80 target) - 11% of all surveyed staff were being paid below the Living Wage Rate. All other staff were paid above the LWR.

It was most common to find staff being paid below the Living Wage Rate in London. The LWR is higher in London to reflect living costs in the capital. In London more than one quarter of all staff (27%) were paid below the recommended £8.80 rate. Being paid below the LWR was also slightly more common in the East of England (14% were paid below the LWR) than in other regions in England.

Reflecting the considerably lower average rates of pay in the private sector (see Table 2.5) the proportion of staff on low pay, using the LWR as the benchmark, was also much higher in the private sector compared with local authority run homes (15% compared with 0% in local authority run homes).

Table 2.5: Levels of pay by home characteristics

	Ownership			Region (GOR)								
	Private	**Local authority**	**Voluntary**	**North East**	**North West**	**Yorkshire and The Humber**	**East Midlands**	**West Midlands**	**East of England**	**London**	**South East**	**South west**
Whether paid at or[1] above LWR												
Yes	57%	71%	65%	64%	63%	71%	69%	55%	53%	39%	58%	67%
No	15%	-	11%	9%	9%	10%	12%	11%	14%	27%	6%	12%
Unknown ('don't know' or no response given in survey)	28%	29%	24%	28%	28%	20%	19%	34%	33%	34%	37%	22%
Average hourly pay[2]	£9.39	£13.28	£10.15	£11.18	£10.36	£10.87	£10.87	£10.72	£10.20	£10.06	£11.12	£10.09
% paid at or above LWR (excl. unknown)[2]	79%	100%	85%	88%	88%	88%	85%	84%	79%	59%	91%	85%

[1] Base: All staff covered by survey (4,945)
[2] Base: All who provided a usable response (exc. don't know and blank responses) (4,912)

As shown in Table 2.6, low pay most often applies to staff who have less experience of working in children's homes (particularly those who have worked in children's homes for one year or less), those who do not hold the Level 3 qualification and those who have come into the sector from an education background. This is not unexpected; suggesting that pay and conditions are least attractive to staff if they enter the sector having some relevant experience, but not having previously worked in a children's home.

There was very little variation in levels of pay or meeting the LWR by gender or ethnicity, and while there is some variation by staff age, this simply reflects relative levels of experience.

Table 2.6: Levels of pay by years' experience and whether hold Level 3 qualification

	Whether hold Level 3		Years' experience				
	Yes	**No**	**1 year or less**	**2 – 3 years**	**4-5 years**	**6-9 year**	**10+ years**
Whether paid at or[1] above LWR							
Yes	63%	54%	42%	59%	62%	70%	69%
No	8%	22%	32%	17%	12%	7%	4%
Unknown ('don't know' or no response given in survey)	29%	24%	26%	24%	27%	24%	27%
% Paid at or above LWR (excluding. Unknown)[2]	89%	71%	57%	77%	84%	91%	94%
Average hourly pay[2] (£)	£10.91	£9.37	£8.17	£8.87	£9.54	£10.79	£12.29

[1] *Base: All staff covered by survey (4,945)*
[2] *Base: All who provided a usable response (exc. don't know and blank responses) (3,524)*

3. Qualifications in the sector

Summary

The proportion of staff (excluding registered managers) holding a Level 3 qualification was 92% (80% holding and 12% working towards). Half held the NVQ Level 3 in Caring for Children and Young People (CCYP) . There were few differences in the demographic profile of staff that hold and do not hold a Level 3 qualification.

The proportion of managers holding a Level 5 qualification was more varied. 90% of managers held or were working towards the Level 5 qualification (76% holding and 14% working towards).

There are two qualifications named in the Children's Homes Regulations 2001[1] (as amended in 2014) that should be completed by care staff and managers of children's homes. These are;

- The Level 3 Diploma in Children and Young People's Workforce with Social Care Pathway ("the Level 3 Diploma"); and
- The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services ("the Level 5 Diploma").

When these qualifications were first introduced, initially via the National Minimum Standards for Children's Homes, there was not an expectation that those who had already achieved an equivalent qualification should be required to study for the new qualifications. The National Minimum Standards provided information for managers about the types of qualifications they may already have. It stated that any relevant NVQ Level 4, or social work diploma along with an NVQ level 4 management qualification would be accepted, with any new managers being required to start the Level 5 Diploma when they commenced their roles. The Department for Education recently issued advice[2] for providers on how they might establish whether an existing qualification is equivalent as follows;

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[1] The Children's Homes and Looked after Children (Miscellaneous Amendments) (England) Regulations 2013
[2] .Departmental advice for children's homes providers and their partners following amendments to the Children's Homes Regulations 2001

"The term 'equivalent' as used in the regulations should be a judgement by the registered provider based on whether the content of any qualifications held by an individual closely corresponds with the Level 3 in Diploma Children and Young People's Workforce – Social Care Pathway or The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services".

As the question of qualification equivalence is a decision for the provider, and not the Department for Education, we have provided a separate analysis of all the level 3 and Level 5/4 qualifications we asked about, as reported by managers.

More than nine in ten staff (excluding registered managers) held, or were working towards, a Level 3 qualification or higher (92%). The most commonly held qualification was a NVQ Level 3 in Caring for Children and Young People (CCYP) – nearly half of all staff covered by the survey held this qualification.

Compliance with Level 3 qualification requirement

This section explores how many staff meet the requirement for the Level 3 qualification, excluding registered managers (who are expected to have attained a Level 5 qualification). The analysis distinguishes between those staff who do and do not have management responsibility as part of their role.

Figure 3.1: Level 3 qualifications among all staff (excluding registered managers)

Figure 3.1. Level 3 among all staff (excl. registered managers)

- 8%
- 12%
- 80%

■ No - do not hold (and not working towards)
■ Yes - working towards towards Level 3
■ Yes - already hold Level 3
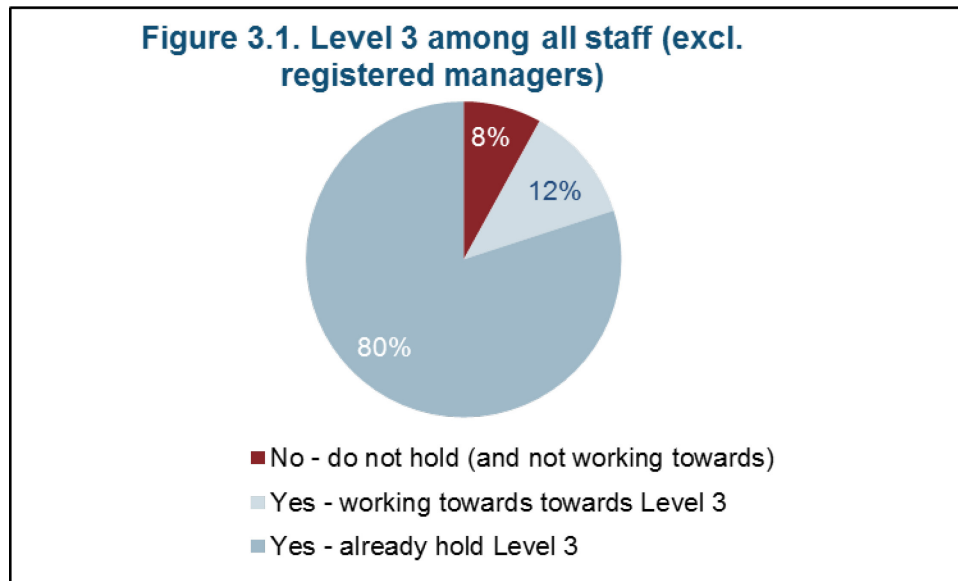
Base: Staff excluding registered managers (4,105)

As shown in Table 3.1 below (and Figure 3.1) – around eight in ten staff held a Level 3 qualification or higher (80%). This proportion was higher (91%) for staff who had some supervisory or management responsibilities. If we also include those who did not hold a Level 3 qualification, but were working towards this at the time of the census, the proportion rises to 92%.

The most commonly held qualification was an NVQ Level 3 in Caring for Children and Young People (CCYP) – which was held by half of the staff, regardless of whether they had some management responsibilities or not.

Table 3.1: Qualifications held at time of census

Qualifications held at time of census	All staff (excl. registered managers)	Does this person manage or supervise other staff.	
		Yes	No
NVQ Level 3 Health and Social Care (CYP pathway)	17%	20%	17%
NVQ Level 3 Caring for Children and Young People	50%	51%	51%
The Level 3 Diploma in Children and Young Peoples Workforce with Social Care Pathway	12%	12%	12%
NVQ Level 4 Health and Social Care (CYP Pathway)	7%	18%	3%
NVQ Level 4 Leadership and Management for care services	5%	14%	2%
The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (England)	2%	5%	1%
SUMMARY- holds a Level 3 qualification or higher	80%	91%	78%
SUMMARY- holds a Level 3 qualification or higher or is working to Level 3	92%	94%	91%
Base	*4,105*	*1,613*	*2,379*

An analysis of staff characteristics suggests little variation– there were no differences of note by gender, age or ethnicity. Rather, holding the qualification is strongly associated with experience of working in children's homes. Staff who came into their current role from another children's home were more likely to hold a Level 3 qualification than those from other professions (92% compared to 80% respectively). Those with 1 year or less experience working in the sector were significantly less likely to hold a Level 3 qualification (34%). Indeed if staff with 1 year or less experience are excluded from the analysis, some 94% of staff currently hold a Level 3 or higher showing that a lack of qualification is largely associated with those who are new to the sector. However, once staff have two or more years experience, the proportion of staff holding or working

towards the level 3 qualification increases to over nine in ten, in line with guidelines allowing staff two years to achieve the qualification.

