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Profile of the Residential Child Care Managers and Workers in Wales

A report from the Care Council for Wales
Register of Social Care Workers, June 2013

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Profile of the Residential Child Care Managers and Workers in Wales

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1. Introduction

- 1.1** This report provides a profile of residential child care managers and workers working in Wales in June 2013. The data are derived from the Care Council for Wales Register of Social Care Workers (the Register). In addition, the movement of managers and workers in and out of this part of the Register from July 2012 to June 2013 is considered.
- 1.2** The registration of residential child care managers was required from July 2007 and became mandatory from 1 November 2007¹. The Care Council for Wales (Care Council) has published a profile of the managers and workers each year since mandatory registration was introduced; this is the fifth profile report.
- 1.3** Residential child care managers must be qualified to be registered to work in Wales. Workers below manager level must either be qualified, or have completed the *Social Care Induction Framework for Wales* and register within six months of taking up their post. They are then registered with a requirement to complete the required qualification before their first renewal.
- 1.4** Each individual registers for a period of three years. Registration can be renewed for further three year periods, and must be maintained while working in a residential child care role. The renewal process includes the requirement for registrants to view and update the data held on the Register and to confirm their current employment details.
- 1.5** As managers have been registering since 2007, some are approaching the end of their second registration period. Mandatory registration for residential child care workers was introduced on 1 March 2008. The residential child care workers who registered five years ago and remain in a residential child care role are also approaching the end of their second registration period. Due to the turnover of residential child care managers and workers, application and renewal of registration by residential child care managers and workers are ongoing processes for the Care Council.

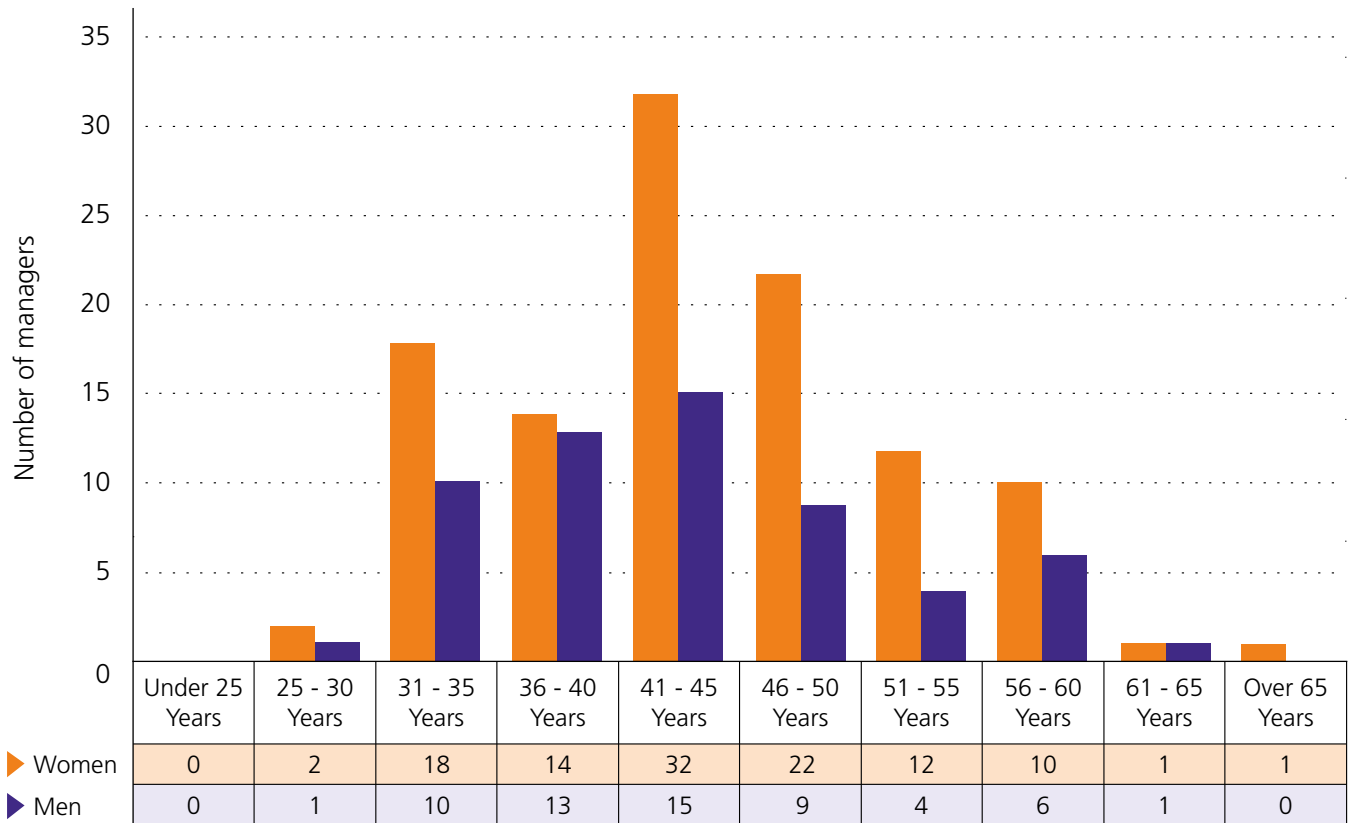
¹ Towards a Stable Life and a Brighter Future, Welsh Assembly Government, June 2007, p. 10. Children's Homes (Wales) (Miscellaneous Amendments) Regulations 2007

