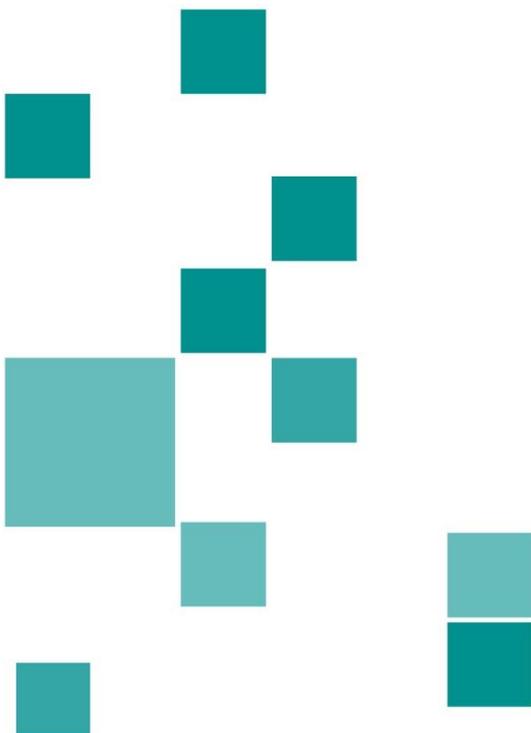


The Children's Services Workforce 2017

January 2019



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Introduction

This report looks in detail at the children's services workforce in Scotland. It supplements data already published in the Scottish Social Service Sector: Report on 2017 Workforce Data (Scottish Social Services Council, 2018) which presents an overview of the Scottish social service workforce as at December 2017. Children's services account for just over one-quarter of the Scottish social service workforce and have the following sub-sectors:

- adoption service
- child care agency
- childminding
- **day care of children**
- fieldwork service (children)
- fostering service
- **residential child care**
- **school care accommodation.**

Three of these sub-sectors can be broken down into more detail. Shown in bold above, they are; day care of children (DCC); residential child care (RCC); and school care accommodation (SCA). We give an overview which includes all of the sub-sectors and breakdowns, but focus in detail only on the three sub-sectors which can be split further. We also do a parallel analysis of early learning and childcare (ELC) services, which are a subset of DCC services.

Overview

Overall, as Figure 1 and Table 1 show, children's services make up 28% of the Scottish social service workforce with 55,840 people working in them. There are over 9,000 registered care services for children (each individual childminder is counted as a separate service). When we exclude childminders there are 4,164 children's services which account for approximately 52% of all remaining services in the social service sector. The disparity between the proportion of social service staff working in children's services and the proportion of care services that are children's services highlights the fact that children's services generally employ fewer staff than other services.