Table 3.2: Years' experience (total in any children's home) by whether staff hold or are working towards a Level 3 qualification

Whether hold Level 3 or higher	Years' experience (total in any children's home)					
	1 year or less	2 or 3 years	4 or 5 years	6-9 years	10-19 years	20+ years
Yes	34%	74%	88%	94%	94%	88%
No	66%	27%	12%	7%	6%	12%
Whether hold Level 3 or higher (or working towards Level 3)						
Yes	74%	93%	95%	96%	96%	89%
No	26%	7%	4%	4%	4%	11%
Base	*372*	*703*	*634*	*866*	*898*	*291*

It should also be noted that there is a link between highest general level of qualification (i.e. in any subject, regardless of its relevance to the sector) and whether or not staff hold or are working towards a relevant Level 3 qualification. Those who hold a degree (or higher) in any subject were less likely than staff with lower levels of qualification to hold or be working towards a Level 3 qualification (80% compared to 95%). The difference suggests that the Level 3 requirement may be seen by some as less relevant for staff who already have a relatively high level of education. This is discussed in more detail below.

As well as varying with staff experience, possession of a Level 3 qualification also varied by home type. Primarily, and as shown in Table 3.3, a greater proportion of staff in local authority local authority run homes held the Level 3 than in privately run homes (89% compared with 82%). Furthermore, because local authorities run a higher proportion of the larger homes, we also found that homes with a larger number of places had a higher proportion of staff who held a Level 3 qualification.

Table 3.3: Whether staff hold or are working towards a Level 3 qualification by type of home, home capacity and age of youngest child

Whether hold Level 3 or higher	Ownership			Number of places (registered)					Age of youngest child at time of census			
	Local authority	Private	Voluntary	1 or 2	3	4	5	6 or more	0-7 years	8 -11 years	12 – 13 years	14+ years
Yes	89%	82%	77%	77%	80%	82%	85%	87%	89%	86%	86%	80%
No	11%	18%	23%	23%	20%	18%	15%	13%	11%	14%	14%	21%
Whether hold Level 3 of higher (or working towards Level 3)												
Yes	92%	93%	87%	92%	94%	89%	95%	89%	92%	94%	93%	91%
No	8%	7%	13%	8%	6%	9%	5%	11%	8%	6%	7%	10%
Base	*1,030*	*2,821*	*305*	*627*	*751*	*938*	*567*	*1,222*	*171*	*1,349*	*1,194*	*1,289*

Homes that only had older children at the time of the survey tended to have a lower proportion of staff with the Level 3 qualification. As shown in Table 3.3 above, one fifth (21%) of staff in homes where all children were aged 14 and above did not hold the relevant Level 3 qualification (compared with 13% of homes with younger children).

Discussion of 'other' qualifications held where Level 3 is not held

There is some evidence that those who do not have the Level 3 qualification have higher general levels of education than those who do have it. Nearly two in five (38%) staff (excluding the registered manager) who did not hold and were not working towards a Level 3 held a first degree or post-graduate qualification. This was around three times the proportion of staff who held or were working towards a Level 3 qualification.

To limit the burden on homes, managers were not asked to record the subject area of their staff's general qualifications. So, although it is not possible to say definitively, it seems probable that some homes (and staff) view the Level 3 qualification as less relevant to graduate level staff.

Managers with Level 5 and equivalent qualifications

Just over three quarters of registered managers (76%) held either the Level 5 qualification or the directly equivalent Level 4 qualification[3]. In addition to this, a further 14% were currently working towards the Level 5 qualification. Therefore, nine out of ten managers held a relevant qualification or were working towards it.

Figure 3.2: Level 5 qualifications among registered managers

Figure 3.2 Level 5 among registered managers

- 10%
- 14%
- 76%

- ■ No - do not hold (and not working towards)
- ■ Yes - working towards towards Level 5
- ■ Yes - already hold Level 5 or Level 4 equivalent
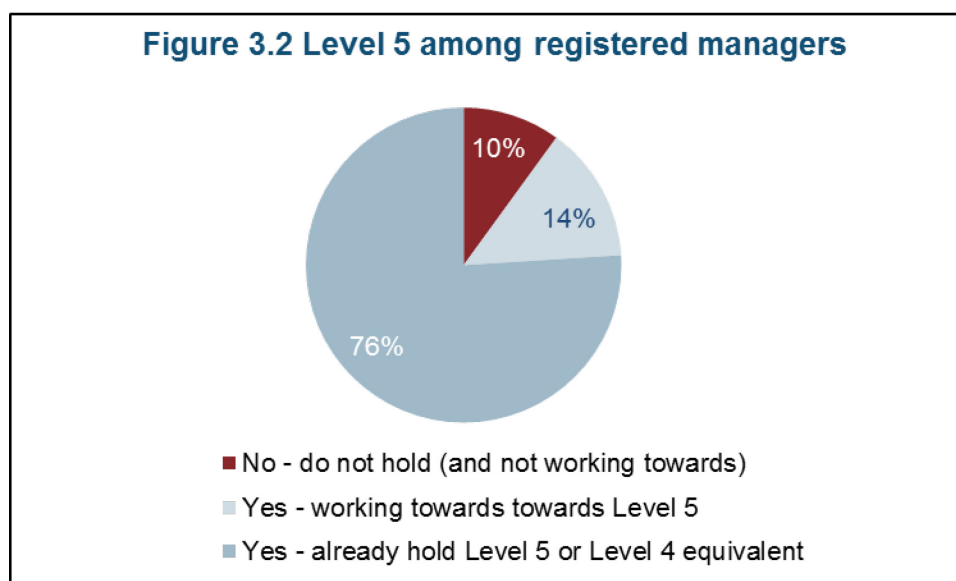
Base: All registered managers (841)

As stated above, managers can also hold other qualifications that may be appropriate depending on the components they have taken. An NVQ level 4 Health and Social Care (Children's Pathway) qualification meets the requirements of the regulation as an equivalent qualification if it is combined with a leadership and management qualification. The census did not capture the level of detail required to answer whether managers who did not have the level 5 qualification met the regulation by other routes. However, the census does show us that 2% of all managers don't hold the Level 5 qualification but do hold the NVQ level 4 Health and Social Care (Children's Pathway) qualification.

Unlike the level 3 qualification amongst staff, there were no significant differences between managers who held the Level 5 qualification or Level 4 equivalent in local authority run homes and privately run homes. There were also no significant differences

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[3] NVQ Level 4 Leadership and Management for Care Services

based on home Ofsted rating, number of places in the homes or amount of budget for continuing professional development.

Analysis was attempted to look at the highest level of qualification and amount of years experience amongst staff who did not hold or were working towards the Level 5 qualification, or equivalent. However, the number of responses were too small to support the analysis.

4. Staffing levels and recruitment in the sector

Summary

The number of staff in each home varied between 1 and 95, with an average of 12. Homes with a higher number of places had a higher average number of staff than those with a lower number of places. Local authority homes had a slightly higher average number of staff than privately run homes (15 compared to 11), but this is simply a result of privately run homes having fewer places.

Recruitment of new staff seemed to be a particular issue, with 54% of managers saying it is difficult to recruit new staff. Lack of experience (reported by 91% of managers who said they have difficulty recruiting gave this response) and lack of qualifications amongst applicants (52%) were the main reasons given for the difficulties managers experienced recruiting staff.

Career pathways into and out of working in children's homes were varied. Primarily, staff came from and left to other children's homes (29% and 44% respectively). Other jobs working with young people were also common previous (14%) and subsequent (40%) roles.

This chapter outlines the number of staff working in children's homes and their profile (including gender age and ethnicity, child to staff ratios, the numbers of managers in homes, recruitment and career pathways).

A profile of the surveyed workforce

This section examines the profile of the children's homes' workforce. The census questionnaire included items on gender, age and ethnicity of a sample of staff members as well as information on supervisory or managerial responsibilities. It should be noted that responses to these questions was capped at 6 per home, including the registered manager, so homes picked a random sub-sample of staff members if they had more than 6 staff including the manager. The main results are shown in Table 4.1.

Table 4.1: Demographic profile of staff working in children's homes

| | | Total (all homes) | Does this person manage or supervise other staff? | | Home manager |
			Yes	No	
Gender	Male	42%	39%	43%	37%
	Female	58%	60%	57%	63%
	Prefer not to say	1%	1%	1%	*
Age	16 – 24	7%	2%	10%	-
	25 – 34	31%	30%	33%	18%
	35 - 44	27%	29%	26%	34%
	45 – 54	25%	30%	24%	33%
	55+	7%	9%	7%	14%
	Prefer not to say	1%	1%	1%	1%
Ethnicity	White	83%	88%	81%	89%
	Asian or Asian British	3%	2%	3%	2%
	Black or Black British	10%	7%	12%	5%
	Other	3%	2%	3%	3%
	Don't know	*	*	*	*
	Prefer not to say	1%	1%	1%	1%

Base sizes vary: gender (4,825); age (4,744), ethnicity (4,819), managers/ supervisors (4,815); home managers (gender: 825, age: 818, ethnicity: 822). Percentages exclude blank responses.