2. Residential child care managers

- 2.1** At June 2013 there were 171 residential child care managers on the Register. Of these registrants, 158 were employed in residential child care in Wales.
- 2.2** The Register included 144 managers with a work address in Wales, 14 managers worked from an address in Shropshire and provided cover for homes in Wales.
- 2.3** The job titles provided by registrants included 128 managing a home, the residential provision in a special school, or in a senior residential child care management role, and six acting managers. In addition, the Register included two assistant managers, 14 deputies, one team leader, three directors, four in other management roles. There were also 13 whose current employment was not known.
- 2.4** The 13 registrants qualified as managers but not currently working in residential child care are not included in the employment statistics in this report.
- 2.5** In the year since the last profile of the sector, which used Register data from June 2012, 19 residential child care managers left this part of the Register and 36 managers joined this part of the Register.
- 2.6** The list of registered services maintained by Care and Social Services Inspectorate Wales (CSSIW) at June 2013 included 124 children's homes in Wales. Of the services registered with CSSIW, 10 did not have any manager or workers registered with the Care Council at June 2013.

3. Age and sex of residential child care managers

Figure 1 – Age and sex of residential child care managers June 2013

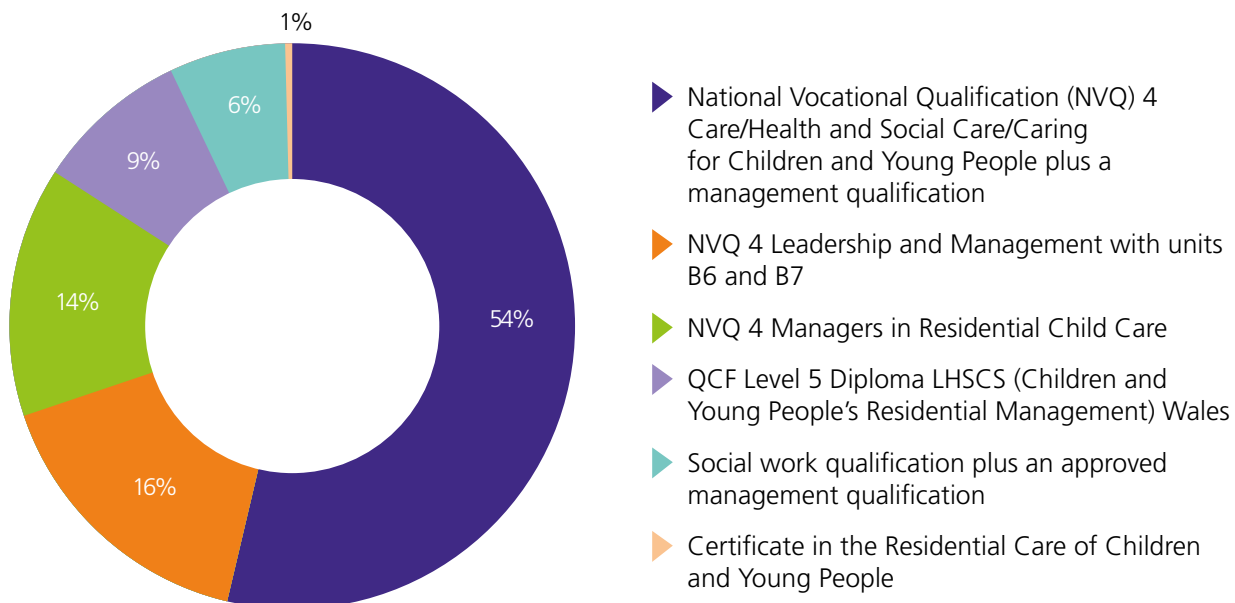


- 3.1** The number of men registered as residential child care managers had increased slightly since the 2012 profile but remained in the same proportion to the number of women. At June 2013, there were 59 (55 in 2012) men and 112 (99 in 2012) women registered as managers. The ratio of men to women remained approximately one to two.
- 3.2** The age and sex profile up to 2012 had shown a small but steady annual decline in managers under 36. In the last two years this had risen slightly. In 2013, the age group 31 to 35 had the largest increase (from 20 in 2012 to 28 in 2013).
- 3.3** There was a rise in the number aged 41 to 55 to 94 (74 in 2012) and a fall in the number aged over 56 to 19 (23 in 2012).

4. Qualifications held by residential child care managers

- 4.1** All managers must hold a required qualification to be registered. The qualifications required for registration to work in Wales are approved by the Welsh Government and published by the Care Council. Since the introduction of the Qualification and Credit Framework for Wales in January 2011, the current required qualification for residential child care managers has been the QCF Level 5 Diploma in Leadership for Health and Social Care Services (Wales and Northern Ireland).
- 4.2** At June 2013 the QCF Level 5 Diploma had been achieved by 9 per cent (3 per cent in the 2012 profile) of residential child care managers. There was a slight corresponding decrease in the percentage holding the earlier required qualifications.
- 4.3** The percentage of residential child care managers qualified as social workers and holding an approved management qualification decreased from 10 per cent in 2012 to 6 per cent in 2013.