Figure 1: The children's services workforce in context, 2017

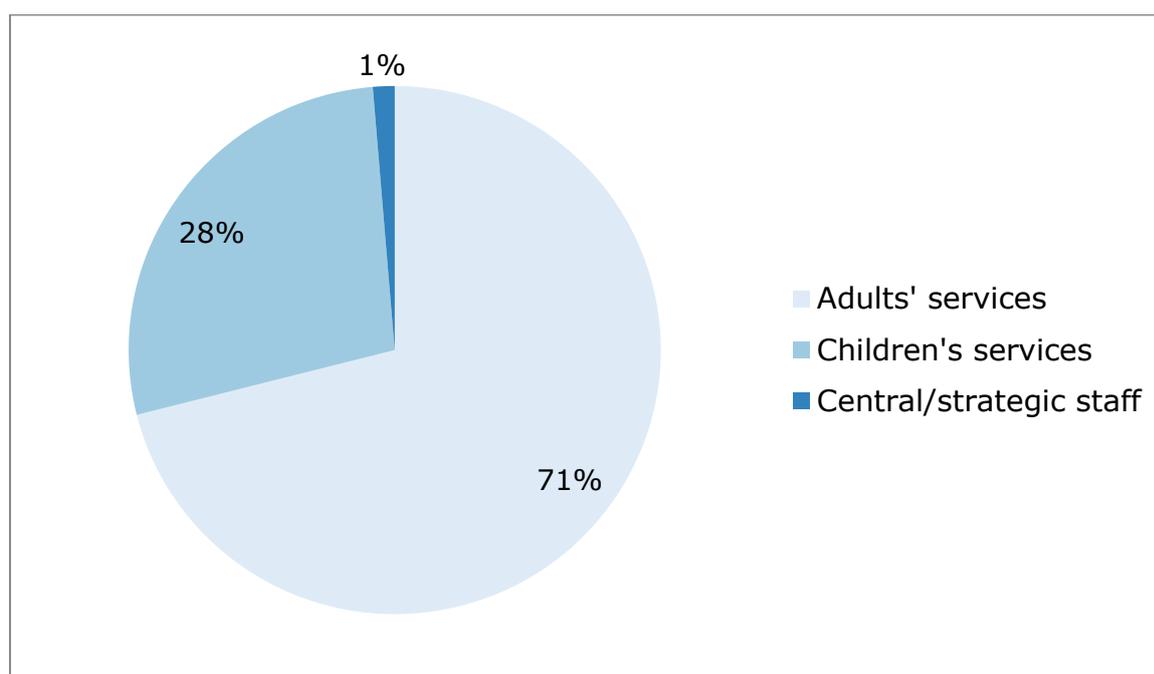


Table 1: The children's services workforce, 2017

Children's service	Headcount¹	Services	Median staff
Adoption service	420	38	9.5
Child care agency	370	25	10
Childminding	5260	5257	1
DCC: children and family centre	2390	152	16
DCC: crèche	590	75	6
DCC: holiday play scheme	620	44	12
DCC: nursery	24640	2456	8
DCC: out of school care	4850	736	5
DCC: playgroup	930	219	4
Fieldwork service (children)	5700	NA	NA
Fostering service	890	60	12.5
RCC: children and young people	5200	290	16
RCC: residential special school	2300	37	39
RCC: secure accommodation service	410	5	92
SCA: mainstream residential school	1100	20	18
SCA: school hostel	120	7	12
Total	55840	9421	NA

In contrast to the sector as a whole, children's services have a larger proportion of staff in the public sector and a smaller proportion in the voluntary sector. The

¹ Headcount figures are rounded to the nearest 10, using statistical rounding.

public and private sectors are approximately the same size in children's services. This is shown in Figure 2 and Table 2.