Women make up a slight majority of the workforce in children's homes; 58% of staff covered by the census questions were female and 42% male. 60% of supervisors/staff managers and 63% of home managers were women.

Most staff (84%)[4] were aged between 25 and 54 years with 7% of staff in each of the younger and older age groups. Staff in local authority homes were significantly more likely than those in private or voluntary sector homes to be in the older age groups

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[4] Due to rounding, figures in the table may not match figures in the text.

(aged 35 and older – 77% for local authority homes compared to 54% for private homes and 55% for voluntary sector homes). Conversely, staff in private or voluntary sector homes were significantly more likely to be in the younger age groups; 45% of staff in both private and voluntary sector homes were aged 16 to 34, compared to 23% of staff in local authority homes.

In terms of ethnicity the large majority of children's home staff were reported to be White (83%), broadly in line with the population profile for England and Wales (86% White). However, there were more than three times as many Black or Black British staff in children's homes than in the general population. Ten per cent of staff were Black or Black British compared to just over three per cent of the population as a whole. Conversely, Asian and Asian British people were less represented in children's home workforces than in the general population (compared to 7.5% of the wider population).

At the home management level, the proportion of Black or Black British staff falls to five per cent, with most home managers falling into the White category (89%).

Numbers of staff in homes

The number of staff working with children and young people in children's homes ranged from one to 95 with an average (mean) of 12. In local authority and voluntary sector run homes, the average number of staff was 15, while for privately run homes it was 11. Table 4.2 below shows the average number of staff by number of places and by sector.

Table 4.2: Average number of staff by number of places

Number of places	Total	Local Authority-run homes	Privately run homes
1 or 2	6.8	8.9	6.7
3	8.8	9.9	8.7
4	11.7	12.5	11.4
5	12.9	13.9	12.4
6 or more	17.0	17.6	15.9
Base	*841*	*206*	*583*

Based on findings in this census, the national workforce in care homes is around 20,000[5] and the table below (Table 4.3) shows how this varies by region. This would capture staffing at homes between October and December 2013 and, for a small proportion of homes, April and May 2014, and includes both managerial and non-managerial staff.

Table 4.3: Size of workforce by region

Region	Size of workforce
North East	1,420
North West	4,470
Yorkshire and the Humber	1,830
East Midlands	1,870
West Midlands	3,310
East of England	1,980
London	1,050
South East	2,620
South West	1,520
Total	**20,060**

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[5] The weighted number of staff in homes that responded to the census grossed up to represent the population of all homes from the Ofsted database.

The numbers of staff vary by region but this reflects the fact that population of the country varies by region. More people live in the North West of England than live in the East of England so it is not surprising that the workforce is bigger in that region. It also reflects the fact that there are a larger proportion of children's homes in the North West, West Midlands and South East of England.[6]

Overall, 40 % of all homes surveyed reported having 10 to 15 staff who worked directly with children and young people (see Figure 4.1).

Figure 4.1: Numbers of staff working with children
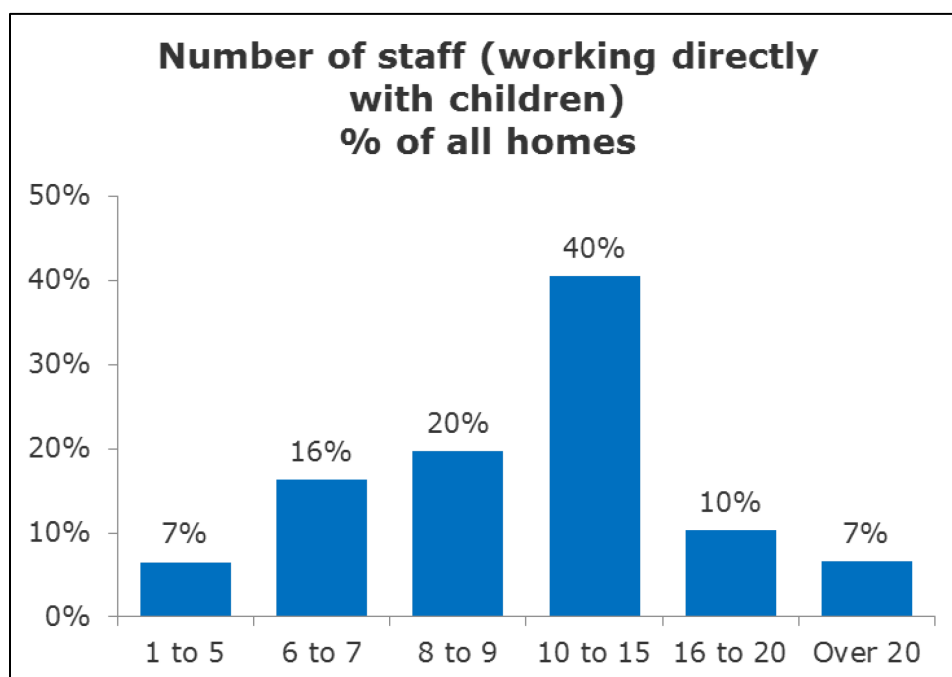
Child to staff ratios and how they differ across the sector

As would be expected, the number of staff per home is closely linked to the number of places in the home. For example, homes with just one or two places had an average of seven staff working directly with children and young people, whereas homes with six places or more had an average of 17 members of staff.

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[6] DfE children's homes data pack 2014

Staff with supervisory or management responsibilities

Home managers were asked how many staff (including the manager completing the questionnaire) currently working in the home had responsibility for supervising[7] or managing other members of staff. The mean average for all homes providing an answer to this question was 3.5 (compared to a mean staff number for all homes of 12).

Table 4.4 shows the average numbers of managers / supervisors and the average staff per manager / supervisor by sector and size of home.

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[7] A definition of supervisor was not given in the questionnaire. Therefore, included in this category could be shift supervisors or leaders, along with those who have a role in giving professional supervision.

Table 4.4: Mean numbers of managers and manager/staff ratios by sector and size of home

Sector / Size	Mean number of managers/supervisors	Mean number of staff per manager/supervisor
Local authority-run homes	3.8	4.0
Privately run homes	3.3	3.9
Voluntary sector homes	4.2	3.6
1 to 2 places	2.5	4.0
3 places	2.8	4.1
4 places	3.5	3.5
5 places	3.6	3.9
6 or more places	4.5	4.0
All homes	3.5	3.9
Base	*836*	*832*

In privately run homes the average number of managers and supervisors was 3.3 compared to 3.8 for local authority-run homes and 4.2 for voluntary sector homes (the latter with a low base size). This is probably to be expected because privately run homes tend to be smaller than local authority-run homes. Table 4.5 shows the breakdown of average number of staff with managerial responsibility by sector and by number of places.

Table 4.5: Average number of staff with managerial responsibility by home capacity by sector
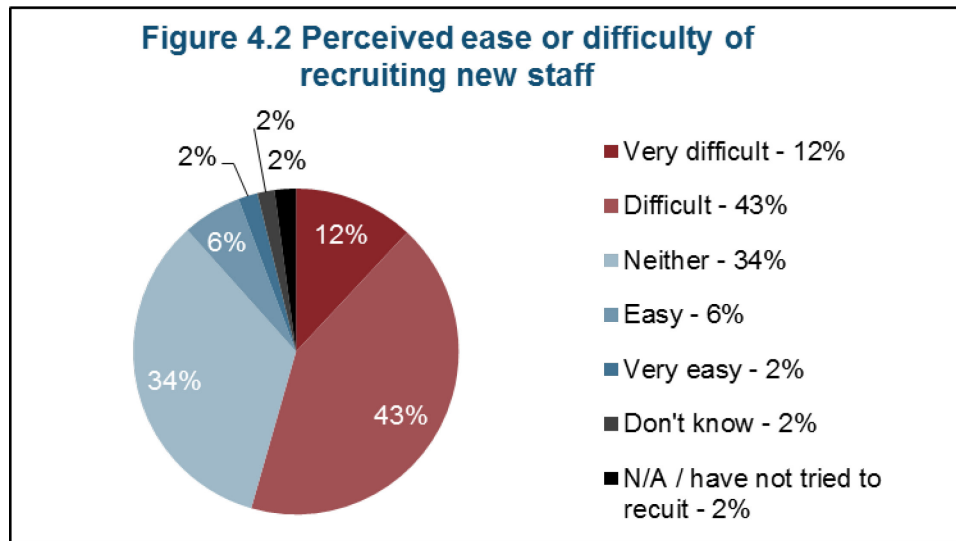
Number of places	Total	Local Authority-run homes	Privately run homes	Voluntary homes
1 or 2	2.5	2.2	2.5	1.9
3	2.8	2.5	2.9	2.0
4	3.5	3.3	3.6	3.6
5	3.6	3.6	3.5	4.5
6 or more	4.5	4.4	4.6	5.1
Base	_836_	_206_	_578_	_52_

As would be expected the average number of managers increased with the size of the home. Homes with more places tended to have more managers / supervisors than smaller homes, which would be expected.

