



Department
for Education



Government
Social Research

Survey of childcare and early years providers and COVID-19 Wave 4

Technical note

April 2022

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NatCen Social Research

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Introduction

In 2020, following the temporary closure of childcare settings in response to the coronavirus pandemic, the Survey of Childcare and Early Years Providers and COVID-19 (SCEYP COVID) was carried out with the intent of assessing the health of the childcare sector. Three waves of the survey were conducted between June and December 2020.

The early years sector continues to face an unprecedented challenge in response to COVID-19 and as such, a fourth wave of the SCEYP COVID survey was fielded 12 months on from the last data collection, in November/December 2021. The survey aimed to assess whether and how settings continue to be affected by exploring workforce changes since the onset of the pandemic, the impact of staffing changes on provision, and financial position.

SCEYP COVID Wave 4 consisted of a 10-15 minute web survey asked of a sample of group-based providers (GBPs), school-based providers (SBPs), and childminders (CMs) in England, who had participated in either the previous wave of the SCEYP COVID survey or the main SCEYP survey fielded in spring/summer 2021, and who agreed to be recontacted.

Wave 4 of the survey is designed to provide a representative, stand-alone snapshot of all early years providers operating in 2021. As the sample of providers contacted for Wave 4 is different from that used at Wave 3, and the focus of the questionnaire is different, making comparisons with previous waves of the COVID study is not possible.¹

Wave 1 of the study took place in July 2020. [Read the Survey of childcare and early years providers and Covid-19 \(Coronavirus\): final report.](#)

Wave 2 of the study took place in September/October 2020. [Read the Survey of childcare and early years providers and Covid-19 \(Coronavirus\), wave 2: final report.](#)

Wave 3 of the study took place in November/December 2020. [Read the Survey of childcare and early years providers and Covid-19 \(Coronavirus\), wave 3: final report.](#)

Sample

The survey collected data from three distinct provider populations in England:

¹ One other difference between the wave 4 survey and previous waves is that at waves 1-3 all providers that were open in March 2020 (that is before the COVID-19 pandemic) were eligible to take part even if they had since closed. At wave 4 only providers who were open at the time of the survey or were temporarily closed but had been open in the past 30 days were eligible to take part.

- GBPs: childcare providers registered with Ofsted and operating in non-domestic premises.
- SBPs: nursery provision in schools, including before- and after-school provision and maintained nursery schools;
- CMs: Ofsted-registered childminders providing early years care.

SCEYP COVID Wave 4 was a follow-up to previous SCEYP surveys. The sample was drawn from two sources:

- Providers who took part in the main SCEYP survey, which took place in spring/summer 2021, and agreed to be recontacted.
- Providers who took part in SCEYP COVID Wave 3 and agreed to be recontacted.

The two follow-up samples were combined in order to boost the sample size and ensure there would be sufficient cases for analysis.² For more on how the original sampling for SCEYP 2021 was done see [Butt et al \(2021a\)](#). For more on how the sampling for SCEYP COVID Wave 3 was done see [Butt et al \(2021b\)](#).

The two follow-up samples came from different sampling frames originally: The starting point for SCEYP 2021 was the Ofsted register from July 2020/School Census from January 2020 whereas the starting point for SCEYP COVID Wave 3 was the Ofsted register from July 2019/School Census from January 2019. To enable the two samples to be combined and weighted back to be representative of the same population (all early years providers in 2021), providers who took part in SCEYP COVID Wave 3 were only included in the sample for Wave 4 if they appeared in the SCEYP 2021 sampling frame and were eligible for SCEYP 2021.

Some providers may have taken part in both SCEYP COVID Wave 3 and SCEYP 2021. If that was the case their response at SCEYP 2021 was prioritised, that is if they agreed to be recontacted after SCEYP COVID Wave 3 then took part in SCEYP 2021 and did not agree to further contact they were not included in the Wave 4 sample.

Table 1 summarises the number of cases sampled for SCEYP COVID Wave 4 and their origin.

² The sample for the first three waves of the SCEYP COVID study was a subset of those providers sampled for the SCEYP 202 survey. Providers were informed at the initial invitation that they would be contacted up to three times. However, after the third wave further contact was only possible with providers who agreed, at the end of the Wave 3 questionnaire, to be recontacted. This recontact sample alone would not have provided sufficient cases for analysis.

