



## Sure Start Northumberland: Audit of the Childcare & Early Years Workforce

Principal Authors: Bryan Latty & Amy Rust  
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### Contacts

Philip Hanmer	– Information Network Manager
Ellie Bates	– Research Officer
David Carver	– Research Officer
Kate Hutchinson	– Research Officer
Shona Johnstone	– Research Officer
Bryan Latty	– Research Officer
Amy Rust	– Trainee Research Officer
Iain Rowe	– Technical Officer
Michael Ramm	– Trainee Technical Assistant
Nicola Purdy	– Trainee Administration & Support Assistant
Alyson Forster	– Administration & Support Assistant

Tel: (01670) 534755  
Fax: (01670) 534160  
E-mail: [alforster@northumberland.gov.uk](mailto:alforster@northumberland.gov.uk)

Website: [www.northumberlandinfonet.org.uk](http://www.northumberlandinfonet.org.uk)

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## CONTENTS

<b>Executive Summary</b> .....	5
1.0 Introduction.....	9
2.0 Qualification Requirements within the Childcare Sector.....	11
3.0 The Training Audit.....	13
4.0 Childcare Employment in Northumberland.....	17
5.0 Qualifications in the Workforce.....	21
6.0 Training & Continuous Professional Development Requirements.....	27
7.0 Meeting the National Childcare Standards.....	31
8.0 Grossing-up the Figures.....	39
9.0 Recommendation for the 2005/06 Audit.....	43
<b>Glossary</b> .....	44
Appendix 1: Audit Prof-forma & Qualification List.....	45



## EXECUTIVE SUMMARY

The Northumberland Information Network (InfoNet) was asked by Sure Start Northumberland to carry out an audit of the childcare and early years workforce in the County. The purpose of the Audit is to monitor progress amongst childcare settings in Northumberland towards achieving the qualification requirements set out for Leaders and Assistants in the National Standards for under Eights. The Standards stipulate that all Leaders should hold at least a Level 3 qualification in a relevant discipline and that at least half of Assistants in a setting should hold a Level 2 or above.

The approach adopted by the InfoNet for the 2004/05 Audit is different to that used in the 2003/04 Audit, with an improved questionnaire and a different time frame. The questionnaire was re-designed to improve the quality of the information provided by respondents and the survey itself took place between January and March 2005. In addition, this time around the InfoNet was much clearer on what constitutes an “appropriate qualification.” The Department for Education & Skills (DfES) together with the Early Years National Training Organisation and the Playwork Sector Skills Council have created the Children’s Workforce Qualifications website which provides an almost exhaustive list of childcare and playwork qualifications and the roles they are deemed acceptable to support, based on criteria set out in the National Standards.

In all, 181 Ofsted-registered and non-maintained settings were contacted, generating responses from 131 settings (72% response rate) and 809 employees. Of the 809:

- 539 (67%) work in day-care (early years) settings; 109 (14%) in Out-of-School Clubs (OOSC) and 161 (20%) work in settings providing both types of care (dual providers).
- 243 are Leaders (35%) and 526 (65%) Assistants.
- 798 (99%) are female.

All respondents were asked to provide details of relevant qualifications they hold or are working towards. The appropriateness of qualifications was judged by the InfoNet using information on the Children’s Workforce Qualifications website and taking into consideration the respondents position and the type of setting in which they work. Overall, 243 (88%) of respondent Leaders held an appropriate Level 3 qualification at the 31 March 2005 and 291 (61%) Assistants an appropriate Level 2.

There is some variation by setting type, with 91% of day-care (early years) Leaders qualified to at least Level 3 in March 2005 compared with 78% of Leaders in OOSCs. Similarly, 65% of Assistants in dual care settings were qualified to at least Level 2 in March 2005, compared with 46% of Assistants in OOSCs.

Using expected completion dates of qualifications pending or not yet started, the InfoNet has tried to forecast what the position might look like in March 2006 and post March 2006 (assuming that all staff successfully complete any qualifications they are working towards and that there are no changes in staff). On this basis, the proportion of Leaders qualified to Level 3 is expected to rise to 95% by March 2006 and to 96% over the following 18 months. Similarly, for Assistants the proportion qualified to at least Level 2 is expected to rise to 72% by March 2006 and to 76% of the subsequent 18 months.

The Audit has also highlighted a substantial number of paid employees within the childcare workforce that do not hold and are not working towards any appropriate qualifications. Amongst day-care (early years) employees, these include 10 Leaders (4%) and 100 (23%) Assistants; and amongst playwork staff, 3 Leaders (4%) and 38 Assistants (32%).

In preparing the Children's Workforce Qualifications website DfES, the Early Years National Training Organisation and the Playwork Sector Skills Council have acknowledged that individuals with childcare/early years qualifications can be employed in playwork settings and vice versa; and that any gaps in skills and knowledge should be filled through continuous professional development. With this in mind, the InfoNet has identified:

- 3 day-care Leaders with Level 3 (or higher) playwork qualifications (only).
- 6 day-care Assistants with Level 2 (or higher) playwork qualifications (only).
- 38 OOSC Leaders with Level 3 (or higher) childcare and early years qualifications (only).
- 43 OOSC Assistants with Level 2 (or higher) childcare and early years qualifications (only).

These are prime candidates for the CACHE Certificate of Professional Development, which is designed to extend knowledge in a specific area of childcare or playwork. In particular, Unit 9 is a conversion course from Early Years practice to Playwork. Of the 38 Leaders working in Out-of-School Clubs in Northumberland that hold early years

qualifications but no appropriate playwork awards, only 9 either have attained or are working towards Unit 9,

With regards to the childcare providers, 91 of the 131 (70%) respondent settings met both the leader and the assistant qualification requirements set out in the National Standards by 31 March 2005. Assuming that all employees currently working towards appropriate qualifications successfully complete the courses by their expected completion date, the number of settings meeting the standards will rise to 101 (77%) by March 2006 and 103 (79%) within the proceeding 18 months.

Using the response rates from the audit, the InfoNet has attempted to gross-up the figures to represent all 181 registered non-maintained settings. On this basis:

- There are 1,121 childcare employees in Northumberland, 300 of whom do not hold any relevant qualifications
- 48 (12%) Leaders do not hold a Level 3 qualification and 286 (39%) Assistants are without an appropriate Level 2.
- 56 (31%) settings have not met the Leader and Assistant requirements of the National Standards.

Details of respondent Leaders and Assistants without appropriate qualifications can now be accessed by Sure Start Northumberland and the Childrens Information Service through iCHIS and details of settings not meeting the qualification requirements of the National Standards can be made available by the InfoNet. Together, this information should form the basis of targeted training for the 2005/06 academic year.



## 1.0 Introduction

Sure Start Northumberland asked the InfoNet carry out their 2004/05 Childcare Workforce Audit. The purpose of the audit, which focuses on registered non-maintained establishments (but excluding childminders), is to:

- Provide a profile of the childcare sector in Northumberland in terms of employment and qualifications.
- To prepare figures for inclusion in the Sure Start Annual Return.
- To highlight priorities for training in 2005/06 in the light of requirements set out in the National Childcare Standards for under eights.

In order to set the context for the statistical analysis, Section 2 of the report outlines the purpose of the National Childcare Standards, highlighting in particular the qualification requirements set for staff working in OfSTED-registered childcare settings. It also reflects on Sure Start Guidance for 2004/06 and in particular on childcare and early education training.