Perceptions of recruitment in the sector

The census suggests that there are difficulties with recruitment in the sector. More than half of the registered managers responding (54%) said that it was 'difficult' to find staff with the appropriate level of skills and training when recruiting. As shown in Figure 4.2, less than one in ten (8%) said that it was easy or _very_ easy to recruit new staff.

Figure 4.2: Perceived ease or difficulty of recruiting new staff

Figure 4.2 Perceived ease or difficulty of recruiting new staff

- ■ Very difficult - 12%
- ■ Difficult - 43%
- ■ Neither - 34%
- ■ Easy - 6%
- ■ Very easy - 2%
- ■ Don't know - 2%
- ■ N/A / have not tried to recruit - 2%

Base: All homes (841)

Perceptions of the difficulty of recruiting vary quite substantially between managers of local authority run and privately run homes. Only around a third (37%) of managers in local authority run homes indicated that recruitment was difficult compared with 60% of those in privately run homes. One in five managers in local authority run homes described recruitment as easy (21%), four times the proportion who said this was the case in privately run homes (5%). A discussion of the reasons for recruitment difficulties is provided below.

Table 4.6: Ease of recruitment by sector

	Local authority run homes	Privately run homes
Very easy	6%	1%
Easy	15%	4%
Neither easy nor difficult	37%	31%
Difficult	29%	47%
Very difficult	8%	13%
Don't know	2%	2%
N/A – haven't tried to recruit	3%	2%
Base	*206*	*583*

It should also be noted that, while the base sizes in some regions are low (below 50 homes), the census findings suggest some regional pockets where recruitment is seen as particularly difficult (see table 4.7). Most notably a higher than average proportion of homes in London and the South East described recruitment as being difficult (68% and 64% respectively).

Table 4.7: Perceived ease or difficulty of recruiting new staff by region

	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West
Easy (net)	14%	9%	11%	9%	6%	9%	7%	5%	6%
Neither	47%	38%	31%	36%	33%	28%	18%	28%	30%
Difficult (net)	39%	48%	53%	56%	54%	60%	68%	64%	59%
Don't know / N/A	0%	4%	6%	0%	6%	3%	7%	3%	4%
Bases vary (all homes in region)	*56*	*207*	*71*	*73*	*153*	*71*	*41*	*96*	*68*

Reasons for difficulty in recruitment

Those who felt that it was difficult or very difficult to recruit staff were asked why they thought this was the case[8]. The main reasons given are summarised in Table 4.8, both as a percentage of all homes (i.e. regardless of whether they thought that recruitment was difficult or not) and as a percentage of those stating that recruitment was difficult. Responses can be grouped into two main sets: those that relate to the lack of suitable applicants, and those which relate to wider market and financial factors.

Table 4.8: Reasons for difficulty in recruitment

Reasons for difficulty in recruitment	% of all homes	% who stated that recruitment was difficult
Lack of suitable applicants (combined)	**53%**	**97%**
Too few applicants with the right experience	49%	91%
No qualified applicants	28%	52%
Too few applicants	17%	31%
Applicants unable to meet personal requirements of the job	1%	1%
Market / financial factors (combined)	**13%**	**23%**
Couldn't afford wages required by applicants	8%	14%
Competition from other types of work	6%	10%
Cost of living in this area too high	3%	6%
Other factors		
Candidates wanting different hours to those offered	15%	28%
Finding temporary cover	2%	4%
Geographical barriers	*	1%
Bases vary: All respondents; respondents who said it was difficult to recruit	*841*	*452*

[8] Respondents were asked to select their reasons from a list of pre-coded answers with the option of choosing 'other' and writing their reasons verbatim. Where 'other' was selected these answers have been coded to a common set of recurring themes.

Overall, the findings suggest that demand for suitable applicants outweighs supply. Nearly all (97%) the registered managers who felt that recruitment was difficult gave a reason related to lack of suitable applicants, most notably there being 'too few applicants with the right experience' (91%).This equates to half (49%) of *all* registered managers saying that they felt too few applicants with the right experience was an issue. There also seemed to be specific issues with the availability of qualified applicants (28% of all registered managers indicated that having *no* qualified applicants was a problem).

Market and financial factors were seen to be less of a problem overall, although a quarter (23%) of those who felt that recruitment was difficult said it was because of these factors (the equivalent of around one in ten of all home managers). Generally this was because they felt they could not afford the wages required or faced competition from other types of work (rather than the cost of living in the area). Market and financial factors were seen as more of a problem by those in privately run homes.

Perceived difficulties appeared to be common across all types of children's homes in the sector. There was little variation by Ofsted rating, size of home or services offered. However, of managers who cited that they had recruitment difficulties, privately run homes were twice as likely as local authority run homes to cite difficulties relating to market or financial factors - 25% of privately run homes that experienced difficulties cited one of these reasons compared with 16% of local authority run homes. In particular, those in privately run homes were more likely to cite being unable to afford applicants' wages (16% compared with 4% of local authority run homes) and competition from other types of work (11% compared with 6%). Privately run homes were also more likely to cite a lack of applicants with the right experience as a barrier to recruitment, with 54% of all privately run homes citing this as a barrier compared to 35% of all local authority run homes.

Career pathways – routes in and out of the sector

Respondents were asked to indicate where each of the selected members of staff had worked prior to joining their home: 29% had previously worked in another children's home (see Table 4.9).

Table 4.9: Career pathways – staff routes into working in children's homes

Job before working at your home	% of staff covered by census
Another children's home	29%
Work with young people	14%
Adult social care	9%
Education / school work	6%
Early Years childcare	4%
Family support work	2%
Something else	29%
Don't know	4%
Base (response options mentioned by less than 2% of respondents are excluded from this table)[9]	*4,890*

Respondents were also asked "And when staff leave your home, which of the following types of job do they generally move to?". Responses are summarised in Table 4.10.

As with routes into working in children's homes, most staff leaving homes were reported to be moving into similar lines of work. The most common types of job taken up by leavers were working in another children's home (44%) and working with young people (40%). Another quarter (25%) moved to take up posts in education or school work.

The results of the census questions on career pathways indicated that there was a significant group of staff that was staying within the children's homes sector, joining the current home from another children's home (29%) and with another children's home being the most common destination for leavers (44%).

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[9] Note that the managers responding to the census could select all responses that applied, therefore responses can total to more than 100%.

Table 4.10: Career pathways – destinations of staff leaving children's homes

Destinations of staff leaving children's homes	% of responses
Another children's home	44%
Work with young people	40%
Education / school work	25%
Family support work	17%
Adult social care	14%
Foster care	4%
Social Work	3%
Career change / variety of posts	3%
Early Years childcare	3%
Retire	2%
Out of the childcare industry	2%
They don't / they rarely leave	2%
Health	2%
Something else	3%
Don't know	17%
Base (response options mentioned by less than 2 % of respondents are excluded from this table)	*783*

5. Supporting and training children's homes staff

Summary

Most children's homes (75%) had some budget for Continuous Professional Development (CPD). However, half of managers (51%) reporting that they had a budget for CPD did not know exactly how much budget had been allocated.

Generally homes were uniform in the support and training they provided for staff. Nearly all (98%) had a formal appraisal system in place and had CPD in place for staff (93%). There was little variation in this regard between local authority and privately run homes. Around four in five homes offered to release staff for external training (83%), brought in external trainers to the home (79%) and offered internal training (80%).

Managers were asked as part of the census about the amount of continuous professional development (CPD) and training opportunities they made available to their staff. The questions covered whether they had a budget for CPD, and if so how much this budget was. They were also asked about specific types of training they offer their staff and whether a formal appraisal or CPD system was in place at the home.

Training and CPD in homes

The final section of the census included a number of questions to assess the extent of training, CPD and formal appraisal within homes. These included whether the home:

- Had a budget within their organisation allocated for staff training and CPD (and the size of this budget).

- Organised any training for staff.

- Had a formal appraisal system for their staff.

- Had CPD in place for their staff.

As summarised in Table 5.1, most homes had each of the elements outlined above in place. In particular, nearly all homes said they had: a formal appraisal system; CPD for

staff; and a comprehensive induction programme. Some form of external or internal training for staff was also evident in a large majority of homes.

Only one in ten answered that there was no budget allocated. However it should be noted that a large proportion of respondents who said that they did have a budget for CPD, said that they didn't know the size of the training and CPD budget or failed to provide a response to this question (51% of homes who said they had a budget for training and CPD). The figures shown in Figure 5.1 are based only on the 403 homes where the budget was known. Of these homes 39% had allocated £6,000 or more for this purpose.