Table 1: SCEYP COVID Wave 4 sample sizes

	SBPs	GBPs	CMs	All providers
Took part in SCEYP 2021	2,624	6,553	1,813	10,990
Agreed to be recontacted	1,206	3,830	936	5,972
Sampled for SCEYP COVID Wave 4 ³	1,006	3,530	936	5,472
Took part in SCEYP COVID Wave 3	292	1,130	1,457	2,879
Agreed to be recontacted	182	896	1,075	2,153
Sampled for SCEYP COVID Wave 4 ⁴	97	509	920	1,526
Total SCEYP COVID Wave 4 sample	1,103	4,039	1,856	6,998

³ Excludes 300 GBPs and 200 SBPs who were randomly sampled from the 2021 follow-up sample for separate qualitative interviews prior to drawing the SCEYP COVID Wave 4 sample.

⁴ Excludes 372 GBPs, 82 SBPs, 147 CMs who also took part in SCEYP 2021 and were sampled from that survey/declined further contact plus 3 SBPs, 15 GBPs, 8 CMs who were not in the 2021 sampling frame/eligible for SCEYP 2021.

Questionnaire

The Wave 4 questionnaire covered new topics compared with previous waves of the SCEYP COVID tracker survey. The web questionnaire collected data on:

- General information about the setting; open or temporarily closed, who owns/manages the setting, whether it is part of a chain.
- How many paid staff are involved in the delivery of provision and work directly with children, how many paid staff do not work directly with children.
- How many staff have left since the beginning of the pandemic, their destinations and reasons for leaving.
- The number of current vacancies and applications per vacancy, currently and pre-COVID-19.
- Changes to provision/offering since the start of the pandemic.
- Changes to typical income and costs since before COVID-19 and any changes made to how settings manage finances as a result of the pandemic.

A copy of the questionnaire is provided in Appendix A.

Respondent communication

The SCEYP COVID Wave 4 study employed a communication strategy that involved multiple communications across different modes and using different motivational messages to maximise impact. Table 2 summarises the respondent communication schedule.

Table 2. SCEYP COVID Wave 4 schedule of respondent communications

Mailing	Sample	Mailing date
Invitation letter	All providers	24 th November
Email nudge	All providers with an email address	30 th November
Reminder letter 1	All providers without an email address	7 th December
Reminder Text 1	Non-respondents with mobile number	7 th December
Reminder email 1	Non-respondents with email address	7 th December
Reminder Text 2	Non-respondents with mobile number	13 th December

Reminder email 2	Non-respondents with email address	13 th December
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Fieldwork period

Fieldwork took place between 24th November and 19th December 2021⁵.

Settings were asked to think about how they were currently operating at the time of completing the questionnaire. The survey focused on changes since the start of the coronavirus pandemic. This was defined to respondents as since the first national restrictions were introduced and the government announced closure of early years provision to all but children of critical workers and vulnerable children in March 2020 (referred to as “Before COVID-19”).

Response

In total 217 SBPs, 1,111 GBPs and 622 CMs completed the Wave 4 survey.

This represents a response rate at Wave 4 of 19.7% for SBPs, 27.6% for GBPs and 34.7% for CMs⁶.

Of the unproductive cases, 63 providers were classified as ineligible having contacted NatCen to report they were no longer open/offering childcare or having indicated at the start of the survey that this was the case. In previous waves of the SCEYP COVID survey providers that were open in March 2020 (that is before the COVID-19 pandemic) were eligible to take part even if they had since closed. At Wave 4 only providers who were open or were temporarily closed but had been open in the past 30 days were eligible to take part.

As is usual with web surveys, nothing is known about the majority of unproductive outcomes. Eleven providers contacted NatCen to opt out of completing the study or receiving any further communication about the study whilst 485 providers accessed the survey but chose not to complete it. Table 3 shows the number of settings in each group.

⁵ The first completed interview took place on 25th November and the last on 18th December.

⁶ Response rate = (Productive cases/ ((productive + unproductive cases) – ineligible))*100. For the purposes of calculating the response rate, it is assumed that a percentage of unknown cases (other unproductive) are ineligible.

Table 3. Number of responses to SCEYP COVID-19 Wave 4 survey

	SBPs	GBPs	CMs	All
Total productive cases Wave 4	217	1,111	622	1,950
Ineligible	0	18	45	63
Accessed survey but did not continue	47	297	141	485
Other unproductive	839	2,613	1,048	4,500
Total unproductive cases Wave 4	886	2,928	1,234	5,048

Of the settings taking part in Wave 4, 1,397 were recruited from the SCEYP 2021 survey and 554 were recruited from the SCEYP COVID Wave 3 survey. Table 4 shows the number of settings in each group.

Table 4. Number of providers recruited to Wave 4 from SCEYP 2021 survey or Wave 3 of the SCEYP COVID survey

	SBPs	GBPs	CMs	All
Recruited from SCEYP 2021	187	912	297	1396
Recruited from SCEYP COVID Wave 3	30	199	325	554

Weighting

The data were weighted to be representative of all early years providers in England in 2021.