Section 4 goes on to describe the current position in Northumberland in terms of staff numbers and qualifications based on the results of the 2004/05 Audit, including separate analyses of day-care (covering full and sessional day care, pre-school nurseries, playgroups and crèches) and out-of-school settings. The audit also recognises that some settings offer both types of care and have been termed as 'dual providers' in the remainder of the report. The breakdown between day-care and out-of-school care was introduced in the 2003/04 Training Audit due to perceived differences in what the Qualifications and Curriculum Authority (QCA) recognise as 'appropriate qualifications' within the National Qualifications Framework. However, DfES together with the Early Years National Training Organisation and the Playwork Sector Skills Council have created the Children's Workforce Qualifications website which provides an almost exhaustive list of childcare and playwork qualifications and the roles they are deemed acceptable to support, based on criteria set out in the National Standards. The website is an amalgamation of the DfES Acceptable List, endorsed playwork training and those qualifications currently on the Qualifications & Curriculum Authority's National Qualification Framework. (See <http://www.dfes.gov.uk/childrenswfqualifications/>)

Section 7 considers progress amongst settings in Northumberland in meeting the qualification requirements for leaders and assistants set out in the National Standards. The National Standards state that all leaders should hold an appropriate Level 3 qualification and at least half of assistants in each setting, an appropriate Level 2.

The final section of the report outlines the main findings and makes a number of recommendations in respect of training priorities for 2005/06 and identifies a number of improvements that need to be implemented as part of the 2005/06 Training Audit.

## 2.0 Qualification Requirements within the Childcare Sector

This section sets out the training and qualification requirements of the childcare sector in England and Wales, referring to the National Childcare Standards for under eights; and outlines the childcare qualification targets set for Northumberland by DfES.

The National Standards present a baseline of quality below which no childcare provider is permitted to fall; and are designed to underpin continuous improvements in all childcare settings. Under the National Standards:

- The Manager of a setting has to have gained at least a Level 3 qualification appropriate to the post.
- All Supervisors should hold a Level 3 qualification appropriate for the care and development of children. Where this cannot be achieved immediately, providers must set out an action plan for OfSTED detailing how they intend to meet this criterion and over what timescale it will be achieved.
- At least half of other childcare staff in each setting should hold an appropriate Level 2 qualification.

In the previous Audit, the InfoNet assumed that appropriate qualifications needed to relate directly to the type of care being provided i.e. that the Manager of an Out-of-School Club should have achieved a Level 3 qualification in playwork, whilst the Manager of a day nursery should have a Level 3 qualification related to early years education or childcare. However, this has been turned on its head somewhat by the development of the Children's Workforce Qualifications website, which provides a comprehensive mapping of childcare and playwork qualifications and the roles they are deemed acceptable to support using criteria set out in the National Standards. The mapping was carried out by the DfES in conjunction with the Early Years National Training Organisation and the Playwork Sector Skills Council, and represents an amalgamation of the DfES Acceptable List, endorsed playwork training and those qualifications currently on the Qualifications & Curriculum Authority's National Qualification Framework. The new list recognises the need for some flexibility with regard to qualifications, accepting that there may be staff working in out-of-school clubs that only have early years or childcare qualifications and vice versa; and that any additional training requirements can be met through continuous professional development (e.g. by completing units of the CACHE Certificate in Continuous Professional Development).

In Sure Start Guidance 2004/06 the key priority for local Early Years Teams is to ensure that there is enough training so that the qualification requirements of the National Standards can be adhered to. Guidance suggests that assistants should be encouraged where possible to complete a Level 3, in order to provide a pool of employees trained to step up into leader posts in the future.

## **3.0 The Training Audit**

### **3.1 Methodology**

Sure Start Northumberland approached the InfoNet to carry out an audit of the childcare and early years workforce in Northumberland, as a follow-up to the 2003/04 Training Audit (see InfoNet Working Paper 20). The survey took place between January and March 2005, with pro-formas sent out to all registered non-maintained settings in Northumberland, with a request that they complete a form for each member of staff (including voluntary staff). In addition to personal details (name, gender, ethnicity, age, employed position), the form also requested details of length of service and relevant qualifications held by staff or to which they were working towards. A copy of the pro-forma is in Appendix 1.

The returned forms were entered onto iCHIS on behalf of Sure Start Northumberland and onto SPSS (Statistical Package for Social Scientists) for analysis purposes. SPSS has been programmed to allow for the following analysis:

- Progress towards the qualification requirements of the National Standard.
- A breakdown of all paid staff, leaders and assistants qualified to Level 2 and Level 3, for inclusion in the Sure Start Unit Annual Return.
- Breakdown by day-care and playwork settings, to determine whether the qualifications requirements of the National Standards are being met in different divisions of the Northumberland childcare sector.

Each pro-forma returned was checked by the InfoNet team to determine whether the qualifications listed by the respondent were appropriate by cross referencing them with the Children's Workforce Qualifications website. In addition, the InfoNet have also highlighted whether the qualifications held by the respondents (or to which they are working towards) are early years/childcare or playwork qualifications. The purpose of this is to determine what continuous professional development requirements there might be amongst the childcare workforce in Northumberland that are appropriate to the post and the setting in which they are employed.

### 3.2 The Sample

In all, 181 non-maintained registered childcare settings in Northumberland were contacted as part of the Audit. Of these, 117 (65%) provide day-care (full day-care, sessional day-care, pre-school nurseries, playgroups and crèches'), 38 (21%) were out-of-school settings and/or holiday clubs and 26 (14%) provide both day and out-of-school care (for definitions see the Glossary on p34).

<b>Figure 1: Childcare Settings in Northumberland</b>					
	Day Care (Early Years)	OOSC	Dual Providers	Total	% of Total
Alnwick	12	7	3	22	12.2
Berwick upon Tweed	19	3	2	24	13.3
Blyth Valley	17	5	7	29	16.0
Castle Morpeth	22	11	4	37	20.4
Tynedale	34	9	4	47	26.0
Wansbeck	13	3	6	22	12.2
Total	117	38	26	181	
% of Total	64.6	21.0	14.3		100.0

More than one-quarter (47 or 26%) of registered childcare settings in Northumberland are based in Tynedale, followed by Castle Morpeth (37 or 21%). This contrasts with just 22 providers, representing just over one-tenth of the total, in both Alnwick and Wansbeck. (Figure 1)

### 3.3 The Response

In all, completed forms were received from 131 settings, giving a response rate of 72%. More than three-quarters (91 or 78%) of settings providing day-care took part in the audit, compared with almost three-fifths of out-of-school clubs (22 or 58%) and slightly more of the settings providing both types of care (18 or 69%). By district, the biggest response rate (86%) was recorded in Alnwick, with 19 of the 22 registered settings returning information; whilst the lowest return was from Berwick upon Tweed (63%). (Figure 2)

<b>Figure 2: Survey Responses</b>					
	Day Care (Early Years)	OOSC	Both	Total	Response Rate
Alnwick	12	4	3	19	86.4
Berwick upon Tweed	15	0	0	15	62.5
Blyth Valley	13	4	5	22	75.9
Castle Morpeth	16	5	3	24	64.9
Tynedale	29	5	3	37	78.7
Wansbeck	6	4	4	14	63.6
Total	91	22	18	131	
Response Rate	77.7	57.9	69.2		72.4



## 4.0 Childcare Employment in Northumberland

### 4.1 Employment in Respondent Settings

The 131 settings that responded to the Audit together employ 809 members of staff. Two-thirds (539 or 67%) of respondent employees work in day-care settings, with remaining 270 staff split between out-of-school clubs (109 or 14%) and settings providing both types of care (161 or 20%). Overall, the average size of setting in terms of staff numbers is 6.2, ranging from 5.0 in out-of-school clubs to 8.9 amongst dual providers.