Figure 5.1: Size of budgets for training and CPD

Figure 5.1 Size of budgets for training and CPD
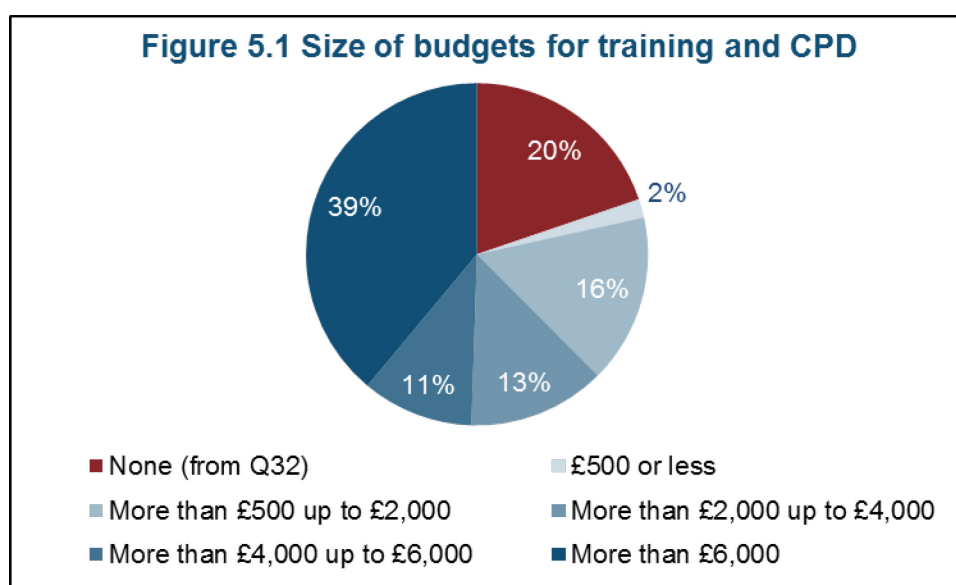
Base: Homes where budget for CPD was known (403)

Budgets in local authority run homes tended to be higher than in the private sector. Some 44% of local authority run homes, where the budget was known, said that more than £6,000 had been allocated (compared with 36% in the private sector).

Table 5.1: Summary of training and CPD activities in children's homes

Presence of training, CPD and appraisal elements	Total	Local authority run	Privately run	Voluntary homes
Formal appraisal system in place	*98%*	99%	98%	98%
CPD in place for staff	*93%*	95%	93%	93%

Budget for CPD	*75%*	77%	73%	90%
A comprehensive induction programme for new staff	*93%*	94%	92%	94%
Release staff for external training	*83%*	91%	80%	86%
Bring in external trainers to home	*79%*	82%	78%	83%
Offer internal training (run by your own staff at the home)	*80%*	84%	78%	90%
Base	*841*	*206*	*583*	*52*

Size of home (in terms of the number of registered places) was also linked to presence of training, CPD and appraisal. Larger homes – presumably with larger budgets and greater access to resources – were more likely to have more of the elements described above in place.

Overall, the amount of budget available for CPD made no difference to the types of training which were made available to staff. The only significant difference was in offering to release staff for external training, where 80% of homes with a budget of £4,000 or less for CPD made this available to their staff compared to 91% of homes with a budget of more than £4,000.

While there is considerable variation in training and CPD practices, as measured by the census, there appears to be no link between the presence of training and CPD and how easy or difficult homes find it to recruit staff.

6. Types of homes in the sector and services offered

Summary

The majority of homes (81%) defined themselves as a long-term home that cared for children until they are prepared and ready for 'leaving care' support. Nearly a third (31%) also said they offered short term care, with a quarter (26%) saying they offered both long and short term care. Over four in five homes (83%) provided care for children with significant emotional and behavioural difficulties, and 79% catered for children with behavioural issues and children who have been placed in a home following a disrupted foster placement. Three quarters of homes (76%) offered "leaving care support".

Local authority run homes tended to have more places, with 55% having six places or more compared to 18% of privately run homes. Occupancy rates tended to be similar in local authority homes (86%) and privately run homes (79%).

Homes catered for a wide range of children, from 0 to 24 years, but on average, homes catered for a 4 year age range between 11 and 15 years. Only a small proportion (5%) had children aged 0 to 7. Half said that children stayed with them for one to three years.

This section provides an overview of the services offered by children's homes. The data used in drawing up this profile was drawn from registered managers' answers to the survey.

Profile of surveyed homes

Ofsted records, provided by the Department for Education, as outlined in the Sampling section of Chapter 1, indicate that the children's home sector is split into three main sectors: Local Authority-run homes (22% of the sample), privately run homes (73%) and homes run by voluntary sector organisations (five per cent).

During this research 69% of responses came from private sector homes; 25% were from local authority run homes and six per cent were from the voluntary sector. As discussed in chapter 1, these responses were then weighted in line with Ofsted records to ensure the data presented is representative of the sector. The attributes which we used in the weighting are discussed in Section 1.

Overview of types of home

Managers were asked to select from a list the description(s) that best matched their home's statement of purpose. As Table 6.1 shows most (81%) managers said that their home offered long-term care and 31% said that their home offered short-term care. Respondents could choose more than one response to the question, reflecting the multiple purposes of some homes, with 26% of managers reporting that their homes provided both short- and long-term care; over half (55%) offered long-term but not short-term care, while five per cent only offered short-term care.

Of the other descriptions of homes' purposes, 37% of respondents said that theirs was a home that provided specialist support for children and young people who may have particular challenges and 29% said that their home provided specialist support and therapy for children.

15% of managers responding to the survey said that their home was a therapeutic community and the same proportion said that their home provided intensive support to one or two children assessed as presenting a risk to themselves or others. There was no variation by home type (i.e. private or local authority).

Table 6.1: Best description of the children's home (as described by the home's statement of purpose)

Which of the following best describes your home (as described by the home's statement of purpose)?	% of responses
A long-term home - caring for children until they are prepared and ready for 'leaving care' support, including moving to another placement	81%
A home which provides specialist support for children and young people who may have particular challenges (e.g. those children at risk of sexual abuse or sexual exploitation)	37%
A 'short term' home - to provide support to children to enable their return to family or foster care or to assess their needs for longer term specialist residential care	31%
A home which provides specialist support and therapy for children - i.e. a home providing clinical treatment and support to children in response to their assessed needs, described in the child's care plan	29%
A therapeutic community	15%
A 1-2 place home - providing intensive support to 1 or 2 children who are assessed as presenting a risk to themselves or others	15%
Base: 841 (response options mentioned by less than 2 % of respondents are excluded from this table)	

Numbers of places in homes

Across all sectors, the average number of places per home was 4.4 (based on the 832 homes for which data on places were included in the sample file). However, there was considerable variation by sector; the mean number of places for local authority homes was 5.7 and for private homes it was 3.9.

Table 6.2 below shows the distribution of places in local authority and private sector children's homes. Over half (55%) of local authority run homes had six or more places compared to 18% of privately run homes. Conversely, private homes were much more likely to have a small number of places: nearly half (48%) of privately run children's homes surveyed had one to three places, compared to 16% of local authority run homes.

Table 6.2: Number of places by sector

Number of places	Total	Local authority run	Privately run	Voluntary homes
1 or 2	*20%*	8%	24%	6%
3	*20%*	8%	24%	5%
4	*21%*	14%	22%	32%
5	*12%*	15%	11%	19%
6 or more	27%	55%	18%	39%
Base	*841*	*206*	*583*	*52*

Occupancy levels in homes

Occupancy rates (the number of children currently resident as a proportion of the number of registered places) were 86% in local authority run homes and 79% in privately run homes. Across all homes surveyed (including voluntary sector homes), the occupancy rate was 82%

Table 6.3: Occupancy rates

	Number of registered places (mean)	Number of children currently resident (mean)	Occupancy rate
Local authority run homes	5.7	4.9	86%
Privately run homes	3.9	3.1	79%
All homes surveyed	4.4	3.6	82%
Base	*832*	*841*	

Age of children accommodated in homes

Children's homes taking part in the survey cared for children and young people aged from 0 to 24 years (a small number of homes continued to care for residents into adulthood).

Table 6.4 shows the distribution of different age groups in the children's homes taking part in the census. The age profiles of private and local authority run homes were similar, with a very small proportion of homes caring for children under the age of seven years old and most taking children over the age of 14 years. This reflects the fact that older children make up the majority of children placed in children's homes.

Table 6.4: Age of children in children's homes

Age group	Age of youngest person resident (% of responses)	Age of oldest person resident (% of responses)
0 to 7 years	5%	0%
8 to 11 years	34%	1%
12 to 13 years	28%	3%
14 years and over	32%	94%
Base (excludes responses of don't know and prefer not to say)	*827*	*750*

Length of time children stay in homes

Children's home managers completing the questionnaire were asked, "On average, how long are children and young people resident at your home?" Table 6.5 summarises their responses.

Half of children and young people stayed at the homes for one to three years, with the majority of these staying from one to two years (30%).

There were no statistically significant differences between local authority run and privately run homes. Voluntary sector homes had the highest proportion of long-stay residents – of the 51 homes surveyed, 16 said residents stay for more than 3 years (which equates to 31%).