The weighting approach was to take the weights previously assigned to each case when they completed either the SCEYP 2021 or SCEYP COVID Wave 3 survey as a starting point and then:

1. (Where possible) create non-response weights to take account of the fact that not all providers who took part in those surveys would have agreed to be recontacted or, having agreed to recontact, have taken part in the SCEYP COVID Wave 4.
2. Calibrate the resulting weight to the population totals from SCEYP 2021.

Four sets of weights were created for SCEYP COVID Wave 4:

1. Cross-sectional weights for school-based providers (SBPs) scaled to responding sample size (n=217) and population (n=9,706),
2. Cross-sectional weights for group-based providers (GBPs) scaled to responding sample size (n=1,111) and population (n=24,056),
3. Cross-sectional weights for childminders (CMs) scaled to responding sample size (n=622) and population (n=34,569).
4. Combined weights for all three provider types scaled to total responding sample size (n=1,950) and total population (n=68,331).

Weighting SBPs

The first weighting step - non-response adjustment - was only possible for SBPs who had taken part in SCEYP 2021. The sample of cases drawn from SCEYP COVID Wave 3 (n=97) was too small for non-response modelling.

A non-response model was run to predict agreement to recontact in SCEYP 2021 and response to the Wave 4 survey, with sample stratifiers and variables from the SCEYP 2021 main survey as predictors. The model was weighted by the scaled main interview weights from SCEYP 2021. The following variables were included in the final model: quintiles of paid staff numbers, role of respondent, type of nursery, questionnaire variant, whether full daycare was offered, number of weeks per year open, number of days per week open, school type, region, type of establishment, and quintiles of number of places registered.

The predicted probabilities from the model were used to create non-response weights. Outliers were trimmed, then it was multiplied by the 2021 interview weights to produce a composite weight. The composite weight was used as a starting weight for calibration for the SCEYP 2021 recontact respondents (n=187).

For the respondents that could not be included in the model (i.e. those that weren't sampled from the 2021 survey), SCEYP COVID Wave 3 weights were used as starting weights (n=30).

The calibration variables were the sample stratification variables, previously used to calibrate the main SCEYP 2021 and SCEYP COVID Waves 1-3 SBPs weights. These were: school type, region, type of establishment, quintiles of number of places registered. As the issued sample has no known ineligible, the SBPs population was assumed to be the same as in SCEYP 2021: 9,706. The calibrated weights were checked for outliers, but the final weights were not trimmed as trimming had minimal effect.

Weighting GBPs

The first weighting step - non-response adjustment - was only possible for GBPs who had taken part in SCEYP 2021; a majority of Wave 4 issued cases (3,530 of 4,039) were drawn from SCEYP 2021. A non-response model was run to predict agreement to recontact in SCEYP 2021 and response to the Wave 4 survey, with sample stratifiers and variables from the SCEYP 2021 main survey as predictors. The model was weighted by the scaled main interview weights from SCEYP 2021. The following variables were included in the final model: quintiles of paid staff numbers, role of respondent, whether provider is part of a chain, questionnaire variant, whether full daycare was offered, number of weeks per year open, region, register type, ownership type, and deprivation band based on IDACI.

The predicted probabilities from the model were used to create non-response weights. Outliers were trimmed, then it was multiplied by the 2021 interview weights to produce a composite weight that was also trimmed. This was used as the starting weight for calibration for the SCEYP 2021 recontact cases (n=912). For the cases that could not be included in the model (i.e. those not drawn from the SCEYP 2021 survey), SCEYP COVID Wave 3 weights were used as starting weights (n=199).

The calibration variables used were the sample stratifiers, previously used to calibrate the main 2021 SCEYP and SCEYP COVID Waves 1-3 GBPs weights. These were: region, register type, ownership type, and deprivation band based on IDACI. 0.4% of the issued GBPs cases were known ineligible (n=18), so the GBPs population estimate for calibration was the SCEYP 2021 estimate was adjusted by 0.996. This gave a population of 24,056 for calibration. Finally, weights were trimmed to remove outliers.

Weighting Childminders

Unlike SBPs and GBPs, the issued sample of CMs included similar numbers of SCEYP 2021 recontact (n= 936) and SCEYP COVID Wave 3 recontact (n=920) cases. Two non-response models were therefore run, one for each group of issued cases.

The SCEYP 2021 non-response model was run to predict agreement to recontact in SCEYP 2021 and response to the Wave 4 survey, with sample stratifiers and variables from the SCEYP 2021 main survey as predictors. The model was weighted by the scaled main interview weights from SCEYP 2021. The following variables were included in the final model: number of registered places, number of assistants, highest qualification level of CM, whether any extra capacity, number of weeks per year open, number of days per week open, questionnaire variant, region, whether on all three registers (Early Years Register, Compulsory Childcare Register and Voluntary Childcare Register), registration year, and deprivation band based on

IDACI. These weights were trimmed to remove outliers. The non-response weight was then multiplied by the 2021 interview weight to produce a composite weight.