Figure 2: Share of the workforce by employer type in children's services, 2017

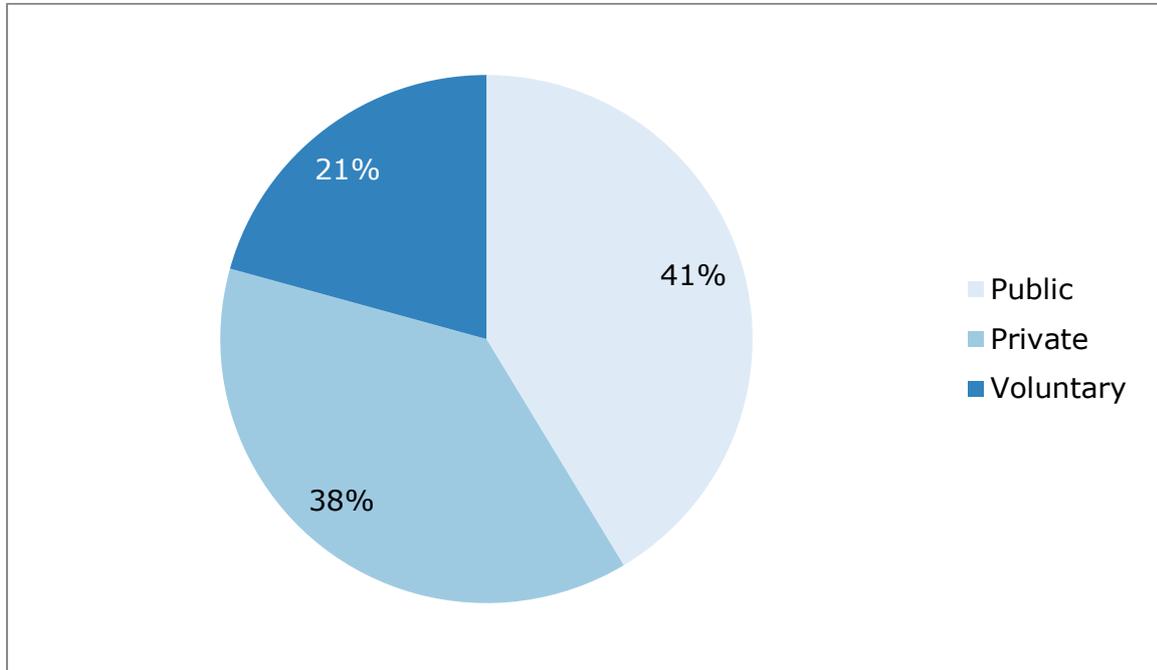


Table 2: Distribution of the workforce by employer type in children's services, 2017

Children's service	Public	Private	Voluntary	Total
Adoption service	330	-	90	420
Child care agency	10	220	140	370
Childminding	-	5260	-	5260
DCC: children and family centre	1910	10	470	2390
DCC: crèche	200	180	220	590
DCC: holiday play scheme	140	40	450	620
DCC: nursery	11370	11290	1980	24640
DCC: out of school care	490	1830	2530	4850
DCC: playgroup	10	110	810	930
Fieldwork service (children)	5740	-	-	5740
Fostering service	430	-	460	890
RCC: children and young people	2320	1570	1300	5200
RCC: residential special school	-	580	1720	2300
RCC: secure accommodation service	20	90	300	410
SCA: mainstream residential school	-	-	1100	1100
SCA: school hostel	120	-	-	120
Total	23100	21180	11560	55840

An overview of the changes in the children's services workforce since 2008 can be seen in Table 3. The workforce employed in children's services has grown by 3,640 or 9.3% in those 10 years. The social service workforce as a whole has grown much more modestly during this time, by only 2.6%. As a consequence, the share of the whole workforce in children's services has increased, by 1.1 percentage points (p.p.). This is in contrast to the adults' services workforce, whose share fell slightly, despite increasing in absolute numbers. This increase in share is also affected by the central and strategic staff workforce shrinking during this time.

Table 3. Change in the size of the children's services workforce and its share of the social service workforce, 2008, 2016 and 2017

Year	Children's services workforce	Social service workforce	Percentage in children's services
2008	52190	196970	26.5
2016	55350	200650	27.6
2017	55840	202090	27.6
Change since 2008	+3640	+5120	+1.1 p.p.

Table 4 shows the changes in the numbers of children's registered services since 2008. In contrast to the workforce, the number of services has fallen, by 763 or 7.5%, at roughly the same rate as registered services as a whole. So the share of children's services among all services is the same as it was in 2008. This is the same for adults' services, as their change in share must be the opposite of that of children's services, since there are no central and strategic staff registered services.

Table 4. Change in the number of children's registered services and their share of all social services, 2008, 2016 and 2017

Year	Children's services	All services	Percentage in children's services
2008	10184	14274	71.3
2016	9684	13481	71.8
2017	9421	13211	71.3
Change since 2008	-763	-1063	-0.0 p.p.

Day care of children

The day care of children sub-sector can be subdivided into seven service types as shown in Table 5. These service types are largely defined by the Care Inspectorate in their publication **Early learning and childcare statistics 2015**. However, please note we have slightly simplified them in this publication. The service type 'other services' is now no longer used and services which previously had this classification now have another one of the service types.

Table 5: Service types in day care of children

Service type	Description
Children and family centre (CFC)	Sometimes called community nurseries, children and family centres usually provide a full time service for children aged 0-5 years. The majority are provided by local authorities. They usually prioritise children with the greatest needs together with a range of support services for families.
Crèche (Cre)	Provides drop-in care for children in order to allow adults to engage in activities such as further education, shopping or attending a meeting.
Holiday play scheme (HPS)	Provides care for school aged children during the school holidays. This does not include activity-based clubs.
Nursery (Nur)	Provides day care facilities for children aged 5 years or under. The service is normally used by parents/carers on a regular basis rather than a drop-in basis and the service is provided as a minimum during the school term. Nurseries provide early learning and childcare for children not yet attending school. Nurseries can take several forms, such as a private nursery, a local authority nursery class or school and a nursery that is part of an independent school.
Out of school care (OOS)	Provides care for school aged children after the end of the school day and sometimes also before school starts. Many also provide a full day service during the school holidays. Can be provided by the public, private or voluntary sectors, with many voluntary sector out of school clubs run by parent committees. Also includes breakfast clubs.
Playgroup (Pla)	Mostly voluntary sector services run by a parent committee, often with parents taking part in a rota to assist paid staff.