More than 200 of the respondent employees work for childcare providers in South East Northumberland (251 or 31%) and in Tynedale (218 or 27%), compared to just 74 (9%) in Berwick upon Tweed and 116 (14%) in Alnwick. Settings based in Wansbeck on average employ 7.3 members of staff, compared to just 4.9 in Berwick upon Tweed. (Figure 3)

**Figure 3:  
Childcare Employment**

	Day Care (Early Years)	Out of school only	Both	Total	Average Size (employees)
Alnwick	44	25	47	116	6.1
Berwick upon Tweed	74	0	0	74	4.9
Blyth Valley	93	12	44	149	6.8
Castle Morpeth	92	35	23	150	6.3
Tynedale	169	22	27	218	5.9
Wansbeck	67	15	20	102	7.3
Total	539	109	161	809	6.2
%	66.6	13.5	19.9	100.0	
Average Size (employees)	5.9	5.0	8.9		6.2

### 4.2 Employment by Setting Type

#### All Settings

Childcare Managers in each of the 131 respondent settings have provided details for all 809 members of staff, including their job title, gender, ethnicity and employment status, as well as qualifications and training which will be discussed later.

Referring to Figure 4a below, of the 809 employees:

- Just over one third (283 or 35%) are either “Leaders” or “Supervisors”, and almost two-thirds (526 or 65%) are “Assistants”.
- One-quarter (27%) of staff working in settings based in Castle Morpeth are Leaders or Supervisors, compared with two-fifths of those working in Tynedale (40%).
- Only seven are male, representing less than 1% of all employees. There were no male respondents working for settings in Wansbeck.
- Only five employees have indicated they are from an ethnic minority group.
- 25 (3%) are disabled, 10 of which work for settings located in Alnwick.
- 35 are voluntary workers, representing 4% of all employees

**Figure 4a:  
Employment Profile: All Settings**

	Position		Gender		Ethnic	Disabled	Voluntary
	Leader/ Supervisor	Asst.	M	F			
Alnwick	45	71	2	114	1	10	4
Berwick upon Tweed	25	49	1	73	0	3	6
Blyth Valley	49	100	1	148	0	3	4
Castle Morpeth	43	107	2	144	2	1	6
Tynedale	87	131	1	217	1	6	4
Wansbeck	34	68	0	102	1	2	11
<b>Total</b>	<b>283</b>	<b>526</b>	<b>7</b>	<b>798</b>	<b>5</b>	<b>25</b>	<b>35</b>
<b>%</b>	<b>35.0</b>	<b>65.0</b>	<b>0.9</b>	<b>98.6</b>	<b>0.6</b>	<b>3.1</b>	<b>4.3</b>

## Day Care Settings

Referring to Figure 4b below, of the 546 staff employed in registered day-care settings:

- One third (189 or 35%) are either Leaders or Supervisors, and two-thirds (350 or 65%) are Assistants.
- One-quarter (26 or 26%) of staff working in settings based in Castle Morpeth are Leaders or Supervisors, compared with more than two-fifths of those working in Alnwick (19 or 43%) and Tynedale (67 or 41%).
- Only one employee is male, representing less than 1% of day-care employees.

- Only three employees indicated that they are from an minority ethnic group.
- 15 (3%) are disabled.
- 32 are voluntary workers, representing 6% of all employees

**Figure 4b:  
Employment Profile: Day Care (Early Years)**

	Position		Gender		Ethnic	Disabled	Voluntary
	Leader/ Supervisor	Asst.	M	F			
Alnwick	19	25	0	44	0	3	4
Berwick upon Tweed	25	49	1	73	0	3	6
Blyth Valley	31	62	0	93	0	1	3
Castle Morpeth	26	73	0	98	1	1	5
Tynedale	67	95	0	162	1	5	3
Wansbeck	21	46	0	67	1	2	11
Total	189	350	1	537	3	15	32
%	35.1	64.9	0.2	99.6	0.6	2.8	5.9

### Out-of-School Clubs

Referring to Figure 4c below, of the 109 staff employed in out-of-school clubs in Northumberland:

- One third (37 or 34%) are either Leaders or Supervisors, and two-thirds (72 or 66%) are Assistants.
- One-quarter of staff working in settings based in Castle Morpeth are Leaders or Supervisors, compared with half of those working in Blyth Valley (50%).
- Five are male and only two are from an ethnic group.
- Seven (6%) are disabled.
- All respondents working in out-of-school club settings are in paid employment.

**Figure 4c:  
Employment Profile: Out-of-School Clubs**

	Position		Gender		Ethnic	Disabled	Voluntary
	Leader/ Supervisor	Asst.	M	F			
Alnwick	10	15	2	23	1	6	0
Berwick upon Tweed	0	0	0	0	0	0	0
Blyth Valley	6	6	0	12	0	1	0
Castle Morpeth	7	21	2	23	1	0	0
Tynedale	8	21	1	28	0	0	0
Wansbeck	6	9	0	15	0	0	0
<b>Total</b>	<b>37</b>	<b>72</b>	<b>5</b>	<b>106</b>	<b>2</b>	<b>7</b>	<b>0</b>
<b>%</b>	<b>33.9</b>	<b>66.1</b>	<b>4.6</b>	<b>97.2</b>	<b>1.8</b>	<b>6.4</b>	<b>0.0</b>

### Dual Providers

Referring to Figure 4d below, of the 161 staff employed in settings providing both day and out-of-school care in Northumberland:

- More than one third (57 or 35%) are either Leaders or Supervisors, and almost two-thirds (104 or 65%) are Assistants.
- Just over one-quarter (12 or 27%) of staff working in settings based in Blyth Valley are Leaders or Supervisors, compared with more than two-fifths of those working in Castle Morpeth (10 or 43%) and Tynedale (12 or 44%).
- Only one respondent is male and none are from an ethnic group.
- Three respondents (2%) are disabled and three (2%) are volunteers.

**Figure 4d:  
Employment Profile: Dual Providers (Day & Out-of-School Care)**

	Position		Gender		Ethnic	Disabled	Voluntary
	Leader/ Supervisor	Asst.	M	F			
Alnwick	16	31	0	47	0	1	0
Berwick upon Tweed	0	0	0	0	0	0	0
Blyth Valley	12	32	1	43	0	1	1
Castle Morpeth	10	13	0	23	0	0	1
Tynedale	12	15	0	27	0	1	1
Wansbeck	7	13	0	20	0	0	0
<b>Total</b>	<b>57</b>	<b>104</b>	<b>1</b>	<b>160</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>%</b>	<b>35.4</b>	<b>64.6</b>	<b>0.6</b>	<b>99.4</b>	<b>0.0</b>	<b>1.9</b>	<b>1.9</b>

## 5.0 Qualifications in the Workforce

As mentioned earlier, the report provides information for inclusion in Northumberland's return to the Sure Start Unit. This includes an analysis of all paid staff, leaders and assistants qualified to at least Level 2 and at least Level 3, broken down by setting type. Using information on qualifications that employees are currently working towards, an attempt has also been made to establish what the qualification base might be in 2006 and 2007.

### 5.1 The Current Qualification Base

#### Achievements Across All Respondent Settings

Of the 754 childcare staff in paid employment with Northumberland providers, almost three-quarters (544 or 72%) hold a relevant Level 2 qualification or higher, as defined by the Children's Workforce Qualifications website. This is only marginally below the DfES target of 75% for March 2004. At a district Level there is little variation, with all districts only slightly below the target. Perhaps the only exception is in respect of Castle Morpeth, where the proportion of paid staff (68%) lags behind the other five districts. (Figure 5)

**Figure 5:  
Qualifications Held by Childcare Employees: All paid staff**

	Level 2 or higher		Level 3 or Higher	
	Number	%	Number	%
Alnwick	82	73.9	69	62.2
Berwick upon Tweed	50	74.6	43	64.2
Blyth Valley	101	71.6	77	54.6
Castle Morpeth	94	67.6	75	54.0
Tynedale	151	72.9	123	59.4
Wansbeck	66	74.2	51	57.3
Total	544	72.1	438	58.1

Of the 754 employees, 438 or 58% hold a relevant Level 3 qualification or higher (all of whom are also counted as part of the Level 2 qualified staff referred to above). Nevertheless, there is some variation between districts, with the proportion of paid staff qualified to Level 3 or above substantially higher in Berwick upon Tweed (64%) than in Castle Morpeth (54%). (Figure 5)

Recognising the requirements of the National Standards, all paid Leaders (including Supervisors) in Northumberland are required to hold a relevant Level 3 qualification (or higher) and 50% of other paid staff (i.e. excluding Leaders), a Level 2. Again, the relevance of qualifications has been tested by cross referencing with the Children's Workforce Qualifications website.