The SCEYP COVID Wave 3 non-response model was run to predict agreement to recontact in Wave 3 and response to the Wave 4 survey, with sample stratifiers and variables from the SCEYP COVID Wave 3 as predictors. The model was weighted by the scaled main interview weights from Wave 3. The following variables were included in the final model: proportion of income from parent fees, current hours per day, days per week currently open, how long providers think they will be financially sustainable, open hours impact of COVID-19, region, whether on all three registers (Early Years Register, Compulsory Childcare Register and Voluntary Childcare Register), registration year, and deprivation band based on IDACI. These weights were trimmed to remove outliers. The non-response weight was then multiplied by the Wave 3 interview weight to produce a composite weight.

Prior to calibration, the two subsets of composite weights were combined for the responding sample to produce start weights; 297 cases received start weights from the SCEYP 2021 non-response model and 325 from the SCEYP COVID Wave 3 non-response model. For the 87 cases that agreed to recontact in both prior surveys, SCEYP 2021 weights took priority as these used more recently collected data. The calibration variables used were the sample stratifiers, previously used to calibrate the main 2021 SCEYP and SCEYP COVID Wave 1-3 CMs weights. These were: region, whether on all three registers (Early Years Register, Compulsory Childcare Register and Voluntary Childcare Register), registration year, and deprivation band based on IDACI.

The population of CMs for calibration was assumed to be the same as for SCEYP 2021, 34,569, despite 2.4% ineligible cases in the issued sample for SCEYP COVID Wave 4. This is because barriers to entry are lower for becoming a childminder, hence there is higher turnover in the provider population. In SCEYP COVID Waves 1-3 and main SCEYP 2021, it was assumed that closed CMs would be replaced by a similar set of incoming providers therefore the population estimate should include ineligibles rather than modelling eligibility. This same approach was followed for Wave 4. Finally, the calibrated weights were checked for outliers, but the final weights were not trimmed as trimming had minimal effect.

Combined All-providers Weighting

Weights for the three provider types were combined into a single set and scaled both to the combined responding sample size and the combined estimated population.

Coding and editing

The SCEYP COVID survey did not contain any open-ended questions requiring coding. Responses to three questions (Qcovinc, Qcovred and Qcovman) including an “Other (please specify)” were coded into the existing code by NatCen Data Unit specialists and verified by researchers at NatCen. These three questions were related as they asked about actions taken to increase income, reduce costs or manage finances. Some respondents gave an “other” answer which was not relevant to the given question but was relevant to one of the other questions in the set. Responses were checked across all three related questions to ensure that all relevant information was captured at one of the three questions. For example, if a provider had given an example of reducing costs in the income question researchers ensured, if it was not already, that this information was coded at the costs question. Following this recoding exercise, the response for any providers considered not to have recorded a relevant action was coded as ‘None of the above’.

Data have not been further cleaned but have been left as reported to be used at the discretion of the analyst. For example, internally inconsistent responses as a result of reporting error in income and cost questions (e.g. providers stating their income has decreased since before COVID-19 but have given current typical income figures greater than typical income before COVID-19) have been left as reported to avoid the risk of bias towards removing those with change and therefore overstating no change. Extreme values have not been removed from questions asking about financial amounts but have been left as reported to be cleaned or used at the discretion of the analyst, depending on application of the data.

Appendix A. Questionnaire

P16801 Childcare and Early Years and COVID-19 Wave 4 - Web Survey

PROGRAMMING INSTRUCTIONS

All questions to have hidden DK (-8) and REF (-9) codes unless otherwise specified.

Please generate timestamps at the locations indicated in the spec

All questions are single code unless otherwise specified using G_Multi instructions below.

All instructions for CAWI respondents to display in *italics*.

G_Single_II1 "Singlecode instructions 1"

_WEB: "Please select one option only"

G_Multi_II1 "Multicode instructions 1"

_WEB: "Please select all that apply"

G_Estimate_II1 "Estimate instructions 1"

_WEB: "An estimate is fine if you're not sure of the exact number"

G_Estimate_II2 "Estimate instructions 2"

_WEB: "Please give a percentage. An estimate is fine if you're not sure of the exact number"

Sample Variables

Provtype

1 = SBP

2 = GBP

3 = CM.

Provider name

Provider_name

Address1

Which follow up sample the case is from

SCEYP2021

Feedforward variables

- Qmanage (from SCEYP 2021/COVID Wave 3)
- Qchain (From SCEYP 2021)

A. INTRODUCTION

{ASK ALL}

CAWI Landing page

 Survey of Childcare and Early Years Providers and COVID-19

Thank you for your interest in this important research for the Department for Education.