Table 6.5: Average length of time children stay in homes

Average length of stay	% of home managers responding
3 months or less	3%
6 months or less	2%
More than 6 months and up to 1 year	13%
More than 1 year and up to 2 years	30%
More than 2 years and up to 3 years	20%
More than 3 years	13%
Varies too much to say	19%
Base	*832*

Types of needs provided for and services offered

The census questionnaire asked managers to describe the range of children's needs their home could accommodate (as described in the home's statement of purpose). As Table 6.6 shows, 83% of homes care for children with significant emotional and behavioural difficulties, with a similar proportion caring for children with behavioural issues or from previously disrupted foster placements (each 79%); a further 71% of homes provide for children at risk of sexual abuse or sexual exploitation.

Table 6.6: Types of needs provided for by homes

Needs provided for by the home	% of home managers responding
Children with significant emotional and behavioural difficulties who are not included under (8) below	83%
Children with behavioural issues (including children subject to youth justice interventions who are children looked after as a result of remand by the youth court)	79%
Children placed in a children's home following previous disrupted foster placements	79%
Children at risk of sexual abuse/sexual exploitation	71%
(5) Children with learning disabilities (who are likely to have a statement of SEN)	56%
Children with learning needs who are not included under (5) above (e.g. who have been unable to access education (excluded from mainstream school))	54%
Younger children [under 12] with attachment difficulties	39%
(8) Children with acute mental health needs (e.g. requiring treatment provided by qualified clinicians provided on-site or under contract as part of placement)	17%
Children with physical disabilities or sensory impairment	12%
Something else	1%
None of these	*
Base	*783*

In general, differences between the sectors were not statistically significant with the exception of homes caring for younger children (under 12 years of age) with attachment difficulties: these were significantly more likely to be privately run than local authority homes (44% of privately run homes against 25% of local authority run homes).

Table 6.7 shows the range of services offered by homes. Three-quarters (76%) of homes offered support for young people to prepare them for the transition to adulthood; other services were offered less frequently. The next most frequently offered services were specialist support or therapy for the child (offered by 34% of homes), clinical treatment by relevant professionals (24%) and a short-stay service to assess children's

needs (24%). Six per cent responded that they did not provide any of the services listed.

Table 6.7: Services offered by homes

Services offered by homes	% of home managers responding	Local authority run homes	Privately run homes	Voluntary homes
Support for young people to prepare them for transition to adulthood ("leaving care support")	76%	79%	76%	66%
Specialist support or therapy for the child – provided by staff in the home	34%	13%	40%	45%
Clinical treatment – only if as part of the placement children are provided with a programme of treatment by relevant professionals (e.g. clinical psychologists, registered mental health professionals)	24%	9%	29%	27%
A short-stay service for the purpose of assessing the child's needs	24%	28%	23%	29%
Family therapy – to support the child to return to foster care/family placement	18%	15%	20%	9%
Education – only if the home is dually registered as a school.	14%	1%	19%	10%
Social Pedagogue support	14%	13%	13%	22%
Art, music or drama therapy	10%	1%	12%	15%
Speech and/or language therapy	7%	2%	8%	16%
Any other care	2%	2%	2%	8%
None of these	6%	9%	5%	6%
Base	*783*	*206*	*526*	*51*

There were four services offered where the differences between privately run homes and local authority homes were statistically significant. Privately run homes were more likely than local authority homes to:

- be registered schools and offer education (19% for private homes compared to one per cent for local authority homes);

- offer clinical support (29% compared to nine per cent);

- offer art, music or drama therapy (12% compared to one per cent);

- offer specialist support or therapy delivered by staff in the home (40% compared to 13% of local authority run homes).

Overall, privately run homes were more likely to offer specialist support (65%) compared to local authority run homes (40%).

Placement Distance

Managers were asked how many young people who were currently resident in their home came from more than 20 miles away. Around two-thirds (63 %) of all homes had at least one child who came from more than 20 miles away, with nearly one third (31 %) indicating that this was the case for all of their children.

7. Conclusions

The level of staff meeting qualifications set out in regulation was generally positive across the sector. Managers reported that 80% of staff held a Level 3 qualification or higher and 12% were working towards the Level 3 Diploma. Nine in ten managers held the Level 5 or equivalent Level 4 qualification.

Overall, managers reported that only 1% of staff were being paid at or below the National Minimum Wage (NMW) and 11% of staff were being paid less than the Living Wage Rate (LWR). There are areas where staff pay is low (for example, London where 27% of all staff in the region are paid below the LWR). Similarly, it was more common for staff to be paid below the LWR in the private sector compared (15% in private sector compared with 0% in local authority run homes). All other staff were paid above the NMW and LWR.

All homes have some form of training and personal development system in place for their staff. Three quarters have budget for continuous professional development (CPD), nearly all (98%) had a formal appraisal system and 93% had CPD in place for their staff. Generally a variety of training is available to staff, with 83% of homes offering to release staff for external training, 79% saying they bring in external trainers to the home and 80% offering internal training. The census did not capture if additional training to these options was offered by homes.

Recruitment of new staff across the sector seems to be of concern to managers, with over half of all managers (54%) saying that they find it difficult to recruit. When those who have difficulty recruiting were asked why they believe they have these difficulties, the main responses were that applicants do not have the required experience (91%) and do not have the necessary qualifications (52%).

Career pathways into and out of children's homes seemed to be broadly similar. Staff primarily come from other children's homes (29%) and leave to go to another children's home (44%). The second most common response to these questions was that staff come from a job working with young people (14%) and leave to go into employment working with young people (40%). This suggests that staff who work in children's homes have a passion for working with young people and generally their careers focus on this work, whether in children's homes or a related sector.

There were some significant differences between local authority and privately run homes. Local authority run homes tended to have a larger number of places than

privately run homes, but occupancy rates were similar between the two types of home. Reflecting this, local authority run homes tended to have a higher number of staff on average (15) compared to privately run homes (11).

Overall, staff in privately run homes tended to work longer hours on average (38.6 hours a week) compared to local authority run homes (33.9 hours a week). Similarly, managers in local authority run homes worked 36 hours a week on average against 40 hours on average amongst managers in privately run homes.

Privately run homes paid less per hour than local authority homes, with an average of £9.39 per hour in privately run homes against £13.28 in local authority run homes. In local authority homes, non-managerial staff were paid £12.04 per hour on average, with managerial staff being paid £16.33. Conversely, non-managerial staff in privately run homes were paid £8.52 per hour on average, and managerial staff £11.38 per hour

Annex 1: Questionnaire

<u>**Introduction**</u>

Thank you for taking part.

This short survey is to collect information on the number and type of staff who work at your children's home and the services you offer to children and young people.

By completing this survey you will be part of the first national census of all children's homes in England commissioned by The Department for Education (DfE).

TNS BMRB and the National Children's Bureau are working in partnership to deliver this research. The findings will be used to inform a national programme being led by the DfE to review the effectiveness of the current training and qualifications for those working in homes and to understand wider implementation issues for any changes to the content and level of the training and qualifications required by staff.

Your responses will be combined with answers from other children's homes taking part in the research before being analysed – we treat all answers as confidential and will only pass anonymised data on to DfE. Reports will be written on the findings from this research in which it will not be possible to identify any institutions or individuals who took part.

<u>**Preamble before first section**</u>

Firstly we would like to collect some information about the number of children and young people you accommodate / work with.

ASK ALL

Q3a. *C*urrently **how many children and young people are resident in your home?**

NOTE: That is how many places are currently occupied.
- Enter Number
- Don't know
- Refused

IF DON'T KNOW OR REFUSED.

Q3b. Which of the following is closest to the total number of children and young

people resident in your home?

- 1
- 2
- 3 - 4
- 5 – 6
- 7 – 10
- 11 or more
- Don't know
- Refused

Q4. And, on average, how long are children and young people resident at your home?

NOTE: We know this varies - we are interested in the approximate average stay of most children and young people.

- 3 months or less
- 6 months or less
- More than 6 months and up to 1 year
- More than 1 year and up to 2 years
- More than 2 years and up to 3 years
- More than 3 years
- Varies too much to say

Q5. What age is the youngest child / young person you accommodate?

IF >1 at Q3a or Q3b

Q6. What age is the oldest child / young person you accommodate?

- Youngest
- Oldest
- Don't know
- Refused

IF Don't know or Refused at Q5

Q7. Which of the following is closest to the age of the youngest child / young person you accommodate?

- Under 5
- 5-9
- 10-12
- 13-15
- 16
- 17

- 18
- Older than 18
- Don't know
- Refused

Q8. Which of the following is closest to the age of the oldest child / young person you accommodate?

- Under 5
- 5-9
- 10-12
- 13-15
- 16
- 17
- 18
- Older than 18
- Don't know
- Refused

Q9. Please describe the range of needs provided for by your home – i.e. as described by your home's Statement of Purpose...

SELECT ALL THAT APPLY FROM THE FOLLOWING LIST

a) Children with learning disabilities (who are likely to have a statement of SEN)
b) Children with behavioural issues (including children subject to youth justice interventions who are children looked after as a result of remand by the youth court)
c) Children with learning needs who are not included under (a) (e.g. who have been unable to access education (excluded from mainstream school))
d) Children with acute mental health needs (e.g. requiring treatment provided by qualified clinicians provided on-site or under contract as part of placement)
e) Children with significant emotional and behavioural difficulties who are not included under (d)
f) Children placed in a children's home following previous disrupted foster placements
g) Younger children [under 12] with attachment difficulties
h) Children with physical disabilities or sensory impairment.
i) Children at risk of sexual abuse/sexual exploitation
j) Something else (please specify)
k) None of these

Q10. Which of the following best describes your home (as described by the home's statement of purpose)?