Referring to Figure 6, by March 2005 almost 90% (88%) of paid Leaders held a relevant Level 3 qualification or higher; and 92% were qualified to Level 2. This highlights only a slight shortfall on the 100% target. Again, however, the County average masks some variation at district Level, with proportions ranging from all (100%) paid Leaders in Berwick upon Tweed to 83% in Castle Morpeth.

**Figure 6:  
Qualifications Held by Childcare Employees: Paid Leaders**

	Level 2 or higher		Level 3 or Higher	
	Number	%	Number	%
Alnwick	41	93.2	39	88.6
Berwick upon Tweed	23	100.0	23	100.0
Blyth Valley	44	89.8	42	85.7
Castle Morpeth	37	88.1	35	83.3
Tynedale	81	93.1	78	89.7
Wansbeck	27	87.1	26	83.9
Total	253	91.7	243	88.0

For other paid staff (i.e. excluding paid Leaders), 61% were qualified to at least Level 2, again exceeding the 50% requirement of the National Standards. In addition, 41% were qualified to at least Level 3, in line with the Sure Start Guidance 2004/06 which recommends that assistants should be encouraged to aim higher than Level 2. There were some limited variations between districts, with the proportion of paid Assistants qualified to at least Level 2 ranging from two-thirds in Wansbeck (39 or 67%) to 58% in Tynedale. In contrast, the proportion of paid Assistants qualified to Level 3 or above is highest in Berwick upon Tweed (46%) and lowest in Tynedale and Blyth Valley (both 38%). (Figure 7)

**Figure 7:  
Qualification Held by Childcare Employees: Other Paid Staff**

	Level 2 or higher		Level 3 or Higher	
	Number	%	Number	%
Alnwick	41	61.2	30	44.8
Berwick upon Tweed	27	61.4	20	45.5
Blyth Valley	57	62.0	35	38.0
Castle Morpeth	57	58.8	40	41.2
Tynedale	70	58.3	45	37.5
Wansbeck	39	67.2	25	43.1
Total	291	60.9	195	40.8

### Achievements by Setting Type

Figures 8 to 10 below show the qualification levels achieved by all paid staff, Leaders and Assistants, broken down by broad setting type.

For targets relating to **All Paid Staff** (Figure 8), there is considerable variation between setting types in respect of the proportion of employees qualified to at least Level 2 and at least Level 3 in an appropriate discipline. For **day-care** settings, the proportion of staff qualified to Level 2 stands at 74%, ranging from 80% of respondent employees in Wansbeck to 67% in Castle Morpeth. In contrast, almost three-fifths (59%) are qualified to Level 3, ranging from 65% of staff in Berwick upon Tweed to 52% in Castle Morpeth.

For **Out-of-School Clubs** (OOSC), the proportion of paid staff qualified to at least Level 2 (59%) and at least Level 3 (48%) is substantially below that for Day Care. At a district level, three quarters (75%) of OOSC employees in Blyth Valley are qualified to Level 2 and three fifths (60%) of employees in Berwick upon Tweed are qualified to Level 3. In contrast, in Wansbeck just over two fifths (43%) of paid staff in OOSC are qualified to Level 2 and less than one quarter (21%) to Level 3. For **Dual Providers**, the picture is much the same as for day-care settings, with more than three quarters of employees in Alnwick (78%), Tynedale (81%) and Wansbeck (80%) holding at least a Level 2 and more than half of employees in all districts, a Level 3.

**Figure 8:  
Qualifications Held by Setting Type: All Paid Staff**

	Day Care (Early Years)		OOSC		Dual Provision	
	L2+ %	L3+ %	L2+ %	L3+ %	L2+ %	L3+ %
Alnwick	75.0	55.0	64.0	60.0	78.3	69.6
Berwick upon Tweed	74.6	64.2	-	-	-	-
Blyth Valley	74.2	56.2	75.0	50.0	65.0	52.5
Castle Morpeth	67.4	52.2	64.0	48.0	72.7	68.2
Tynedale	75.3	61.0	51.9	48.1	80.8	61.5
Wansbeck	80.0	63.6	42.9	21.4	80.0	65.0
Total	74.0	58.8	59.2	47.6	74.7	63.0

For targets relating to **Paid Leaders** (Figure 9), none of the broad setting types achieved the 100% target specified in the National Standards, although some came close and some individual districts did achieve the target. For **day-care** settings, the proportion of paid Leaders qualified to Level 2 and Level 3 stood at 93% and 91%, respectively, with settings in both Berwick upon Tweed and Wansbeck reporting that all Leaders are appropriately qualified.

For **Out-of-School Clubs** (OOSC), the proportion of paid Leaders qualified to Level 2 (84%) and Level 3 (78%) is much lower than for day-care employees. At a district level, all Leaders in Castle Morpeth hold an appropriate Level 3 qualification, compared with just one third of Leaders in Wansbeck. For **Dual providers**, almost 90% of Leaders have achieved the Level 3 standard, with performance at a district level ranging from 80% of Leaders in Castle Morpeth to 93% in Alnwick.

**Figure 9:  
Qualifications Held by Setting Type: Paid Leaders**

	Day Care (Early Years)		OOSC		Dual Provision	
	L2+ %	L3+ %	L2+ %	L3+ %	L2+ %	L3+ %
Alnwick	94.7	89.5	80.0	80.0	100.0	93.3
Berwick upon Tweed	100.0	100.0	-	-	-	-
Blyth Valley	90.3	87.1	100.0	83.3	83.3	83.3
Castle Morpeth	88.0	80.0	100.0	100.0	80.0	80.0
Tynedale	92.5	91.0	87.5	87.5	100.0	83.3
Wansbeck	100.0	100.0	50.0	33.3	85.7	85.7
Total	93.4	90.7	83.8	78.4	91.1	85.7

For **Paid Assistants** (Figure 10), the Level 2 (50%) target was achieved by the **day-care** (63%) and **dual provider** (65%) workforces. In contrast, staff working in **out-of-school clubs** fell short, although only marginally so (46%). In addition, half (50%) of assistants working for dual providers and two fifths (40%) working in day care were qualified to Level 3 or higher. At a district level, the 50% target for Level 2 was achieved in all six local authority areas by employees in day-care and dual settings; and more than half of assistants working for dual providers in Alnwick (58%), Castle Morpeth (58%) and Wansbeck (54%) are qualified to Level 3 or higher. For out-of-school clubs, the Level 2 target was achieved in Alnwick, Berwick upon Tweed and Castle Morpeth.