To access the survey please enter your unique access code and click 'NEXT'.

TS1: [SET TIME STAMP HERE]

{ASK ALL}

CAWI Intro

Welcome to this Survey of Childcare and Early Years Providers and COVID-19 follow-up study.

This is a follow-up survey to < IF SURVEY2021=1 “the Survey of Childcare and Early Years Providers that took place March to July 2021, IF SURVEY2021=0 “a previous wave of this study which took place in November 2020”> and which <if provtype=1 “your school” if provtype=2 “your setting” if provtype=3 “you” kindly completed”. The survey should take around 10-15 minutes to complete and is intended to focus on COVID-19 impact.

You will be asked questions about how your setting is currently operating and any changes that have been implemented since the first national restrictions were introduced and the government announced closure of early years provision to all but children of critical workers and vulnerable children in March 2020 (referred to here as “Before COVID-19”).

{TEXTFILL IF ProvType = GBP “If your setting is part of a chain, please only answer about provision run by your branch.”}

All the answers you give will be anonymised and treated in strict confidence. No individuals or settings will be able to be identified.

If you need to pause the questionnaire, you can simply click ‘STOP’ and log back in later using the same link you used to get here. You may need to wait 10 minutes before you can re-enter the survey. Please note that if someone else from your provision logs into the survey, they will be able to see the answers that you have provided.

If you have any questions or concerns about the research, or have difficulties completing the survey online, please email childcaresurvey@natcen.ac.uk or call 0800 652 4572.

More information, including a link to the privacy notice, is also available on the project website: www.natcen.ac.uk/childcaresurvey .

Click ‘NEXT’ to continue.

TS2: [SET TIME STAMP HERE]

B. GENERAL INFORMATION ABOUT SETTING

{ASK ALL}

QStatus

What is the current status of your early years childcare provision?

G_Single_II1

1. Open (this may be different days/hours from before COVID-19)
2. Temporarily closed and not offering any childcare provision at the moment
3. Permanently closed and will no longer be offering childcare provision

NO DK

NO REF

{ASK IF QStatus=2}

QcurrentOpenb

On what date {TEXTFILL IF ProvType=1 "was your nursery" IF ProvType=2 "was your setting" IF ProvType=CM "were you"} last open and offering childcare?

Please enter the date as dd/mm/yyyy e.g. 01/09/2021

DATE

HARD CHECK IF QcurrentOpenb>[today's date]: "You have entered a date in the future. Please check and amend."

{ASK IF QStatus = 3 OR QcurrentOpenb>30 days before interview date}

IneligThanks

For this survey we are only looking for settings that {TEXTFILL IF QStatus =2 "are currently open" IF QcurrentOpenb>30 days before interview date "have been open in the last 30 days"}, therefore you are not eligible to take part. Thank you very much for taking the time to contribute. If you have any questions you can visit www.natcen.ac.uk/childcaresurvey or email childcaresurvey@natcen.ac.uk

Press 'Next' to end the survey.

NCOutcome = 780

{ASK IF ProvType = GBP and Qmanageprev=1-3}

Qmanage

Feed forward Qmanage from SCEYP Main 2021 or SCEYP COVID W3 for those who participated

In the {Textfill IF SCEYP2021=Yes “Survey of Childcare and Early Years Providers 2021” IF SCEYP COVID W3 “Survey of Childcare and Early Years Providers and COVID-19 WAVE 3”} that you took part in, you reported that {If Qmanageprev=1 “a private (for profit) company”; if Qmanageprev=2 “a voluntary or community group or charity”, if Qmanageprev=3 “a local authority”} owns or manages {Textfill: “Provider_name”}.

Is this still correct?

If your setting is part of a chain, </>please only answer about provision run by the branch that is based at {Textfill: “Address1”}</>

1. Yes
2. No

{ASK IF ProvType = GBP and (Qmanage=2 or Qmanage not asked i.e. qmanageprev>3 or qmanageprev=BLANK) }

Qmanage2

What type of group, organisation or individual owns or manages {Textfill: “Provider_name”}?

</>If your setting is part of a chain, please only answer about provision run by the branch that is based at {Textfill: “Address1”}</>

1. A private (for profit) company (including employer-run childcare for employees)
2. A voluntary or community group or charity (including church(es) or religious group(s))
3. A local authority
4. Other

{ASK IF ProvType = GBP and SCEYP2021 = Yes and Qchainprev=1 or 2}

Qchain

Feed forward Qchain from SCEYP Main 2021 for those who participated

In the Survey of Childcare and Early Years Providers 2021 that you took part in between March and July, you reported that {Textfill: “Provider_name”} {Textfill IF Qchainprev=1 “was” IF Qchainprev=2 “was not”} part of a chain.