SELECT ALL THAT APPLY

- **A "short term" home** – to provide support to children to enable their return to family or foster care or to assess their needs for longer term specialist residential care
- **A long-term home** - caring for children until they are prepared and ready for "leaving care"support, including moving to another placement.
- **A 1-2 place home -** providing intensive support to 1 or 2 children who are assessed as presenting a risk to themselves or others
- **A home which provides specialist support and therapy for children -** i.e. a home providing clinical treatment and support to children in response to their assessed needs, described in the child's care plan
- **A home which provides specialist support for children and young people who may have particular challenges** (e.g. those children at risk of sexual abuse or sexual exploitation)
- **A secure home**
- **A therapeutic community**
- **Something else (please specify)**
- **None of these**

Q11. And which of the following does your home provide?

SELECT ALL THAT APPLY

- **A short-stay service for the purpose of assessing the child's needs**
- **Education** –only select this if your home is dually registered as a school.
- **Clinical treatment** –only select this if as part of the placement children are provided with a programme of treatment by relevant professionals (e.g. clinical psychologists; registered mental health professionals)
- **Speech and/or language therapy -** provided by registered speech and language therapists
- **Art, music or drama therapy**
- **Family therapy –** to support the child to return to foster care/family placement.
- **Social Pedagogue** support
- **Support for young people to prepare them for transition to adulthood ("leaving care support".)**
- **Specialist support or therapy for the child** – provided by staff in the home
- Any other services (specify)
- None of these

   IF <>0 at Q3a

Q12a. And, *currently* how many children and young people are resident in your

home who come from more than 20 miles away from your home?
- Enter Number
- Don't know
- Refused

IF DON'T KNOW OR REFUSED.
Q12b. Which of the following is closest to the total number?
- 1
- 2
- 3 - 4
- 5 – 6
- 7 – 10
- 11 or more
- Don't know
- Refused

Q13a. How many staff including yourself do you currently have working in your home who work directly with children and young people?

NOTE: Please include both full and part time staff employed directly by the home but exclude staff from outside the home who come in for a limited number of hours to provide specialist support / services (e.g. speech therapists or psychologists) and any agency staff
NOTE: Please exclude agency staff and any support staff you may have such as cleaners and catering staff.

- Enter Number
- Don't know
- Refused

Q13c. And, how many staff, including yourself, do you currently have working in your home who are responsible for supervising or managing other members of staff?

NOTE: Please include both full and part time staff employed directly by the home but exclude staff from outside the home who come in for a limited number of hours to provide specialist support / services (e.g. speech therapists or psychologists) and any agency staff
NOTE: Please exclude agency staff and any support staff you may have such as cleaners and catering staff.

- Enter Number

- Don't know
- Refused

IF DON'T KNOW OR REFUSED.

Q13d. Which of the following is closest to the total number who are responsible for supervising or managing other members of staff?

- 1 - 2
- 3 - 4
- 5 – 6
- 7 – 10
- 11 – 15
- 16 – 20
- More than 20
- Don't know
- Refused

INTRO TO STAFF QUESTIONS

We would like to know a bit more about the staff who work at your home – including full and part-time staff.

We only need to know about those who are employed by the home and have responsibility for the care or education of children and young people.

Please <u>exclude</u>:

  - Agency staff

  - Staff from outside the home who come in for a limited number of hours to provide specialist support / services (e.g. speech therapists or psychologists)

  - Support staff you may have such as cleaners and catering staff.

On the next screen - please enter the information we asked you to record on the paper datasheet...

There are rows for up to 6 members of staff. Please use one row for one member of staff. <u>As the manager of your home - please include yourself</u> plus 5 other members of staff.

If you have more than 5 staff (excluding yourself) please list all staff in alphabetical order <u>by surname</u> and provide details for the first 5.

<u>All of the information you provide will be treated in the strictest of confidence and no individual members of staff will be identified in the final survey data. The information is being collected to get a better understanding of the profile of the workforce in children's homes.</u>

Q14 - 23

Please fill out the grid below for up to 5 staff. If you have more than 5 staff - please list all staff in alphabetical order <u>by surname</u> and provide details for the first 5.

IF YOU COMPLETED THE DATASHEET - THIS RELATES TO ITEMS A - H

	Gender *Select from list*	*Age* *Select from list*	*Ethnicity* *Select from list*	**Does this person manage or supervise other staff**	*Total years experience working in children's homes* *Enter total years (here and elsewhere as a whole number*	**Job before working at your home** *Select from list*	*Number of hours work in a normal week* *(If hours varies too much to say – please enter number of hours worked in last working week)*	*Hourly rate of pay* *Enter figure in £s* *(e.g.£10.50)*
Answer codes (drop down lists)	*Male, Female, Prefer not to say*	*16-24, 25-34, 35-44, 45-54, 55+, Prefer not to say*	*White, Asian or Asian British, Black or Black British, Other, Don't know, Refused*	*Yes , No*	*(0-50), Don't know*	*Another children's home, Early Years childcare, Education / school work, Work with young people, Family support work, Adult social care, Foster care, Something else, Don't know*	*(0-100), Don't know*	*(0-100), Don't know*
Manager								

Staff 1							
Staff 2							
Staff 3							
Staff 4							
Staff 5							

Preamble before qualification questions

We'd like to know more about what type of training and qualifications staff who work in children's homes have.

Over the next few screens please select the type and level of qualification each of your members of staff have.

If you have completed the datasheet we sent to you – you can take the information from this. Please answer for the same members of staff you answered for on the previous screen.

REPEAT FOR EACH MEMBER OF STAFF COLLECTED ABOVE.... [LIMIT TO 6 STAFF UPPER LIMIT – MANAGER PLUS 5 OTHERS]
Q24. What is the highest qualification held by each of these members of staff?

- PLEASE CLICK ON THE HIGHEST QUALIFICATION IN EACH COLUMN – ONE FOR EACH MEMBER OF STAFF.
- THIS CAN INCLUDE QUALIFICATIONS IN ANY SUBJECT – NOT JUST THOSE RELATED TO WORKING WITH CHILDREN AND YOUNG PEOPLE.
- IF YOU COMPLETED THE DATASHEET THIS IS ITEM I. FOR MORE DETAILED DESCRIPTIONS OF THE LEVELS PLEASE REFER TO THE DATASHEET.

	Manager	Staff 1	Staff 2	Staff 3	Staff 4	Staff 5
PhD (Doctoral degree) or equivalent						
Postgraduate degree (Masters) or equivalent						
First degree or equivalent						
Higher National Certificates (HNC), Diplomas (HND) or equivalent						
Certificates of Higher Education or equivalent						
A-levels, Vocational Level 3 qualifications and equivalent						
GCSEs A*-C, Vocational Level 2 qualifications and equivalent						
GCSEs D-G, Vocational Level 1 qualifications and equivalent						

Entry Level qualifications
None of these qualifications
Don't know

Q25. More specifically, which of the following qualifications (if any) do they <u>currently have</u>?

- ONLY INCLUDE QUALIFICATIONS THEY HOLD, NOT ONES THEY ARE WORKING TOWARDS
- PLEASE CLICK THE QUALIFICATIONS THAT APPLY IN EACH COLUMN – AS MANY AS APPLY FOR EACH MEMBER OF STAFF
- IF YOU COMPLETED THE DATASHEET THIS IS ITEM J

	Manager	Staff 1	Staff 2	Staff 3	Staff 4	Staff 5
NVQ Level 3 Health and Social Care (CYP pathway)						
NVQ Level 3 Caring for Children and Young People						
NVQ Level 4 Health and Social Care (CYP Pathway)						
NVQ Level 4 Leadership and Management for care services						
The Level 3 Diploma in Children and Young Peoples Workforce with Social Care Pathway						
The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (England)						
Don't know						
None of these						

Q26. Are any of these staff currently training / working towards any of the following qualifications?

- PLEASE CLICK THE QUALIFICATIONS THAT APPLY IN EACH COLUMN – AS MANY AS APPLY FOR EACH MEMBER OF STAFF

	Manager	Staff 1	Staff 2	Staff 3	Staff 4	Staff 5
The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (England)						
The Level 3 Diploma in Children and Young Peoples Workforce with Social Care Pathway						
Other Level 3 qualification						
Don't know						
None of these						

Intro before general level questions

The next few questions are about time and money your home invests in training and Continuous Professional Development (CPD) for staff and how this is funded...

Q32. Do you have a budget within your organisation allocated for staff training and CPD?

- Yes
- No
- Don't know
-

IF YES

Q33. Roughly how much does your organisation spend on staff training and CPD each year?

Your best estimate is OK...