**Figure 10:  
Qualifications Held by Setting Type: Paid Assistants**

	Day Care (Early Years)		OOSC		Dual Provision	
	L2+ %	L3+ %	L2+ %	L3+ %	L2+ %	L3+ %
Alnwick	57.1	23.8	53.3	46.7	67.7	58.1
Berwick upon Tweed	61.4	45.5				
Blyth Valley	65.5	39.7	50.0	16.7	57.1	39.3
Castle Morpeth	59.7	41.8	50.0	27.8	66.7	58.3
Tynedale	62.1	37.9	36.8	31.6	64.3	42.9
Wansbeck	70.3	45.9	37.5	12.5	76.9	53.8
Total	62.7	40.1	45.5	30.3	65.3	50.0

## 5.2 The Future Qualification Base

Respondents to the Audit were also asked to provide details of courses and qualifications that they are currently working towards, together with an expected completion date. The InfoNet has taken this information and projected what the position might be in March 2006 and post March 2006 with regards to achievements at Level 2 and above and Level 3 and above.

**Figure 11  
Forecast Level of Attainment (March 2006)**

	All Paid Staff		Leaders		Assistants	
	Level 2+ (%)	Level 3+ (%)	Level 2+ (%)	Level 3+ (%)	Level 2+ (%)	Level 3+ (%)
Alnwick	81.1	69.4	100.0	97.7	68.7	50.7
Berwick upon Tweed	79.1	71.6	100.0	100.0	68.2	56.8
Blyth Valley	83.7	63.1	95.9	91.8	77.2	47.8
Castle Morpeth	75.5	64.0	97.6	95.2	66.0	50.5
Tynedale	82.1	69.1	95.4	94.3	72.5	50.8
Wansbeck	83.1	68.5	93.5	93.5	77.6	55.2
Total	80.9	67.2	96.7	94.9	71.8	51.3

**Figure 12  
Forecast Level of Attainment (Post March 2006)**

	All Paid Staff		Leaders		Assistants	
	Level 2+ (%)	Level 3+ (%)	Level 2+ (%)	Level 3+ (%)	Level 2+ (%)	Level 3+ (%)
Alnwick	86.5	74.8	100.0	97.7	77.6	59.7
Berwick upon Tweed	80.6	74.6	100.0	100.0	70.5	61.4
Blyth Valley	88.7	69.5	95.9	91.8	84.8	57.6
Castle Morpeth	76.3	67.6	97.6	97.6	67.0	54.6
Tynedale	84.1	71.5	96.6	95.4	75.0	54.2
Wansbeck	89.9	73.0	100.0	100.0	84.5	58.6
Total	84.2	71.4	97.8	96.4	76.4	56.9

By March 2006 it is anticipated that more than three quarters (81%) of paid respondents will hold a relevant Level 2 qualification or higher, and around two-thirds will hold an appropriate Level 3 or above. (Figure 11)

By March 2006, 95% of Leaders working for respondent settings will hold an appropriate Level 3 qualification, whilst almost three-quarters of Assistants (72%) are expected to hold at least a relevant Level 2 and more than half (51%) will be qualified to at least Level 3. (Figure 11)

The picture post-March 2006 is only slightly improved, with 96% of Leaders and 76% of Assistants expected to hold appropriate qualifications. At a district level, all Leaders in Berwick upon Tweed and Wansbeck will hold an appropriate Level 3 and almost 90% of Assistants in Blyth Valley (85%) and Wansbeck (85%) an appropriate Level 2. (Figure 12)

## 6.0 Training & Continuous Professional Development Requirements

### 6.1 Employees without Appropriate Qualifications

The previous section takes account of childcare employees that are currently working towards one of the qualifications listed on the Children's Workforce Qualifications website. However, there is an element of the workforce that:

- Does not currently hold a qualification that is appropriate to their post and the setting in which they work.
- Are not currently working towards a qualification; and
- Has not indicated any intention to start on an appropriate course.

Recognising that not all staff employed in dual provision settings are working in both the day-care and out-of-school care schemes, the table below (and the remainder of the analysis in the section) considers the employment type of each employee. Those working in day-care care schemes are described as early years employees and those in out-of-school clubs care schemes as playwork staff.

**Figure 13:**  
**Childcare Staff Without an Appropriate Qualifications & Not Working Towards an Appropriate Qualification (by Employment Type & Position)**

	Early Years				Playwork			
	Leaders			Assistants	Leaders			Assistants
	No Quals	Level 2	Total		No Quals	Level 2	Total	
Alnwick	0	1	1	11	0	0	0	6
Berwick	1	0	1	15	0	0	0	0
Blyth Valley	2	1	3	16	1	1	2	5
Castle Morpeth	1	1	2	25	0	0	0	12
Tynedale	2	1	3	24	1	0	1	10
Wansbeck	0	0	0	9	0	0	0	5
Northumberland	6	4	10	100	2	1	3	38

\*1 Leader and 4 Assistants work in both day-care (early years) and out-of-school club (playwork) settings

Referring to Figure 13, there are 12 Leaders and 134 Assistants who do not hold and are not currently working towards an appropriate qualification. This represents:

- 4% of both early years and playwork Leaders
- 23% of early years Assistants
- 32% of playwork Assistants

At a district level, all early years Leaders employed in day-care settings in Wansbeck hold or are working towards appropriate qualifications. The remaining five districts reported very low proportions of Leaders without and not progressing towards appropriate qualifications, ranging from 7% in Blyth Valley to just 3% in Alnwick. With regard to early years Assistants, the position at district level is much more variable, ranging from almost one third of Assistants in Berwick upon Tweed (31%) and Castle Morpeth (30%), to just 16% in Wansbeck.

For out-of-school clubs, only settings in Blyth Valley (2 or 15%) and Tynedale (1 or 6%) reported Leaders that do not hold and are not working towards appropriate qualifications. Again, the position with regards to Assistants varies between districts, ranging from 40% (12 Assistants) in Castle Morpeth to less than one quarter in Blyth Valley (5 or 23%).

## **6.2 Continuous Professional Development Requirements**

In validating the acceptability of qualifications achieved by respondents, the InfoNet also sought to identify whether the qualifications were early years/childcare or playwork-related. The purpose of this exercise was to try and determine what additional training employees may require that is appropriate to the job and the setting type in which they are employed. In particular, it will hopefully highlight potential interest (or need) in the CACHE Certificate of Professional Development, which is designed to extend knowledge in a specific area of childcare or playwork. Of particular relevance are:

- Unit 1: Individual Professional Development
- Unit 3: Designing Programmes for Early Learning
- Unit 9: Moving into Out of School Provision
- Unit 18: Working with children and young people with special needs.
- Unit 20: Working with Children Under 3.

This section reviews the qualification types held by respondents and relates this to their employment role (early years or playwork) and position. For this section, those employees that deliver both early years and playwork (i.e. work for dual providers) are essentially considered twice and this needs to be taken into consideration when reviewing the figures.

**Figure 14**  
**Day Care employees with 'Appropriate Qualifications' by Qualification Type**

	Leaders with Appropriate Level 3+				Assistants with Appropriate Level 2+			
	EY	P'work	Both	Total	EY	P'work	Both	Total
Alnwick	29	1	0	30	33	0	0	33
Berwick	24	0	0	24	26	0	2	28
Blyth Valley	37	0	0	37	54	0	1	55
Castle Morpeth	27	1	0	28	48	4	0	52
Tynedale	71	0	0	71	62	1	5	68
Wansbeck	22	1	1	24	36	1	1	38
Northumberland	210	3	1	214	259	6	9	274

Referring to Figure 15 above, 214 Leaders working in day-care settings and with appropriate qualifications (according to the Children's Workforce Qualifications website) responded to the Childcare Audit. Of these, 210 (98%) held early years/childcare qualifications, 3 (1%) held playwork qualifications and 1 (0.5%) held qualifications in both categories.