Figure 2 – Qualifications held by residential child care managers



5. Sector in which residential child care managers work

Figure 3 – Percentage of residential child care managers employed in each sector in June 2013

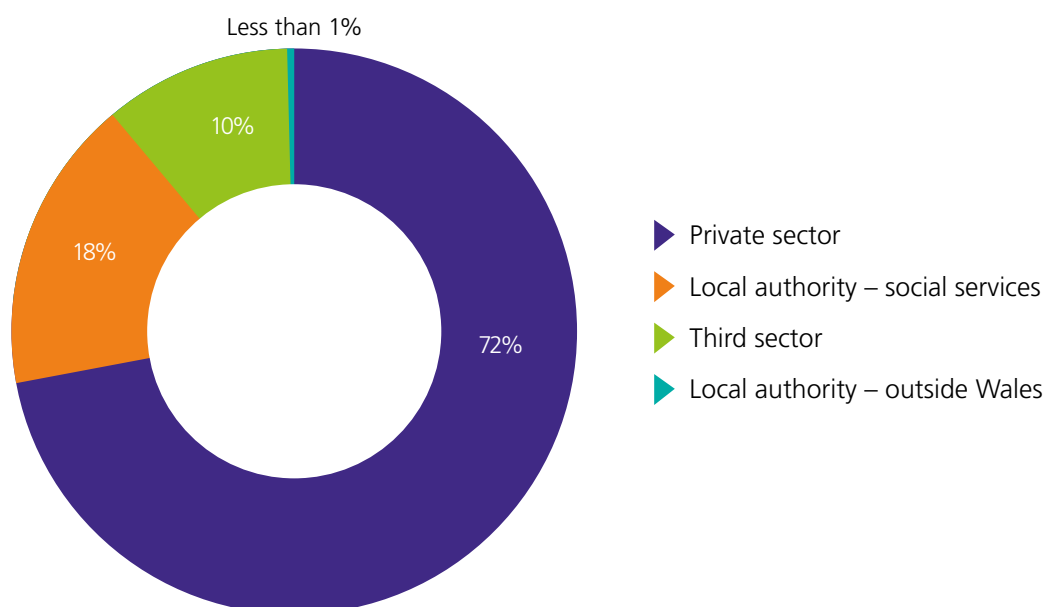


Table 1 – Comparison of sector data December 2008, December 2009, December 2010, June 2011, June 2012, June 2013

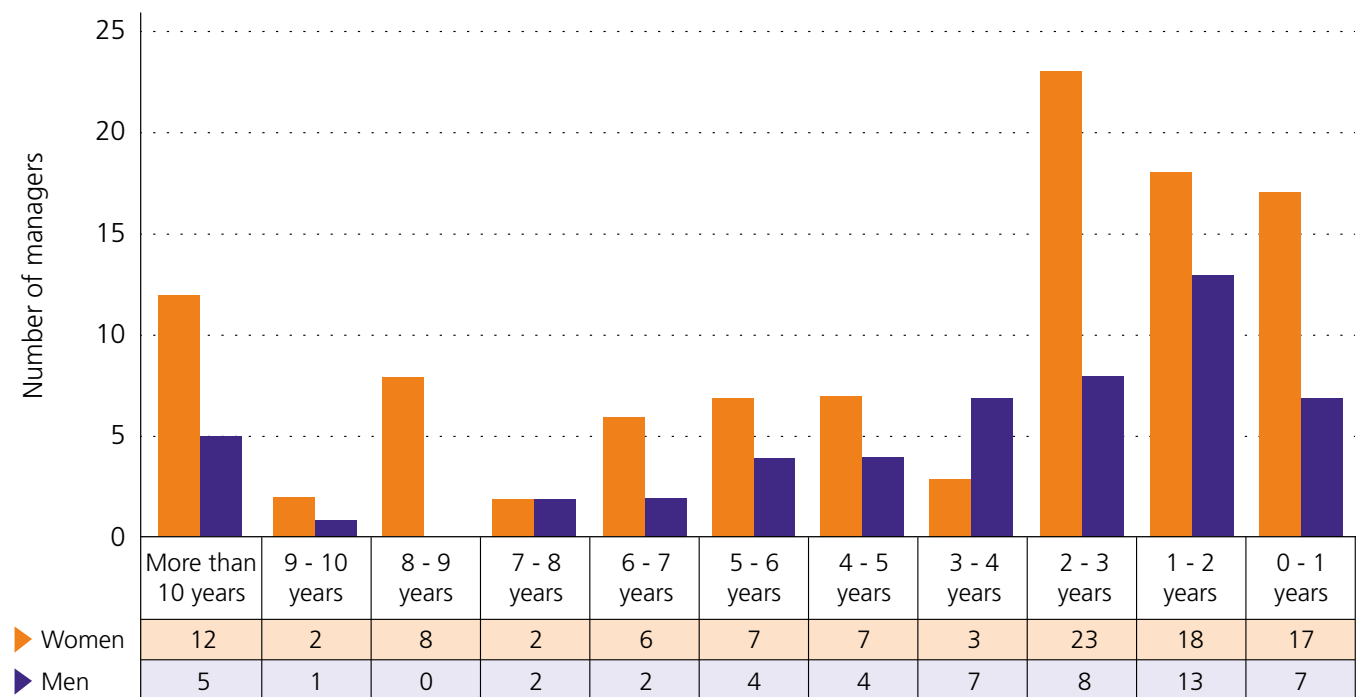
Sector	2008	2009	2010	2011	2012	2013
Local authority	21.5%	26.4%	23%	24%	18%	18%
Third sector	6.3%	8.6%	9%	10%	11%	10%
Private	72.2%	65%	68%	66%	71%	72%