- £500 or less
- More than £500 up to £2,000
- More than £2,000 up to £4,000
- More than £4,000 up to £6,000
- More than £6,000

- Don't know

Q34. Do you organise any of the following training for your staff?
SELECT ALL THAT APPLY
- A comprehensive induction programme for new staff
- Release staff for external training
- Bring in external trainers to home
- Offer internal training (run by your own staff at the home)
- No –none of the above
- Don't know

Q35. And do you have a formal appraisal system for your staff?
- Yes
- No
- Don't know

Q36. And do you have continuous professional development (CPD) in place for your staff?
- Yes
- No
- Don't know

The last few questions are about the recruitment of staff...

Q37. When recruiting, how easy or difficult is to find staff with the appropriate level of skills and training?
NOTE: Please think just about staff who are directly involved in the care of children and young people?
- Very easy
- Easy
- Neither easy nor difficult
- Difficult
- Very difficult
- Not applicable/have not tried to recruit
- Don't Know

IF CODES 4 OR 5 ABOVE (SOME LEVEL OF DIFFICULTY)
Q38. Why do you find it difficult?

- Too few applicants
- No qualified applicants
- Too few applicants with the right experience
- Couldn't afford wages required by applicants
- Competition from other types of work
- Cost of living in this area too high
- Finding temporary cover
- Candidates wanting different hours to those offered
- Something else (please specify)
- Don't Know

ASK ALL
Q39. And when staff leave your home, which of the following types of job do they generally move to?

SELECT ALL THAT APPLY

- Another children's home,
- Early Years childcare,
- Education / school work,
- Work with young people,
- Family support work,
- Adult social care,
- Foster care,
- Something else,
- Don't know

QREC1. It is possible that the DfE may undertake some further research to follow up on particular issues arising from this survey. Would you be willing to be contacted for this purpose?

We will use your personal data for RESEARCH PURPOSES ONLY

- Yes – happy to be contacted
- No – please do not contact me

IF YES –HAPPY TO BE CONTACTED (AT QREC1)
QREC2. Please enter your full name in the space provided?

- OPEN-ENDED

IF YES –HAPPY TO BE CONTACTED(AT QREC1)
QREC3. What is your job title?

- OPEN-ENDED

IF YES –HAPPY TO BE CONTACTED(AT QREC1)
QREC4. Please enter the telephone number you would prefer to be contacted on?

NOTE: As mentioned – it is possible that the DfE may undertake some further research to follow up on particular issues arising from this survey. We will only use your telephone contact details for this purpose.

- OPEN-ENDED
- Prefer not to give telephone number

IF YES –HAPPY TO BE CONTACTED(AT QREC1) (AT QREC1)
QREC5. We would also like to take an email address – again this should be the address you would prefer to be contacted on?

NOTE: As mentioned – it is possible that the DfE may undertake some further research to follow up on particular issues arising from this survey. We will only use your email address for this purpose.

- OPEN-ENDED
- Prefer not to give email address

Q40. Finally, do you have any general comments about any of the issues covered in this questionnaire?

Annex 2: datasheet - Children's Homes census

Children's Homes Data Sheet

This form outlines some of the staff level information that the online survey will cover. It will help you complete the survey more quickly if you fill in the information on this sheet before you go online.

If you have any queries about any of the questions asked, please call the TNS BMRB Survey Information Line – 0800 051 0883 or email childrenshomescensus@tns-bmrb.co.uk

PLEASE DO NOT RETURN THIS FORM TO THE DEPARTMENT FOR EDUCATION OR TNS BMRB

We would like to know a bit more about the staff who work at your home – including full and part-time staff.

We only need to know about those who are employed by the home and have responsibility for the care or education of children and young people.

Please exclude:

Agency staff

Staff from outside the home who come in for a limited number of hours to provide specialist support / services (e.g. speech therapists / psychologists)

Support staff you may have such as cleaners and catering staff.

On the grids on the next 2 pages - please record the requested information for up to 6 members of staff. There are rows / columns for up to 6 members of staff. Please use one row / column for one member of staff. As the manager of your home - please include yourself plus 5 other members of staff.

If you have more than 5 staff (excluding yourself) please list all staff in alphabetical order by surname and provide details for the first 5.

PLEASE BE ASSURED THAT ALL THE INFORMATION YOU PROVIDE WILL BE TREATED IN THE STRICTEST OF CONFIDENCE AND NO INDIVIDUAL MEMBERS OF STAFF WILL BE IDENTIFIED IN THE FINAL SURVEY DATA. THE INFORMATION IS BEING COLLECTED TO GET A BETTER UNDERSTANDING OF THE PROFILE OF THE WORKFORCE IN CHILDREN'S HOMES.

The grid below outlines the information we would like to collect for up to 5 paid members of staff. All information is confidential.

	(A) Gender	(B) Age	(C) Ethnicity	(D) Does this person **manage or supervise other staff?**	(E) **Total years experience working in children's homes** *(including years here and elsewhere)*	(F) Last job **before working at your home**	(G) **Number of hours** work in a normal week *(If hours vary too much to say – please enter number of hours worked in last working week)*	(H) **Hourly rate of pay** *Enter figure in £s (e.g.£10.50)*	(I) **Highest qualification held** *This can include qualifications in any subject – not just those related to working with children and young people. A list of qualification levels is provided on the back of this datasheet*
Manager				Yes ☐ No ☐					
Staff 1				Yes ☐					

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				No ☐					
Staff 2				Yes ☐ No ☐					
Staff 3				Yes ☐ No ☐					
Staff 4				Yes ☐ No ☐					
Staff 5				Yes ☐ No ☐					

Now please complete the short gird on the next page for these same staff members...

(J) **Which of the following qualifications _if any_ do these members of staff <u>currently have</u>?** _(Only include qualifications they hold, not ones they are working towards)_ _(Please place cross against all qualifications that apply for each member of staff)_	**Manager**	**Staff 1**	**Staff 2**	**Staff 3**	**Staff 4**	**Staff 5**
NVQ Level 3 Health and Social Care (CYP pathway)	☐	☐	☐	☐	☐	☐
NVQ Level 3 Caring for Children and Young People	☐	☐	☐	☐	☐	☐
NVQ Level 4 Health and Social Care (CYP Pathway)	☐	☐	☐	☐	☐	☐
NVQ Level 4 Leadership and Management for care services	☐	☐	☐	☐	☐	☐
The Level 3 Diploma in Children and Young Peoples Workforce with Social Care Pathway	☐	☐	☐	☐	☐	☐
The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (England)	☐	☐	☐	☐	☐	☐

(K) **Which of the following qualifications *if any* are these members of staff <u>currently training for / working towards</u>?** *(Please place cross against all qualifications that apply for each member of staff)*	**Manager** 76	**Staff 1**	**Staff 2**	**Staff 3**	**Staff 4**	**Staff 5**
The Level 3 Diploma in Children and Young Peoples Workforce with Social Care Pathway	☐	☐	☐	☐	☐	☐
Other Level 3 qualification	☐	☐	☐	☐	☐	☐
The Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's	☐	☐	☐	☐	☐	☐

Please turnover for further information on qualification levels...

The table below provides details of the types of qualification we are interested in for item

PhD (Doctoral degree) or equivalent - PhD (Doctoral degree) - Award, Certificate and Diploma in strategic direction or Specialist award equivalent to a PhD
Postgraduate degree (Masters) or equivalent - Masters degree - Postgraduate certificate or diploma - NVQs at level 5 - BTEC Advanced Professional Diplomas, Certificates, Awards (equivalent to masters)

First degree or equivalent

- Bachelors degree, graduate certificates and diplomas

- Professional Graduate Certificate in Education (PGCE)

- BTEC Advanced Professional Diplomas, Certificates, Awards (equivalent to 1st degree)

Higher National Certificates (HNC), Diplomas (HND) or equivalent

- Higher National Certificate (HNC) Higher National Diploma (HND)

- Foundation degree

- BTEC Advanced Professional Diplomas, Certificates, Awards (equivalent to HNC)

Certificates of Higher Education or equivalent

- Certificates of Higher Education

- NVQ level 4

- BTEC Advanced Professional Diplomas, Certificates, Awards (equivalent to Certificate Higher Education)

A-levels, Vocational Level 3 qualifications and equivalent

- A-levels

- Higher, SCYS (Scottish Certificate of Sixth Year Studies)

- NVQs level 3

- Key Skills level 3

- BTEC Advanced Professional Diplomas, Certificates, Awards (Level 3)

GCSEs A*-C, Vocational Level 2 qualifications and equivalent

- GCSEs A*-C, O-levels A-C, CSE grade 1

- Standard or O grades 1-3

- NVQs level 2

- Key Skills level 2

- BTEC Advanced Professional Diplomas, Certificates, Awards (Level 2)

- Skills for life

GCSEs D-G, Vocational Level 1 qualifications and equivalent

- GCSEs D-G, O-levels below grade C, CSE below grade 1

- Standard or O grades below grade 3

- NVQs level 1

- Key Skills level 1

- BTEC Advanced Professional Diplomas, Certificates, Awards (Level 1)

- Skills for life

Entry Level qualifications

- English for Speakers of Other Languages (ESOL)

- Functional Skills at entry level (English, maths and ICT)

- Foundation Learning at entry level

N.B. the Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services is equivalent to a foundation degree.

The views expressed in this report are the authors' and do not necessarily reflect those of the Department for Education.

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