Table 6 shows the distribution of services by service type and employer type. Two-thirds of the services are nurseries and three-fifths of these are in the public sector. The smallest service type is holiday play scheme, with only just over 1% of the services. The December timing of the data snapshot may affect the numbers here as these types of service may operate predominantly in the summer.

Just under half of all services are in the public sector but the voluntary sector provides around half or more of services in holiday play schemes, out of school care and playgroups.

Table 6: Distribution of services by service type and employer type in day care of children services, 2017

Service type	Public	Private	Voluntary	Total
Children and family centre	95	1	56	152
Crèche	23	19	33	75
Holiday play scheme	9	5	30	44
Nursery	1486	776	194	2456
Out of school care	96	279	361	736
Playgroup	2	25	192	219
Day care of children	1711	1105	866	3682

Table 7 shows the distribution of staff by service type and employer type. The nursery service type is by far the largest, accounting for around five-sevenths of this sub-sector.

While the voluntary sector is the smallest employer type in day care of children overall, it is the largest employer in the crèche, holiday play scheme, out of school care and playgroup service types. Nurseries are dominated by public and private provision, with the public sector being slightly larger but distributed among a much larger number of services. The children and family centre workforce is largely in the public sector.

Table 7: Distribution of staff by service type and employer type in day care of children services, 2017

Service type	Public	Private	Voluntary	Total
Children and family centre	1910	10	470	2390
Crèche	200	180	220	590
Holiday play scheme	140	40	450	620
Nursery	11370	11290	1980	24640
Out of school care	490	1830	2530	4850
Playgroup	10	110	810	930
Day care of children	14120	13450	6440	34020

The median weekly hours and age for each service type is in Table 8. Both nurseries and children and family centres have a median of 35 hours, while every other service type is lower. Crèches, out of school care and playgroups are half this or less.

Holiday play schemes have the lowest median age at 25, while children and family centres and playgroups both have a median age over 40. In the Scottish Social Service Sector: Report on 2017 Workforce Data, we identified that this sub-sector as a whole has an interesting characteristic with distinct clusters of younger and older workers. This means the median may fall between these clusters and you must take care when interpreting it.

Table 8: Median hours and age in day care of children, 2017

Service type	Hours	Age
Children and family centre	35	41
Crèche	10	38
Holiday play scheme	18	26
Nursery	35	36
Out of school care	17.5	34
Playgroup	18	42
Day care of children	30	36

The prevalence of full time working (defined as more than 30 hours per week) in each of the service types can be seen in Table 9. Only children and family centres and nurseries have a majority of their workforces as full time. This reflects the median hours seen in Table 8. In playgroups, only 1 in 14 staff works full time. Please note that for some services (eg out of school care), lower median hours and levels of full time working reflect the operating hours of the service and staff may be working all of the available hours.

Table 9: Percentage of staff by part time/full time in day care of children, 2017

Service type	Part time	Full time	Unknown
Children and family centre	39	61	0
Crèche	85	14	1
Holiday play scheme	77	23	0
Nursery	40	60	0
Out of school care	92	8	0
Playgroup	92	7	0
Day care of children	50	50	0

The day care of children sub-sector as a whole has a very large proportion of female workers, even taking account that the social service workforce as a whole is 85% female. As Table 10 shows, most service types reflect this. The service

types which feature the largest proportion of men are holiday play schemes (18%) and out of school care (12%).

Table 10: Percentage of staff by gender in day care of children, 2017

Service type	Female	Male	Other or Unknown
Children and family centre	97	3	0
Crèche	97	3	1
Holiday play scheme	82	18	0
Nursery	98	2	0
Out of school care	88	12	0
Playgroup	99	1	0
Day care of children	96	4	0

Table 11 shows the percentage of staff by job function. It shows that playgroups have a higher proportion of managers than any of the other service types. Consequently, they have a smaller proportion of care staff. This perhaps reflects that they have the smallest median service size or that volunteers who help to run sessions assist these services.