- 5.1** The distribution of registered managers across the sectors had changed each year since the introduction of mandatory registration. However, the last two years were more stable, as at June 2013 the distribution showed little change since June 2012.
- 5.2** The majority of residential child care managers (72 per cent) worked for private sector providers, an increase of 1 per cent since June 2012.

6. Movement of managers between posts and in and out of the sector

- 6.1** The number of managers joining the Register as a residential child care manager from July 2012 to June 2013 was 36, the same as in the year 2011 to 2012. The number leaving the Register in this role, 19 (12.3 per cent), was lower than in 2012 (21). There was a net increase in the number of managers on the Register at June 2013 of 17 (11 per cent).
- 6.2** Of the 36 who joined the Register as a residential child care manager, 10 registered for the first time (six of came from England, four were late to register having been in their role for some time). In addition, 23 were previously registered as residential child care workers, two returned to the Register having been previously registered as residential child care managers in the past and one returned to the Register following a period of suspension.

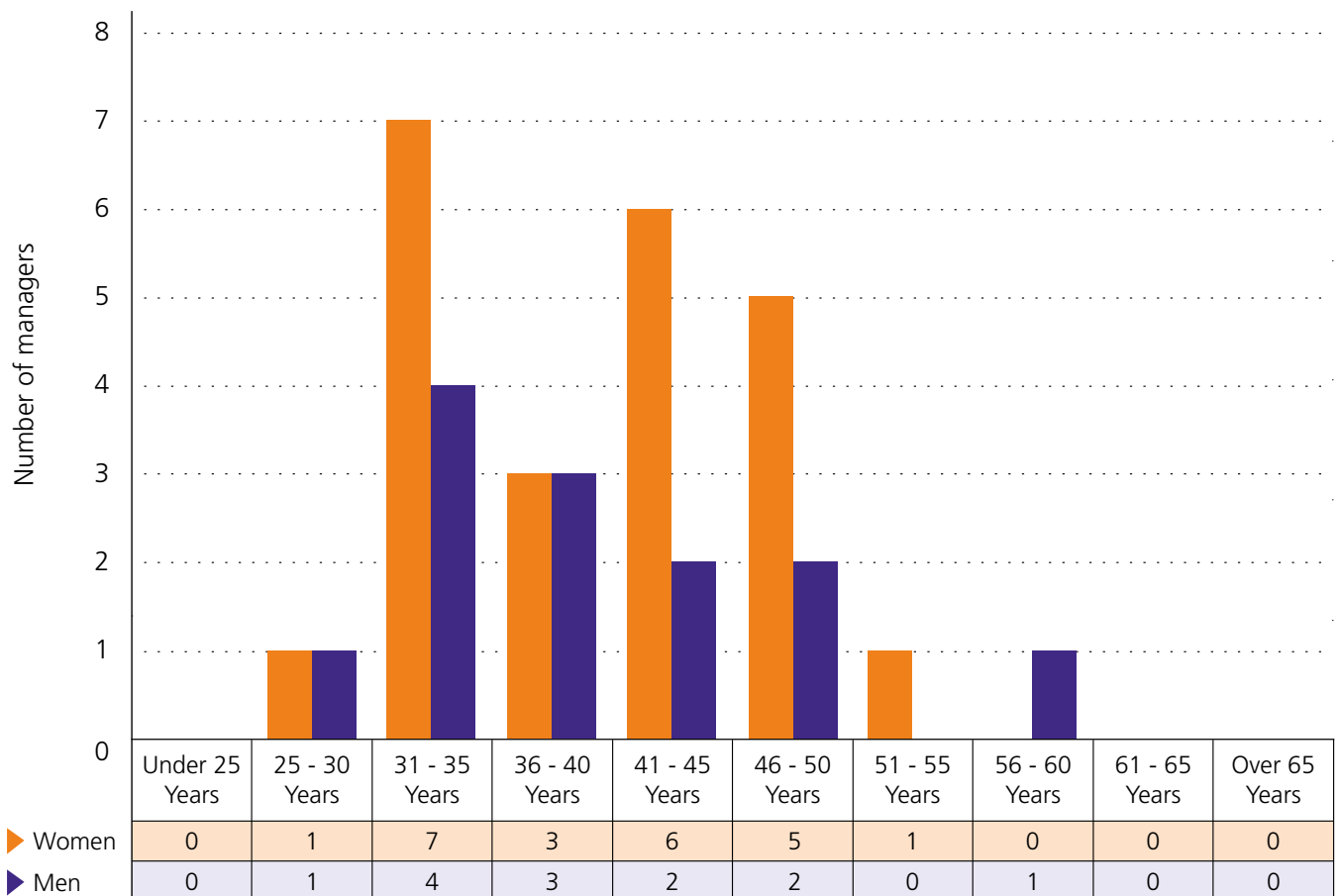
Figure 4 – Number of years residential child care managers on the Register at June 2013 had been in their current job