Is this still correct?

G_Single_II1

1. Yes
 2. No
-

{ASK IF ProvType = GBP and (Qchain=2 or Qchainprev=BLANK)}

Qchain2

Is {Textfill: "Provider_name"} part of a chain?

G_Single_II1

1. Yes
 2. No
-

C. WORKFORCE

PAGE START

{ASK IF PROVTYPE=GBP or SBP}

QStaffC

The following questions are about the number of **paid staff** involved in the delivery of your provision. Please make sure that each member of staff is included under one category only.

Excluding apprentices, how many of your paid staff **count towards your staff to child ratios** and typically **work directly with the children?**

Please only include people who **count towards your staff to child ratios and work directly with the children**. Do not include staff such as accountants, bookkeepers, cooks, cleaners, maintenance staff who do not work directly with the children.

G_Estimate_ II1 </i>

0...300

{ASK IF PROVTYPE=GBP or SBP}

QstaffNC

Excluding apprentices, how many of your paid staff **do not** typically work directly with children and **do not** count towards your staff to child ratios? This might include staff such as accountants, bookkeepers, cooks, cleaners, maintenance staff.

G_Estimate_ II1

0...300

PAGE END

{ASK IF PROVTYPE=GBP or SBP}

QLeavers

The following questions are about the recruitment and retention of staff. We are interested only in staff who count towards your staff to child ratios and work directly with children.

Since the start of the COVID-19 pandemic in March 2020, how many of this category of staff would you say have left employment at your setting?

G_Estimate_ II1

0...300

{ASK IF QLeavers>0}

QDestination

Thinking of the {Textfill QLeavers} staff who have left since the start of the pandemic, as far as you are aware, where did they go when they left your employment?

If different staff members went to different destinations, please select all that apply.

1. Moved within the early years sector for career progression/opportunity
 2. Returned to study/training
 3. Moved into the school sector
 4. Changed career/left the early years sector
 5. Left paid employment altogether
 6. Something else
-

{ASK IF QDestination=1,2,3 or 4}

QReason

Thinking of any staff who have left since the start of the pandemic and are still in employment elsewhere, as far as you are aware, what were their reasons for leaving?

If different staff members left for different reasons, please select all reasons that apply.

1. Better pay
 2. Better/more suitable hours
 3. Career progression
 4. Better work-life balance/less stressful job
 5. More desirable journey/travel to work
 6. Issues specifically relating to COVID-19
 7. Redundancy/employment terminated
 8. Something else
-

{ASK IF QDestination=5}

QReasonL

Thinking of any staff who have left since the start of the pandemic and left employment altogether, as far as you are aware, what were their reasons for leaving?

If different staff members left for different reasons, please code all reasons that apply.

1. To fulfil caring responsibilities
 2. Reasons related to their own health
 3. Retirement
 4. Issues specifically relating to COVID-19
 5. Redundancy/employment terminated
 6. Something else
-

{ASK IF QLeavers>0 }

QCovidL

Thinking of all the {Textfill QLeavers} staff who left since the start of the pandemic, how many of these staff would you say left due to issues specifically relating to COVID-19?

G_Estimate_ II1

0...300

HARD CHECK IF QCovidL>QLeavers: "You have entered more staff than you indicated left since the start of the pandemic in total. Please check and amend."

{ASK IF QCovidL>0}

QCovidwhy

Have any of the {Textfill QCovidL} staff who left due to issues relating to COVID-19, left for any of the following reasons?

G_Multi_ II1

1. Concerns about exposure to COVID-19 at work
 2. The burden of COVID-19 precautions (for example, enhanced cleaning procedures, required testing, isolation requirements etc.)
 3. The burden of covering for other staff who are absent/have left due to COVID-19
 4. Dissatisfaction with COVID-19 imposed changes in working hours
 5. Difficulties travelling to work due to COVID-19 restrictions
 6. Need to care for own children due to COVID-19 related absences or closures
 7. Need to care for ill family or friends
 8. Personal health issues related to COVID-19 (illness or mental stress)
 9. Impact of COVID-19 on household finances meant they needed to seek better paid employment
 10. Other reason related to COVID-19
-

PAGE START

{ASK IF PROVTYPE=GBP or SBP}

QVacnow

How many vacancies for staff who count towards your staff to child ratios and work directly with children do you currently have available in your setting?

G_Estimate_ II1

0...300

{ASK IF QVacnow>0}

QVacapp

On average, roughly how many applications are you typically receiving for each staff vacancy at the moment?