Referring to the same Figure, 274 Assistants working in day-care settings and with appropriate qualifications responded to the Childcare Audit. Of these, 259 (95%) held early years/childcare qualifications, six (2%) held playwork qualifications and nine (3%) held qualifications in both categories. Of the six Assistants with playwork qualifications, four are working for settings in Castle Morpeth

**Figure 15:**  
**Out-of-School Club employees with 'Appropriate Qualifications' by Qualification Type**

	Leaders with Appropriate Level 3+				Assistants with Appropriate Level 2+			
	EY	P'work	Both	Total	EY	P'work	Both	Total
Alnwick	9	6	1	16	8	1	0	9
Berwick	0	0	0	0	0	0	0	0
Blyth Valley	6	4	0	10	8	2	1	11
Castle Morpeth	8	3	2	13	10	4	0	14
Tynedale	11	2	1	14	11	3	0	14
Wansbeck	4	2	2	8	6	3	1	10
Northumberland	38	17	6	61	43	13	2	58

Referring to Figure 15 above, 61 Leaders working in out of school or holiday clubs and with appropriate qualifications (according to the Children's Workforce Qualifications website) responded to the Childcare Audit. Of these, only 17 (28%) held playwork qualifications, against 38 (62%) with early years/childcare qualifications and 6 (10%) with qualifications in both categories.

Referring to the same Figure, 58 Assistants working in out of school or holiday club settings and with appropriate qualifications responded to the Childcare Audit. Of these, only 13 (22%) held playwork qualifications, against 43 (74%) with early years/childcare qualifications and two (3%) with qualifications in both categories.

In total, 41 Leaders and 49 Assistants that responded to the survey have qualifications more appropriate to different child care settings to the one in which they are employed. According to DfES, the Early Years National Training Organisation and the Playwork Sector Skills Council this situation needs to be dealt with through appropriate training organised as part of each employee's continuous professional development.

Of the 38 Leaders working in Out-of-School Clubs in Northumberland that hold early years qualifications but no appropriate playwork awards, only 9 either have attained or are working towards the Cache Certificate in Continuous Professional Development Unit 9, which is a conversion course from Early Years practice to Playwork.

According to information from Sure Start Northumberland, there are currently 19 people working for settings in Northumberland that are expected to complete Unit 9 in Summer 2005.

## 7.0 Meeting the National Childcare Standards

According to the National Childcare Standards for Under Eights, all Leaders and Supervisors should hold an appropriate Level 3 qualification; and at least half of Assistants in each setting should at least a Level 2 qualification in an appropriate discipline. This section of the report investigates progress within Northumberland towards achieving the National Standards, highlighting the extent of any differences between day-care and out-of-school settings and between districts. Appropriate qualifications again are based on those listed on the Children's Workforce Qualifications website.

In addition to outlining the likely position at the 31 March 2005, attempts have also been made to forecast what the position might be in 12 months time and beyond by considering those employees that are currently working towards a qualification or that have indicated an intention to start on a course in the near future.. The forecast is based on the scenario that there are no further changes to the qualifications base in the County and that there is no intervention from Sure Start Northumberland; with the following additional assumptions:

- That all employees currently working or expecting to start work towards qualifications in the very near future successfully complete their course in the time period specified on their audit form.
- That there are no changes in personnel over the next two/three years.
- That no additional employees sign up for appropriate courses

### 7.1 Number of Settings Meeting Both Leader and Assistant Qualification Requirements

Referring to Figure 16, by **March 2005**, 91 (70%) of the respondent settings in Northumberland will have met the Leader and the Assistant qualification requirements set out in the National Standards. The County average masks some variation at a district level, ranging from more than three-quarters of settings in Tynedale (28 or 76%) to just over 60% of settings in Alnwick (12 or 63%) and Castle Morpeth (15 or 63%).

There is also some variation by setting type, with more than three-quarters of dual providers (14 or 78%) meeting both qualification requirements, compared with 64 or 70% of day-care settings and in contrast with just over half of out-of-school clubs (13 or 59%).

At a district level, more than three quarters of day-care settings in Blyth Valley (10 or 77%) and Tynedale (23 or 79%); out-of-school clubs in Castle Morpeth (4 or 80%); and dual providers in Alnwick (3 or 100%), Blyth Valley (4 or 80%) and Wansbeck (3 or 75%) will have met both Leader and Assistant qualification requirements by the 31 March 2005.

By **31 March 2006** the number will have risen to 101 (77%), ranging from 94% (17) of dual providers to 68% (15) of out-of-school clubs; and from 87% (32) of settings in Tynedale to two-thirds of settings in Castle Morpeth (16 or 67%). All day-care settings in Wansbeck and all dual providers in Alnwick, Castle Morpeth, Tynedale and Wansbeck are expected to have achieved both qualification requirements by March 2006.

By **2006/07** (referred to as post-March 2006 in the Tables) the number of settings meeting both qualification requirements will have risen slightly to 103 (79%).

## **7.2 Number of Settings Meeting the Leader Qualification Requirements**

Referring to Figure 17, by **March 2005**, 114 settings will have met the Leader qualification requirement of the National Standards, including 82 (90%) day-care settings. 18 (82%) out-of-school clubs and 14 (78%) dual providers. At a district level, all day-care settings in Berwick upon Tweed will have met the requirement, as will have all of the out-of-school clubs in Castle Morpeth and all dual providers in Alnwick.

By **March 2006** the number is expected to stand at 121, representing 92% of respondent settings. The 121 will include:

- 84 (92%) day-care settings.
- 20 (91%) out-of-school clubs
- 17 (94%) dual providers.
- All day-care settings in Wansbeck

- All out-of-school clubs in Castle Morpeth and Wansbeck.
- All dual providers in Castle Morpeth, Tynedale and Wansbeck.

By **2006/07** the number of settings meeting the Leader qualification requirement will have crept up only slightly to 122 (93%).

## **7.2 Number of Settings Meeting the Assistant Qualification Requirements**

Referring to Figure 18, by **March 2005**, 95 (75%) of respondent settings will have met the Assistant qualification requirement, including 68 (76%) day-care settings, 13 (62%) out-of-school clubs and 14 (88%) dual providers. At a district level, more than 80% of settings in Blyth Valley (17 or 81%) and Tynedale (29 or 81%) will have met the requirement, compared with just two-thirds of settings in Alnwick (12 or 67%). In addition, all of the dual providers in Alnwick, Blyth Valley and Wansbeck will have met the 50% requirement for Assistants.

By **March 2006** the number is expected to stand at 104, representing 83% of respondent settings. The 104 will include:

- 73 (82%) day-care settings
- 15 (71%) out-of-school clubs
- All dual providers (16 or 100%)

At a district level, the highest proportion of settings meeting the standard will be in Tynedale (33 or 92%) and the lowest in Berwick upon Tweed (11 or 73%).

By **2006/07**, the number of settings meeting the Assistant qualification requirement will have edged up slightly to 105 (83%).

What does this mean? By 2007:

- Only 9 of the 131 respondent settings will still not have met the **Leader** qualification requirement of the National Standards. Remembering that the response rate to the audit stood at 72.4, the number of settings across the County as a whole not meeting the requirement will probably be in the region of 12 to 13, based on a simple grossing-up of the figures.
- 26 of the 131 respondent settings will still not have met the **Assistant** qualification requirement of the National Standards. Again, by grossing-up the figures, this could be as high as 35 or 36 settings across all registered childcare providers in the County.
- 28 of the 131 respondent settings will not have met **both** the Leader and the Assistant qualification requirements, which could be as high as 38 or 39 across all childcare settings.