Profile of the Residential Child Care Managers and Workers in Wales

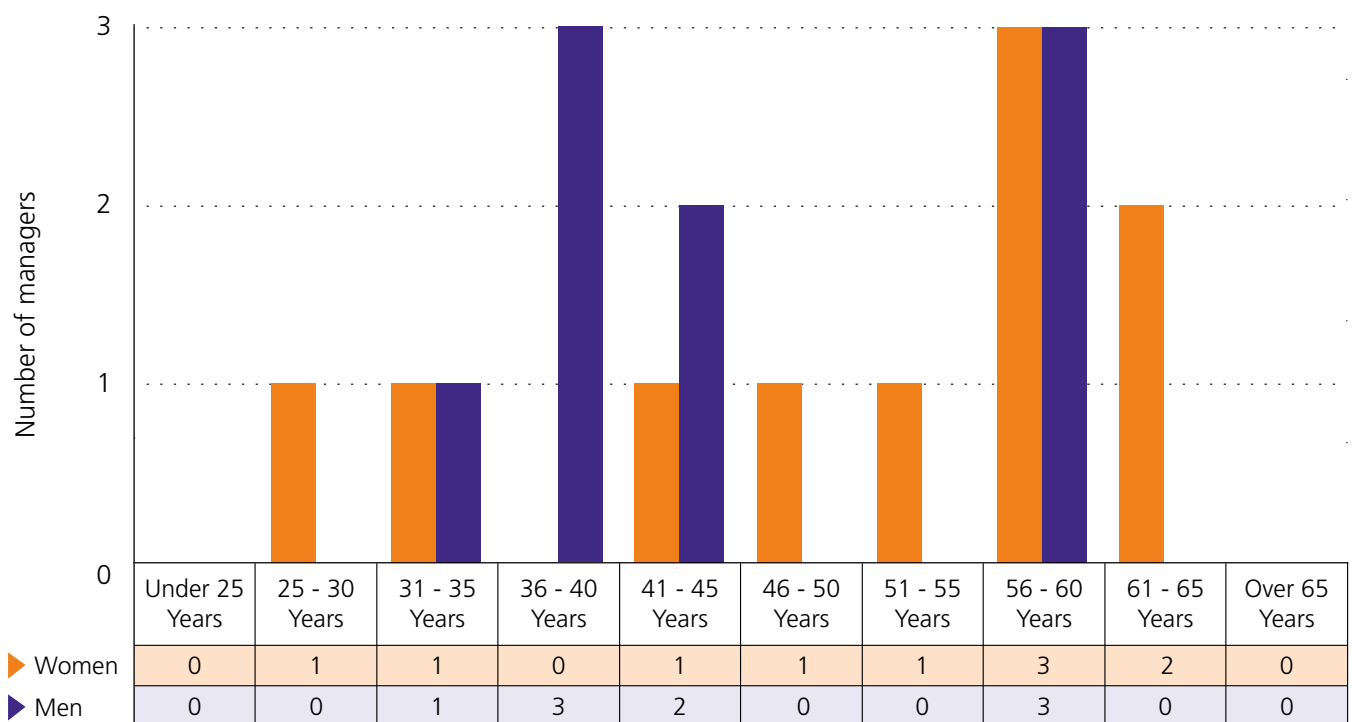
- 6.3** A third of employed managers, 32 per cent, had been in their current post more than five years.
- 6.4** The number of managers changing their employment had increased. Of the managers on the Register in June 2013, 54 per cent had taken up their current post within the last three years. This was an increase of 4 per cent since the 2012 profile.
- 6.5** Of the 86 managers on the Register at July 2013 who had taken up their current post within the last three years, almost two thirds, 55 managers (47 in the 2012 profile), were already on the Register as a manager and had taken up a new post within the sector.
- 6.6** There was evidence of succession planning, as 23 (13 in the 2012 profile) had been previously registered as a residential child care worker and, of these, 74 per cent had remained with their employer on registering as a manager.
- 6.7** It can be concluded that most job movement for managers is between roles in residential child care not new entry into the sector at manager level.

Figure 5 – Age and sex of managers new to the profile since July 2012



6.8 There was a fall in the number of men joining the Register as residential child care managers. From July 2012 to June 2013, 13 men joined this part of the Register compared with 17 between July 2011 and June 2012. In addition, 23 women joined the Register compared with 19 between July 2012 and June 2013. There were new managers in each age group between 25 and 60.

Figure 6 – Age and sex of managers who left the Register in this role between July 2012 and June 2013



6.9 From July 2012 to June 2013, nine men and ten women left the Register of residential child care managers.

6.10 The percentage of managers leaving this part of the Register between July 2012 and June 2013 was 12 per cent (15 per cent in 2012 profile).