G_Estimate_ II1

0...300

{ASK IF PROVTYPE=GBP or SBP}

QVacappbef

Before the start of the COVID-19 pandemic in March 2020, on average, roughly how many applications for each staff vacancy would you typically have received?

G_Estimate_ II1

0...300

{ASK IF QLeavers>0}

QVacexp

Compared to the staff working in your setting before COVID-19, would you say your current staff are more or less experienced than previous staff?

'More experienced' means that on average staff have spent more years working in the early years and childcare sector.

Please answer in relation to paid staff who count towards your staff to child ratios only.

G_Single_ II1

1. Current staff are more experienced
 2. Current staff are equally experienced
 3. Current staff are less experienced
-

{ASK IF QLeavers>0}

QVacqual

Compared to the staff working in your setting before COVID-19, would you say your current staff are more or less qualified than previous staff?

'More qualified' means that on average they have more formal qualifications.

Please answer in relation to paid staff who count towards your staff to child ratios only.

G_Single_II1

1. Current staff are more qualified
 2. Current staff are equally qualified
 3. Current staff are less qualified
-

D. CHANGES TO PROVISION

{ASK ALL}

QHours

The following questions ask about changes you have made to how you deliver your provision since the start of the COVID-19 pandemic and which are currently still in place.

Since March 2020 have you made notable changes to the choice/flexibility in hours that parents can use?

A 'notable change' is an increase or decrease beyond normal seasonal trends and other expected fluctuations.

G_Single_II1

1. Increased choice/flexibility in hours
 2. Decreased choice/flexibility in hours
 3. No notable change
-

{ASK IF QHours= 1 or 2}

QHoursY

What was the primary reason for this change in the choice/flexibility in hours that parents can use being introduced?

G_Single_II1

1. Change in demand from parents
2. Change in availability of staff
3. Financial reasons
4. Complying with additional COVID-19 restrictions, for example additional cleaning requirements, COVID-19 bubbles etc.

{ASK ALL}

QOpen

Since the start of the pandemic, have you made notable changes to your opening hours/days? This might be a change to the length of time you are open or your pattern of opening.

A 'notable change' is an increase or decrease beyond normal seasonal trends and other expected fluctuations.

G_Single_II1

1. Increased opening hours/days
 2. Decreased opening hours/days
 3. No notable change
-

{ASK IF QOpen=1 or 2}

QOpenY

What was the primary reason for this change in opening hours/days being introduced?

G_Single_II1

1. Change in demand from parents
 2. Change in availability of staff
 3. Financial reasons
 4. Complying with additional COVID-19 restrictions, for example additional cleaning requirements, COVID-19 bubbles etc.
-

{ASK IF PROVTYPE=GBP or SBP}

QRatio

Since the start of the pandemic, have you made notable changes to the average number of children each staff member looks after per session?

A 'notable change' is an increase or decrease beyond normal seasonal trends and other expected fluctuations.

G_Single_II1

1. Each staff member looks after fewer children
 2. Each staff member looks after more children
 3. No notable change
-

{ASK IF QRatio=1 or 2}

QRatioY

What was the primary reason for this change in the average number of children each staff member looks after per session?

G_Single_II1

1. Change in availability of staff
 2. Financial reasons
 3. Complying with additional COVID-19 restrictions, for example additional cleaning requirements, COVID-19 bubbles etc.
-

E. FINANCIAL HEALTH

{ASK IF PROVTYPE=GBP or CM}

QPropPPaid

Roughly what proportion of your current total income typically comes from parent-paid fees?

G_Estimate_II2

0...100% {Please show '%' after answer box}

{ASK PROVTYPE=GBP or CM}

QCovct

Is your current total income, from all sources, sufficient to cover the current costs of delivering childcare in your setting?

1. Yes
 2. No
-

{ASK PROVTYPE=GBP or CM}

QCovinc

Have you made any of the following changes around your income in order to manage your finances since the start of the pandemic?

Please think only of actions prompted by the pandemic which you would not otherwise have expected to have to take.

Please select all that apply

G_Multi_II1

1. Increased fees
 2. Increased additional charges
 3. Additional fundraising
 4. Something else (Please specify)
 5. None of these (EXCLUSIVE)
-

{ASK PROVTYPE=GBP or CM}

QCovred

And have you made any of the following changes around your costs in order to manage your finances since the start of the pandemic?

Please think only of actions prompted by the pandemic which you would not otherwise have expected to have to take.

Please select all that apply

G_Multi_II1

1. Reduced staff costs
 2. Reduced spending on food, materials or equipment
 3. Delayed maintenance or investment in facilities
 4. Increased occupancy by changing opening hours or changing flexibility of hours
 5. Reduced venue costs by negotiating lower rent/mortgage payments
 6. Reduced venue costs by paying for fewer hours
 7. Something else (Please specify)
 8. None of these (EXCLUSIVE)
-

{ASK IF QCovred=1}

QCovredY

How have you reduced staff costs?