Holiday play schemes have a smaller proportion of managers and a higher proportion of care staff than other service types.

Table 11: Percentage of staff by job function in day care of children, 2017

Service type	Auxiliary	Care	Managers	Unknown
Children and family centre	7	82	10	0
Crèche	3	85	11	1
Holiday play scheme	5	88	6	0
Nursery	5	85	9	0
Out of school care	4	83	13	0
Playgroup	4	77	19	0
Day care of children	5	85	10	0

The distribution of contracts within day care of children services reflects the differences between them in median hours. Table 12 shows nurseries have the largest proportion of staff with permanent contracts and the smallest proportions on no guaranteed hours (NGH) contracts (the percentage on NGH contracts are shown in brackets in Table 12). Crèches have the largest proportion of NGH contracts (5%) while holiday play schemes have the smallest proportion of permanent contracts (19%). Almost two-thirds of staff in this service type have a sessional or casual or relief contract.

Table 12: Percentage of staff by contract type in day care of children, 2017

Contract type	CFC	Cre	HPS	Nur	OOS	Pla
Permanent	81(0)	47(1)	19(2)	84(0)	79(1)	80(1)
Temporary	11(0)	4(0)	1(0)	7(0)	3(0)	5(1)
Agency	0	0	0	0	0	0
Bank	0	2	12	1	2	1
Fixed term	2(0)	2(0)	3(0)	2(0)	3(0)	3(0)
Sessional	3(1)	17(4)	48(3)	1(0)	7(2)	3(0)
Casual/relief	1	27	17	1	5	8
Trainee	0(0)	0(0)	0(0)	3(0)	1(0)	0(0)
Other	0	1	0	1	1	1
Not known	0	1	0	0	0	0
All NGH	1	5	4	1	4	3

Early learning and childcare

Early learning and childcare (ELC) services are a subset of day care of children services that receive Scottish Government funding to provide free childcare hours for eligible children as part of the entitlement to 600 hours per year under the Children and Young People (Scotland) Act 2014. This funding may not cover the entirety of the service provided, as parents may need to top up if they want more hours or some children may not be eligible. Services self-identify their status as an ELC service, however the Care Inspectorate use other data items to assign (impute) the status for services that fail to respond to this question. Just over 4% of ELC services were identified in this way. As ELC services are a subset of DCC services, the service types are the same, see Table 5 for details.

Table 13 shows the distribution of services by service type and employer type. Over seven-eighths of the services are nurseries, and almost two-thirds of these are in the public sector. The smallest service type is holiday play scheme, with only a single service. Last year, there were no holiday play schemes that identified as receiving ELC funding. It is included in the following tables this year; however, since it is very small some data relating to it has been suppressed with an asterisk (*) for reasons of confidentiality and avoiding unwise comparisons.

Around three-fifths of all services are in the public sector but the voluntary sector provides over half of all services in out of school care and playgroups.

Table 13: Distribution of services by service type and employer type in early learning and childcare services, 2017

Service type	Public	Private	Voluntary	Total
Children and family centre	89	1	25	115
Crèche	1	0	5	6
Holiday play scheme	1	0	0	1
Nursery	1486	646	180	2312
Out of school care	5	3	10	18
Playgroup	0	19	145	164
Early learning and childcare	1582	669	365	2616

Table 14 shows the distribution of staff by service type and employer type. The nursery service type is by far the largest, accounting for over seven-eighths of this sub-sector.

While the voluntary sector is the smallest employer type in ELC overall, it is the largest employer in the crèche, out of school care and playgroup service types. Over 90% of nurseries are run by the public or private sector. The public sector

is slightly larger but distributed among a much larger number of services. The children and family centre workforce is largely in the public sector.

Table 14: Distribution of staff by service type and employer type in early learning and childcare services, 2017

Service type	Public	Private	Voluntary	Total
Children and family centre	1860	10	260	2130
Crèche	10	-	60	60
Holiday play scheme	0	-	-	0
Nursery	11370	10000	1850	23230
Out of school care	40	40	60	140
Playgroup	-	80	650	730
Early learning and childcare	13280	10140	2880	26300

The median weekly hours and age for each service type is shown in Table 15. Both nurseries and children and family centres have a median of 35 hours, while every other service type is lower. Crèches, out of school care and playgroups are all much lower. The overall median hours for ELC is larger than for DCC as a whole.