6.11 Of the 19 who left, eight were over 55 and 11 were 55 or younger. The reasons for leaving were: one was suspended by a Care Council Conduct Committee, two moved to the qualified social worker part of the Register, two changed their role to residential child care worker, and one to domiciliary care manager. The other 13 were no longer working in residential child care in Wales.

7. Residential child care workers

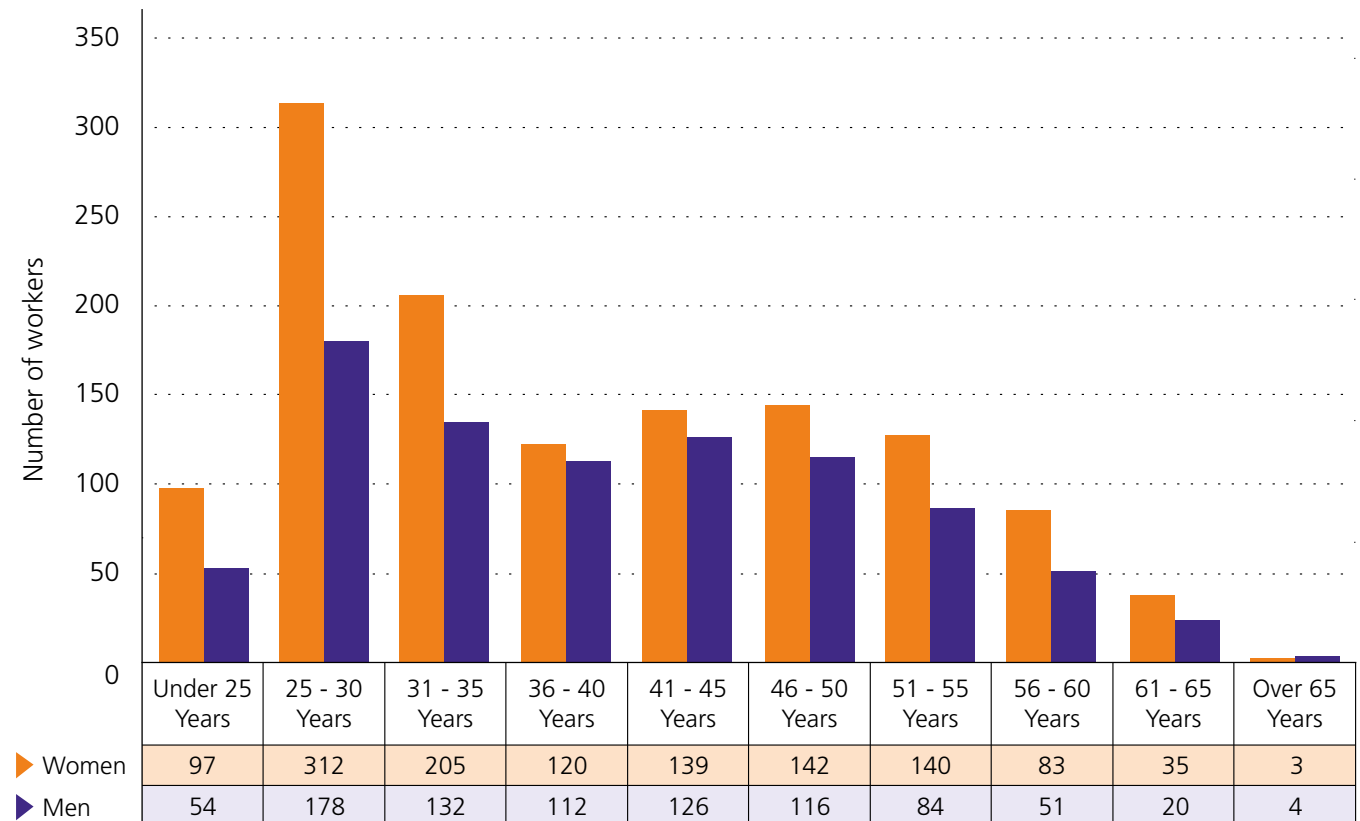
Table 2 – Numbers of registered residential child care workers in each profile since December 2008

Profile date	Number registered	Year on year difference	Percentage on Register not currently working in residential child care	Number with a work address in Wales
December 2008	1,547			
December 2009	1,757	+210	4%	1,579
June 2011	2,080	+323	3%	1,836
June 2012	2,008	-72	5%	1,849
June 2013	2,153	+145	8%	1,845

- 7.1** The overall number of workers had increased in 2013 following a decrease in 2012.
- 7.2** Of the 2,153 workers on the Register at June 2013, 1,984 were currently employed in residential child care. The 169 (8 per cent) not currently employed in residential child care may be between jobs or in the process of moving off the Register. Those registrants without current employment in residential child care are not represented in the statistics about employment.
- 7.3** Of the 1,984 workers currently employed in residential child care, 139 were working at an address outside Wales, compared to 159 in June 2012.