<b>Figure 16: Number of Settings Meeting the Leader and Assistant Qualification Requirement of the National Standards</b>						
	<b>2005</b>		<b>2006</b>		<b>Post-2006</b>	
	No.	%	No.	%	No.	%
<b>All Settings</b>						
Alnwick	12	63.2	14	73.7	14	73.7
Berwick upon Tweed	11	73.3	11	73.3	11	73.3
Blyth Valley	16	72.7	16	72.7	16	72.7
Castle Morpeth	15	62.5	16	66.7	17	70.8
Tynedale	28	75.7	32	86.5	32	86.5
Wansbeck	9	64.3	12	85.7	13	92.9
Northumberland	91	69.5	101	77.1	103	78.6
<b>Early Years/ Daycare</b>						
Alnwick	7	58.3	8	66.7	8	66.7
Berwick upon Tweed	11	73.3	11	73.3	11	73.3
Blyth Valley	10	76.9	10	78.9	10	76.9
Castle Morpeth	9	56.3	9	56.3	10	62.5
Tynedale	23	79.3	25	86.2	25	86.2
Wansbeck	4	66.7	6	100.0	6	100.0
Northumberland	64	70.3	69	75.8	70	76.9
<b>Out of School Clubs/ Holiday Schemes</b>						
Alnwick	2	50.0	3	75.0	3	75.0
Berwick upon Tweed						
Blyth Valley	2	50.0	2	50.0	2	50.0
Castle Morpeth	4	80.0	4	80.0	4	80.0
Tynedale	3	60.0	4	80.0	4	80.0
Wansbeck	2	50.0	2	50.0	3	75.0
Northumberland	13	59.1	15	68.2	16	72.7
<b>Dual Provision</b>						
Alnwick	3	100.0	3	100.0	3	100.0
Berwick upon Tweed						
Blyth Valley	4	80.0	4	80.0	4	80.0
Castle Morpeth	2	66.7	3	100.0	3	100.0
Tynedale	2	66.7	3	100.0	3	100.0
Wansbeck	3	75.0	4	100.0	4	100.0
Northumberland	14	77.8	17	94.4	17	94.4

<b>Figure 17: Number of Settings Meeting the Leader Qualification Requirement of the National Standards</b>						
	<b>2005</b>		<b>2006</b>		<b>Post-2006</b>	
	No.	%	No.	%	No.	%
<b>All Settings</b>						
Alnwick	17	89.5	18	94.7	18	94.7
Berwick upon Tweed	15	100.0	15	100.0	15	100.0
Blyth Valley	19	86.4	19	86.4	19	86.4
Castle Morpeth	20	83.3	21	87.5	22	91.7
Tynedale	32	86.5	34	91.9	34	91.9
Wansbeck	11	78.6	14	100.0	14	100.0
Northumberland	114	87.0	121	92.4	122	93.1
<b>Early Years/ Daycare</b>						
Alnwick	11	91.7	11	91.7	11	91.7
Berwick upon Tweed	15	100.0	15	100.0	15	100.0
Blyth Valley	12	92.3	12	92.3	12	92.3
Castle Morpeth	13	81.3	13	81.3	14	87.5
Tynedale	26	89.7	27	93.1	27	93.1
Wansbeck	5	83.3	6	100.0	6	100.0
Northumberland	82	90.1	84	92.3	85	93.4
<b>Out-of-School Clubs/ Holiday Schemes</b>						
Alnwick	3	75.0	4	100.0	4	100.0
Berwick upon Tweed	0	-	0	-	0	-
Blyth Valley	3	75.0	3	75.0	3	75.0
Castle Morpeth	5	100.0	5	100.0	5	100.0
Tynedale	4	80.0	4	80.0	4	80.0
Wansbeck	3	75.0	4	100.0	4	100.0
Northumberland	18	81.8	20	90.9	20	90.9
<b>Dual Provision</b>						
Alnwick	3	100.0	3	100.0	3	100.0
Berwick upon Tweed	0	-	0	-	0	-
Blyth Valley	4	80.0	4	80.0	4	80.0
Castle Morpeth	2	66.7	3	100.0	3	100.0
Tynedale	2	66.7	3	100.0	3	100.0
Wansbeck	3	75.0	4	100.0	4	100.0
Northumberland	14	77.8	17	94.4	17	94.4

<b>Figure 18: Number of Settings Meeting the Assistant Qualification Requirement of the National Standards</b>						
	<b>2005</b>		<b>2006</b>		<b>Post-2006</b>	
	No.	%	No.	%	No.	%
<b>All Settings</b>						
Alnwick	12	66.7	14	77.8	14	77.8
Berwick upon Tweed	11	73.3	11	73.3	11	73.3
Blyth Valley	17	81.0	18	85.7	18	85.7
Castle Morpeth	17	70.8	18	75.0	18	75.0
Tynedale	29	80.6	33	91.7	33	91.7
Wansbeck	9	75.0	10	83.3	11	91.7
Northumberland	95	75.4	104	82.5	105	83.3
<b>Early Years/ Daycare</b>						
Alnwick	7	63.6	8	72.7	8	72.7
Berwick upon Tweed	11	73.3	11	73.3	11	73.3
Blyth Valley	10	76.9	11	84.6	11	84.6
Castle Morpeth	11	68.8	11	68.8	11	68.8
Tynedale	24	85.7	26	92.9	26	92.9
Wansbeck	5	83.3	6	100.0	6	100.0
Northumberland	68	76.4	73	82.0	73	82.0
<b>Out-of-School Clubs/ Holiday Schemes</b>						
Alnwick	2	50.0	3	75.0	3	75.0
Berwick upon Tweed						
Blyth Valley	3	75.0	3	75.0	3	75.0
Castle Morpeth	4	80.0	4	80.0	4	80.0
Tynedale	3	60.0	4	80.0	4	80.0
Wansbeck	1	33.3	1	33.3	2	66.7
Northumberland	13	61.9	15	71.4	16	76.2
<b>Dual Provision</b>						
Alnwick	3	100.0	3	100.0	3	100.0
Berwick upon Tweed	0					
Blyth Valley	4	100.0	4	100.0	4	100.0
Castle Morpeth	2	66.7	3	100.0	3	100.0
Tynedale	2	66.7	3	100.0	3	100.0
Wansbeck	3	100.0	3	100.0	3	100.0
Northumberland	14	87.5	16	100.0	16	100.0



## 8.0 Grossing up the figures

### 8.1 Size of the Childcare Sector in Northumberland

Taking into account the employees that work for respondent settings, their location and the district and setting-type response rates, a grossed-up employment estimate has been calculated. Whilst this is a relatively crude calculation, it is the only way with the information we have, to determine the size of the sector in Northumberland. On this basis, it is estimated that 1,121 people are employed in childcare in the County, of which 729 (65%) work in registered day-care settings, 187 (17%) work in out-of-school clubs and 205 (18%) work in settings providing both types of care. Estimates of the number of Leaders and Assistants in employment in the County have also been calculated by applying the Leader/Assistant proportions derived from the survey to the grossed up employment figures for each district. On this basis, 388 (35%) are estimated to be Leaders, and 733 Assistants. (Figure 19)

**Figure 19:**  
**Grossed up Estimates of Childcare Employment in Northumberland**

	Day care Only	Out of School Only	Both	Leader	Assistant	Total
Alnwick	44	44	47	52	82	135
Berwick upon Tweed	94	0	0	32	62	94
Blyth Valley	122	15	62	65	133	198
Castle Morpeth	127	77	31	67	167	234
Tynedale	198	40	36	109	164	274
Wansbeck	145	11	30	62	124	186
<b>Total</b>	<b>729</b>	<b>187</b>	<b>205</b>	<b>388</b>	<b>733</b>	<b>1121</b>

### 8.2 The Qualifications Base

Using the grossed-up employment estimates of employment set out above and applying the percentages of staff that have achieved and are expected to achieve appropriate Level 2 and Level 3 qualifications set out in Section 5, it has been possible to generate a global estimate of how many paid childcare employees will be qualified to at least Level 2 and at least Level 3 in Northumberland by March 2005. (Figure 20)

This methodology is slightly flawed in that it assumes that the training requirements at Level 2 and Level 3 are mutually exclusive, when in fact an achievement at the latter level would also contribute towards the former. Nevertheless, it is only intended as a guide and should be used to highlight any areas of the County where training promotion needs to be targeted in 2005/06.