Crèches and out of school care have the lowest median age at 35, while children and family centres and playgroups both have a median age over 42. As noted in the day care of children description, there may be clustering of distinct age groups in ELC and the median may fall between these clusters so you must take care when interpreting it.

Table 15: Median hours and age in early learning and childcare, 2017

Service type	Hours	Age
Children and family centre	35	42
Crèche	18	35
Holiday play scheme	*	*
Nursery	35	36
Out of school care	20	35
Playgroup	20	42
Early learning and childcare	35	37

The prevalence of full time working (defined as more than 30 hours per week) in each of the service types can be seen in Table 16. Only children and family centres and nurseries have a majority of their workforces as full time. This reflects the median hours seen in Table 15. In playgroups, less than a tenth of staff work full time. Please note that for some services, lower median hours and levels of full time working reflect the operating hours of the service and staff may be working all of the available hours. While day care of children had an

even split of staff working part time or full time, the majority of early learning and childcare staff work full time.

Table 16: Percentage of staff by part time/full time in early learning and childcare, 2017

Service type	Part time	Full time	Unknown
Children and family centre	36	64	0
Crèche	83	17	0
Holiday play scheme	*	*	*
Nursery	40	60	0
Out of school care	88	12	0
Playgroup	91	9	0
Early learning and childcare	42	58	0

As with the day care of children sub-sector as a whole, ELC has a very large proportion of female workers. As Table 10 shows, most service types reflect this. The service type with the largest proportion of men is out of school care (10%). Crèches also have a relatively large proportion of men (8%), however these service types are much smaller than the others and are susceptible to large swings in percentages.

Table 17: Percentage of staff by gender in early learning and childcare, 2017

Service type	Female	Male	Other or Unknown
Children and family centre	97	3	0
Crèche	92	8	0
Holiday play scheme	*	*	*
Nursery	98	2	0
Out of school care	90	10	0
Playgroup	99	1	0
Early learning and childcare	98	2	0

Table 18 shows the percentage of staff by job function. It shows that playgroups have a higher proportion of managers than any of the other service types. Consequently, they have a smaller proportion of care staff. This perhaps reflects that they have the smallest median service size or that these services are assisted by volunteers who help to run sessions.

Table 18: Percentage of staff by job function in early learning and childcare, 2017

Service type	Auxiliary	Care	Managers	Unknown
Children and family centre	7	83	10	0
Crèche	0	84	16	0
Holiday play scheme	*	*	*	*
Nursery	5	86	9	0
Out of school care	4	80	16	0
Playgroup	3	78	19	0
Early learning and childcare	5	85	10	0

The distribution of contracts in the service types of early learning and childcare differs from day care of children, with generally more permanent contracts and fewer no guaranteed hours contracts. Table 19 shows nurseries have the largest proportion of staff with permanent contracts while the smallest proportion on no guaranteed hours (NGH) contracts are in crèches (though be aware of the small size of this service type when interpreting the figures). Note the percentage on NGH contracts are shown in brackets in Table 19.

Table 19: Percentage of staff by contract type in early learning and childcare, 2017

Contract type	CFC	Cre	HPS	Nur	OOS	Pla
Permanent	83(0)	58(0)	*	84(0)	80(1)	79(1)
Temporary	12(0)	5(0)	*	8(0)	3(0)	6(1)
Agency	0	0	*	0	0	0
Bank	0	5	*	1	5	1
Fixed term	2(0)	5(0)	*	2(0)	1(0)	3(0)
Sessional	2(1)	25(0)	*	1(0)	6(0)	2(0)
Casual/relief	0	3	*	1	6	8
Trainee	0(0)	0(0)	*	3(0)	0(0)	0(0)
Other	0	0	*	1	0	1
Not known	0	0	*	0	0	0
All NGH	1	0	*	1	1	3

Residential child care

The residential child care sub-sector can be split into three service types as shown in Table 20.

Table 20: Service types in residential child care

Service type	Description
Care homes for children and young people (CHCYP)	Provides care and accommodation for Looked After Children with no specific further needs.
Residential special school (RSS)	Provides care and accommodation for children with special educational needs.
Secure accommodation service (SAS)	Provides care and accommodation for Looked After Children who have been subject to a detention order.