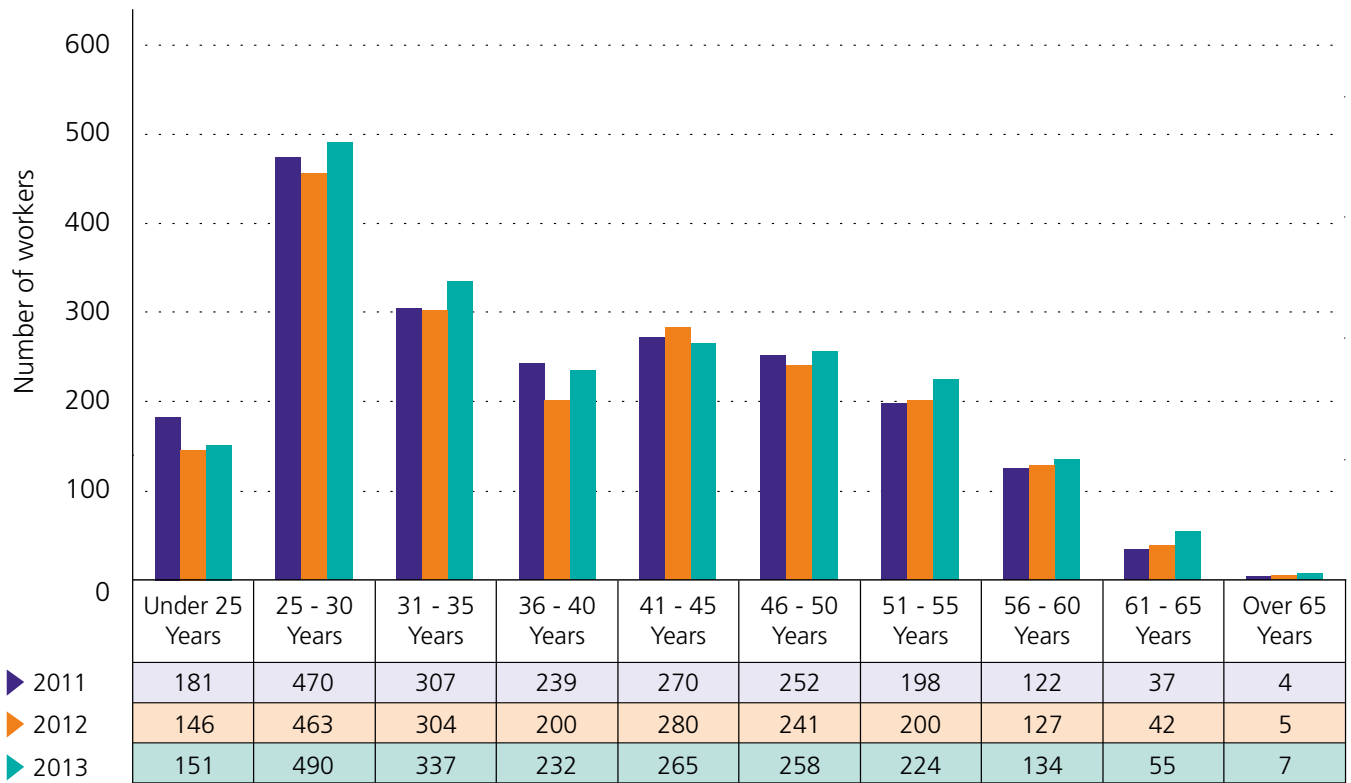
8. Age and sex of residential child care workers

Figure 7 – Age and sex of residential child care workers June 2013



- 8.1** The increase in numbers in each age group compared with June 2012 was greatest in the 31-40 age groups. There was an increase in all age groups except 41- 45.
- 8.2** At June 2013, there were 877 men (791 in 2012 profile) and 1,276 women (1,217 in 2012 profile).
- 8.3** The men to women ratio remained largely the same as in previous years at two to three.

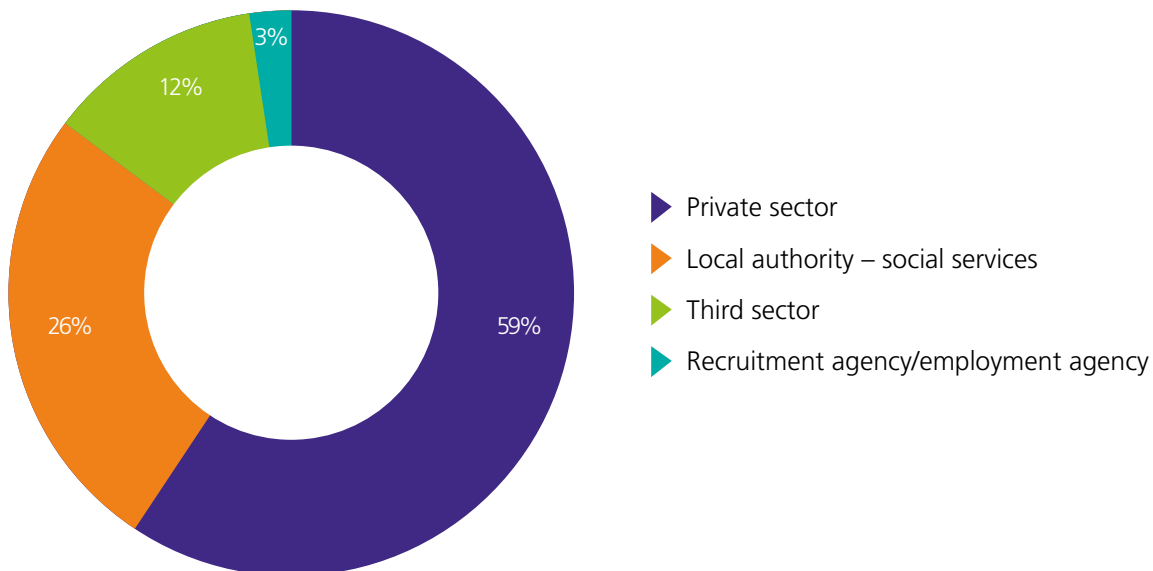
Figure 8 – Comparative age profile of residential child care workers June 2011, 2012, 2013