Overall, it is estimated that 808 childcare employees in Northumberland are qualified to at least Level 2 and 651 to at least Level 3. But what does this mean in terms of future training priorities? Overall:

- More than 300 employees in Northumberland do not hold any relevant qualifications.
- 48 Leaders do not hold a Level 3 and 286 Assistants are without an appropriate Level 2. Tynedale accounts for 11 (23%) of the Leaders and 102 (24%) of the Assistants.

**Figure 20:  
Grossed up Estimates of Staff Qualified to at least Level 2 and Level 3 at 31 March 2005**

	Leaders		Other Staff		All Staff	
	Level 2	Level 3	Level 2	Level 3	Level 2	Level 3
Alnwick	48	46	50	37	99	83
Berwick upon Tweed	32	32	38	28	70	60
Blyth Valley	58	56	82	51	142	108
Castle Morpeth	59	56	98	69	158	126
Tynedale	101	98	96	62	199	162
Wansbeck	54	52	83	53	138	107
Total	352	340	447	300	808	651

### 8.3 Settings Meeting the National Standards

Using the figures in Figure 16 in Section 8, it has been possible to estimate how many settings in Northumberland (including non-respondents) will have met the Leader and Assistant qualification requirements of the National Standards by 31 March 2005.

Overall, it is estimated that 125 (69%) registered and non-maintained settings in the County will have met both requirements by the end of the financial year. This leaves a further 56 (31%) settings where either the Leader or the Assistant (or both) qualification requirements are yet to be achieved, ranging from around one quarter of settings in Blyth Valley (7 or 24%) and Tynedale (12 or 26%) to more than two-fifths of settings in Berwick upon Tweed (10 or 42%).

**Figure 21:  
Grossed up Estimates of the number of settings meeting the Leader & Assistant Qualification Requirements of the National Standards at 31 March 2005**

	Day Care	OOSC	Dual Providers	Total	Total Not Meeting the Standards	%
Alnwick	7	4	3	14	8	36.4
Berwick upon Tweed	14	0	0	14	10	41.7
Blyth Valley	13	3	6	22	7	24.1
Castle Morpeth	12	9	3	24	13	35.1
Tynedale	27	5	3	35	12	25.5
Wansbeck	9	2	5	16	6	27.3
Northumberland	82	23	20	125	56	30.9

#### 8.4 Sure Start Annual Return

**Figure 22: Northumberland Sure Start Annual Return (March 2005)**

	Number of Employees (March 2005)	%
% of Paid Leaders qualified to Level 3+	340	88.0
% of Paid Leaders qualified to Level 2+	352	91.7
% of Paid Staff (Excl Leaders) qualified to Level 3+	300	40.8
% of Paid Staff (Excl Leaders) qualified to Level 2+	447	60.9
% of All Paid Staff at Level 3+	651	58.1
% of All Paid Staff at Level 2+	808	72.1
Total Employment	1,121	
Total Leaders	388	
Total Assistants	733	



## **9.0 Recommendations for the 2005/06 Audit**

The 2004/05 Childcare Workforce Audit has uncovered a substantial improvement in the qualifications of employees and in terms of the number of settings meeting the qualification requirements of the National Standards. Whilst some of this improvement will have been driven by Sure Start Northumberland intervention, part of the improvement is attributed to better guidance from DfES, the Early Years National Training Organisation and the Playwork Sector Skills Council as to what constitutes an appropriate qualification. In the 2003/04 Audit, the InfoNet only counted Playwork qualifications as being appropriate if the holder worked in an Out of School Club; and Early Years or Childcare qualifications as appropriate if the holder was working in full/sessional day care, pre-school nurseries, playgroups or crèches.

The methodology adopted by the InfoNet, including a much clearer questionnaire and listing of appropriate qualifications types, has facilitated the audit process. However, a new list needs to be generated that encompasses (in a concise way) all of the qualifications on the Children's Workforce Qualifications website. This will facilitate the checking process as Audit forms are returned.

The InfoNet had intended to use iCHIS to analyse the findings of the Audit. However, there appeared to be a few gremlins in the system that will need to be resolved in plenty of time before the next Audit starts. Alternatively, different types of analysis software (such as MS Access or SPSS) need to be considered by Sure Start Northumberland.

## Glossary

**Registered Person** - deemed qualified to care for children and whose name appears on the certificate of registration. He or she has responsibility for ensuring that the National Childcare Standards are met.

**Manager** - the person in day-to-day charge of the setting. He or she need not be the registered person.

**Leaders** - includes the person in charge and Supervisors in full day-care sessions, and the person in charge in sessional day-care, out-of-school care and crèches.

**Full day-care** - facilities that provide day-care for children under 8 for a continuous period of 4 hours or more in one day in any premises that are not domestic premises (e.g. day nurseries, children centres, some family centres).

**Sessional day-care** - facilities where children under eight attend day-care for no more than 5 sessions a week where each session is less than 4 continuous hours in any one day. Sessional care is designed to provide part-time care and the opportunity for children to engage in activities with their peer group.

**Crèche** - facilities that provide occasional care for children under eight and are provided on particular premises on more than 5 days a year. They need to be registered where they run for more than two hours per day.

**Out-of-School Care** - facilities that provide day-care for children under eight, which operate for more than two hours per day and for more than five days per year, during one or more of the following periods:

- before school
- after school
- during the school holidays

(E.g. holiday play schemes, breakfast clubs, after school clubs)

**APPENDIX 1:  
AUDIT PRO-FORMA & QUALIFICATION LIST**



**Northumberland Early Years Development and Childcare Partnership  
Recruitment and Training Audit 2005 – Individual staff Information**

Please photocopy and complete for **all** staff, paid and voluntary

Name of Setting:	
Name of Individual:	Male or Female: M / F
Age: <input type="checkbox"/> 16 years <input type="checkbox"/> 17 – 24 years <input type="checkbox"/> 25 – 39 years <input type="checkbox"/> 40 years plus	Position of Employee: <input type="checkbox"/> Manager <input type="checkbox"/> Supervisor / Leader <input type="checkbox"/> Assistant <input type="checkbox"/> Apprentice
Type of Setting: <input type="checkbox"/> Full day care <input type="checkbox"/> Sessional day care <input type="checkbox"/> Crèche <input type="checkbox"/> Out of school care	Are you employed in: <input type="checkbox"/> Early Years <input type="checkbox"/> Play Work / Out of School Club <input type="checkbox"/> Both
Employment Start Date ( D / M / Y ) ___ / ___ / ___	Is this a paid or voluntary post? P / V
Do you have any disabilities? Yes / No	Ethnic Origin:

**Qualifications (Current, Historical and Other)**

(If no qualifications held, please tick here  )

Current Qualifications - listed by the QCA National Qualifications Framework  
(Please see lists of qualifications for reference if required)

Completed Y / N	Pending - expected date of completion	Due to start 2005/06?	Name of Qualification	Level e.g. 2, 3, 4

Historical Qualifications - not listed by the National Qualifications Framework  
And are these accepted by Ofsted?

Name of Qualification	Level e.g. 2, 3, 4	Accepted? Y / N

Any other relevant qualifications - for example management qualifications or any units from the CACHE Certificate in Continual Professional Development. And are these accepted by Ofsted?

Completed Y / N	Pending - expected date of completion	Due to start 2005/06?	Name of Qualification	Level e.g. 2, 3, 4	Accepted? Y / N



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