The residential child care sub-sector is dominated by care homes for children and young people, with just around seven-eighths of the services as shown in Table 21. Around 11% of services are residential special schools and only a handful of secure accommodation services operate.

The private sector has the greatest number of services, although the public sector has almost as many, while the voluntary sector has the fewest.

Table 21: Distribution of services by service type and employer type in residential child care, 2017

Service type	Public	Private	Voluntary	Total
Care homes for children and young people	117	113	60	290
Residential special school	0	20	17	37
Secure accommodation service	1	1	3	5
Residential child care	118	134	80	332

Table 22 shows the distribution of staff by service type and employer type. Care homes for children and young people are by far the largest part of residential child care, with approximately two-thirds of the workforce. Secure accommodation services by contrast make up a much smaller proportion, with just over 5% of the workforce.

While the voluntary sector forms the largest employer type in residential child care overall, it is the smallest employer type in care homes for children and young people, where the public sector is the largest.

Table 22: Distribution of staff by service type and employer type in residential child care, 2017

Service type	Public	Private	Voluntary	Total
Care homes for children and young people	2320	1570	1300	5200
Residential special school	-	580	1720	2300
Secure accommodation service	20	90	300	410
Residential child care	2350	2250	3320	7920

The median weekly hours and age for each service type is in Table 23. The median weekly hours worked is the same as or close to the overall median of 37 across all service types, while the median age varies a little, with residential special school staff the youngest at 41 and secure accommodation service staff the oldest at 44.

Table 23: Median hours and age in residential child care, 2017

Service type	Hours	Age
Care homes for children and young people	36.3	43
Residential special school	37	41
Secure accommodation service	37	44
Residential child care	37	42

Reflecting the observation on median hours, Table 24 shows that around two-thirds of the residential child care workforce work full time. While the proportion is roughly the same in care homes for children and young people, it is higher in both residential special schools and secure accommodation services, with the latter having almost four-fifths of the workforce working full time.

Table 24: Percentage of staff by part time/full time in residential child care, 2017

Service type	Part time	Full time	Unknown
Care homes for children and young people	36	64	0
Residential special school	26	74	0
Secure accommodation service	22	78	0
Residential child care	32	68	0

Residential child care has a relatively large proportion of men in its workforce compared to the social service sector as a whole, with almost 1 in 3. Table 25 shows the percentage of staff by gender for the different services types. Of the three types, care homes for children and young people have a slightly lower proportion of men in the workforce, while secure accommodation services has a much higher proportion, approaching half of the workforce.

Table 25: Percentage of staff by gender in residential child care, 2017

Service type	Female	Male	Other or Unknown
Care homes for children and young people	73	27	0
Residential special school	64	36	0
Secure accommodation service	55	45	0
Residential child care	69	31	0

Table 26 shows the percentage of staff by job function and that care staff form the largest group in all three service types. However, it is highest in care homes for children and young people with almost 9 in 10 staff. Residential special schools and secure accommodation services have fewer care staff and more auxiliary staff. The proportion of managers is similar across all three service types.

Table 26: Percentage of staff by job function in residential childcare, 2017

Service type	Auxiliary	Care	Managers	Unknown
Care homes for children and young people	5	90	6	0
Residential special school	17	76	7	0
Secure accommodation service	22	72	6	0
Residential child care	9	85	6	0

Table 27 shows the percentage of staff by contract type. The distributions are similar across the three service types, with most staff being employed on permanent contracts, approximately four-fifths of the workforce in each. Casual or relief staff are more common in care homes for children and young people, with 8% employed on such contracts. No guaranteed hours (NGH) contracts are not particularly common in residential child care, ranging from 1-3%. Note that the percentages of NGH contracts are shown in brackets in Table 27.

Table 27: Percentage of staff by contract type in residential child care, 2017

Contract type	CHCYP	RSS	SAS
Permanent	79(0)	84(0)	84(0)
Temporary	3(0)	2(0)	6(1)
Agency	0	0	0
Bank	2	2	0
Fixed term	1(0)	2(0)	0(0)
Sessional	4(1)	5(1)	10(2)
Casual/relief	8	4	0
Trainee	0(0)	0(0)	0(0)
Other	2	0	0
Not known	0	0	0
All NGH	1	1	3

School care accommodation

The school care accommodation sub-sector can be split into two service types as seen in Table 28.