Please select all that apply

G_Multi_II1

1. Reduced staff pay
 2. Reduced the number of staff
 3. Employed more junior/lower pay grade staff
 4. Reduced the use of agency staff
 5. Reduced staff expense allowance/travel allowance/bonuses
 6. Existing staff working more hours
 7. Reduced staff training and career development opportunities
 8. Other way
-

{ASK PROVTYPE=GBP or CM}

QCovman

And has it been necessary for you to take any of the following steps to help manage your finances as a result of the pandemic?

Please think only of actions prompted by the pandemic which you would not otherwise have expected to have to take.

G_Multi_II1

1. Used personal savings
 2. Used business contingency reserves
 3. Used business savings intended for future improvements
 4. Taken out a personal loan
 5. Taken out a business loan
 6. Taken out a loan through a Government support scheme
 7. Borrowed/taken a loan from other sources
 8. Delayed payments on bills
 9. Something else (Please specify)
 10. No steps taken [EXCLUSIVE]
-

PAGE START

{ASK PROVTYPE=GBP or CM}

Qcostnow

<i>We are now moving onto our final few questions. All the answers you give will be anonymised and treated in strict confidence. No individuals or settings will be able to be identified.</i>

We would like to ask about the costs of delivering childcare in your setting {Textfill: IF ProvType = GBP: "including staffing, premises, materials, administration costs and so on, that is, all of your outgoings"; IF ProvType = CM: "including staffing, materials, administration costs but excluding rent or mortgage payments"}</p></div>

You can tell us about the amount per week, month, term or year or any other period.

Currently, how much are your total costs?

Please give a figure to the nearest whole pound"

G_Estimate_II1

£ 0..9,999,999

{ASK PROVTYPE=GBP or CM}

TCPeriod

And what period does that total cost cover?

25

1. One week
2. One calendar month
3. One term
4. One year
5. Other (please specify number of weeks) 0..260

[HIDDEN] Not applicable: £0 recorded

Hard check: If “Not applicable: £0 recorded selected and Qcostnow<>0 “You have recorded costs greater than £0. Please select a relevant time period.”

PAGE END

{ASK PROVTYPE=GBP or CM}

Qcost

Have your total costs changed notably since before COVID-19?

A ‘notable change’ is an increase or decrease beyond normal seasonal trends and other expected fluctuations.

G_Single_II1

1. Increased
2. Decreased
3. No notable change

{ASK IF Qcost=1 or 2}

Qcostbef

What was the typical total cost of delivering childcare in your setting before COVID-19? Please give an amount per {period textfilled from previous question}.

Please give a figure to the nearest whole pound.

G_Estimate_ II1

£ 0..9,999,999

PAGE START

{ASK PROVTYPE=GBP or CM}

Qincnow

We would now like to ask about the income you receive for the delivery of childcare in your setting. *{TEXTFILL IF ProvType = CM “<i>This is not the income that you personally earn, but the total amount of money that comes into your childminding business.</i>”}*

<i>This should include all income from parent fees, funding from the Free Entitlement, any additional charges paid by parents, fundraising and any other sources. </i>

You can tell us about the amount per week, month, term or year or any other period.

Currently, how much is your total income from all sources?

Please give a figure to the nearest whole pound

G_Estimate_ II1

£ 0..9,999,999

{ASK PROVTYPE=GBP or CM}

TIPeriod

And what period does that total cost cover?

1. One week
2. One calendar month
3. One term
4. One year
5. Other (please specify number of weeks) 0..260

[HIDDEN] Not applicable: £0 recorded

Hard check: If "Not applicable: £0 recorded selected and Qincnow<>0 "You have recorded income greater than £0. Please select a relevant time period."

PAGE END

{ASK PROVTYPE=GBP or CM}

Qinc

Has your total income from all sources changed notably since before COVID-19?

A 'notable change' is an increase or decrease beyond normal seasonal trends and other expected fluctuations.

G_Single_ II1

1. Increased
 2. Decreased
 3. No notable change
-

{ASK IF Qinc =1 or 2}

Qincbef

What was the typical total income from all sources before COVID-19? Please give an amount per {Period from previous question textfilled }

Please give a figure to the nearest whole pound

G_Estimate_II1

£ 0..9,999,999

TS3 [SET TIME STAMP HERE]

[COMPUTE NCOUTCOME 110 (FULLY COMPLETE) HERE]

ALL} {ASK

Qthanks

You have reached the end of the survey.

Many thanks for your help with this research. We really appreciate your time and your contribution.