Table 28: Service types in school care accommodation

Service type	Description
Mainstream residential school (MRS)	Provides accommodation and schooling for children. Typically referred to as a boarding school.
School hostel (SH)	Provides accommodation at a state school site for children who cannot practically return home during the week.

Table 29 shows that the service types in school care accommodation split the public and voluntary sectors. Unlike last year, no services are now identified as being in the private sector. Three-quarters of the services are mainstream residential schools provided only by the voluntary sector. The remaining quarter of services are school hostels provided exclusively by the public sector.

Table 29: Distribution of services by service type and employer type in school care accommodation, 2017

Service type	Public	Private	Voluntary	Total
Mainstream residential school	0	0	20	20
School hostel	7	0	0	7
School care accommodation	7	0	20	27

Table 30 reaffirms the polarisation between the service types with all voluntary sector staff in mainstream residential schools and all public sector staff in school hostels. Overall, around 90% of the school care accommodation workforce is in the voluntary sector, so the mainstream residential school service type is by far the larger one.

Table 30: Distribution of staff by service type and employer type in school care accommodation, 2017

Service type	Public	Private	Voluntary	Total
Mainstream residential school	-	-	1100	1100
School hostel	120	-	-	120
School care accommodation	120	-	1100	1220

The median weekly hours and age for each service type is in Table 31. Median hours are relatively high for both service types but school hostels are lower at 30. The median age for both service types is high, though school hostels is the highest, being four years older at 51.

Table 31: Median hours and age in school care accommodation, 2017

Service type	Hours	Age
Mainstream residential school	37.5	47
School hostel	30	51
School care accommodation	37	48

The main mode of working differs between the two service types, as Table 32 shows. Mainstream residential schools have almost two-thirds of their staff working full time, while schools hostels have just over half of their staff working part time.

Table 32: Percentage of staff by part time/full time in school care accommodation, 2017

Service type	Part time	Full time	Unknown
Mainstream residential school	38	62	1
School hostel	51	49	0
School care accommodation	39	61	0

School care accommodation has a large proportion of men in its workforce, in fact the largest of all the sub-sectors. However, as Table 33 shows, the proportion is even higher in mainstream residential schools (41%). This contrasts with the picture in school hostels where the proportion of men is around the same as in the social service sector as a whole.

Table 33: Percentage of staff by gender in school care accommodation, 2017

Service type	Female	Male	Other or Unknown
Mainstream residential school	59	41	0
School hostel	85	15	0
School care accommodation	61	39	0

Table 34 shows the percentage of staff by job function. Mainstream residential schools employ proportionately more auxiliary staff and fewer care staff than school hostels. The proportion of managers employed is similar in both service types.

Table 34: Percentage of staff by job function in school care accommodation, 2017

Service type	Auxiliary	Care	Managers	Unknown
Mainstream residential school	31	64	4	1
School hostel	17	77	6	0
School care accommodation	30	65	4	0

Both mainstream residential schools and school hostels have a very high proportion of staff on permanent contracts and a low proportion of staff on no guaranteed hours (NGH) contracts. Note that the percentages of NGH contracts are shown in brackets in Table 35.

Table 35: Percentage of staff by contract type in school care accommodation, 2017

Contract type	MRS	SH
Permanent	92(1)	95(1)
Temporary	1(0)	1(0)
Agency	0	0
Bank	0	2
Fixed term	2(0)	0(0)
Sessional	1(0)	0(0)
Casual/relief	2	3
Trainee	0(0)	0(0)
Other	1	0
Not known	1	0
All NGH	1	1

Technical notes

For more information on the background to this data, please see our publication **Scottish Social Service Sector: Report on 2017 Workforce Data**.

You can download this and reports for previous years back to 2008, from our website at:

<https://data.sssc.uk.com/wdr>

Headcount figures in this report are rounded to the nearest 10 using statistical rounding so sums of figures may differ from the presented totals.

Percentages are rounded to the nearest whole percent using statistical rounding so sums of figures may differ from the presented totals.

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