8.4 The distribution of workers across the age groups had changed little since 2011. The peak of workers in the 25-30 age group had grown, 70 per cent were aged over 30, and over half (54.6 per cent) were aged over 35. The 196 (174 in 2012) residential workers over the age of 55 were 9.1 per cent of those registered.

9. Sector in which residential child care workers work

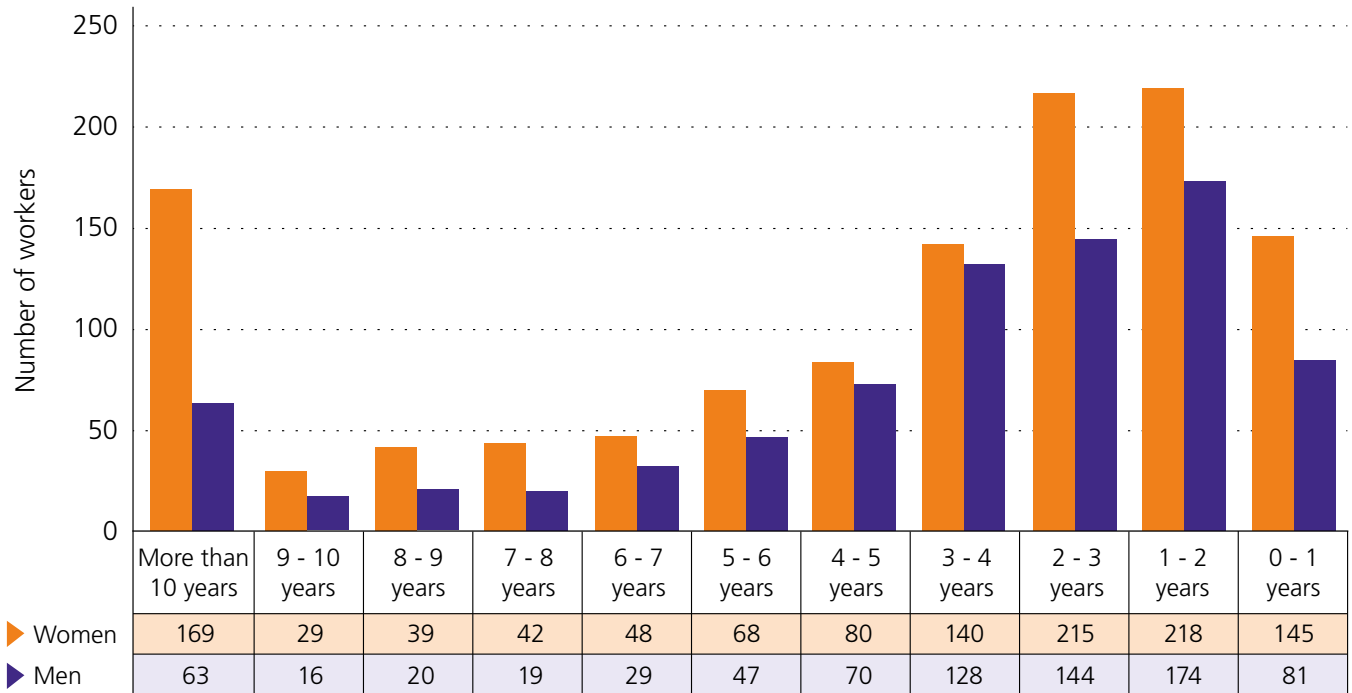
Figure 9 – Percentage of residential child care workers employed in each sector June 2013



- 9.1** Where a registrant had more than one employer, this analysis is of their primary role. Residential child care workers were employed in the private, third sector and local authority sectors.
- 9.2** The percentage employed through an employment agency had fallen slightly to 3 per cent (3.3 per cent in 2012).
- 9.3** The distribution of workers across the sectors showed some change since June 2012. The number of workers in the private sector had increased by 4 per cent and remained the largest, the number working for a local authority had decreased by 2 per cent and the smallest number, those working in the third sector, had decreased by 2 per cent.
- 9.4** In the private sector, the ratio of workers on the Register to managers on the Register remained at 10:1. In the local authority sector it had changed from 20:1 in 2012 to 19:1. In the third sector the ratio had changed from 17:1 in 2012 to 14:1.

10. Residential child care workers – length of time in post

Figure 10 – Number of years residential child care workers on the Register at June 2013 had been in their current job

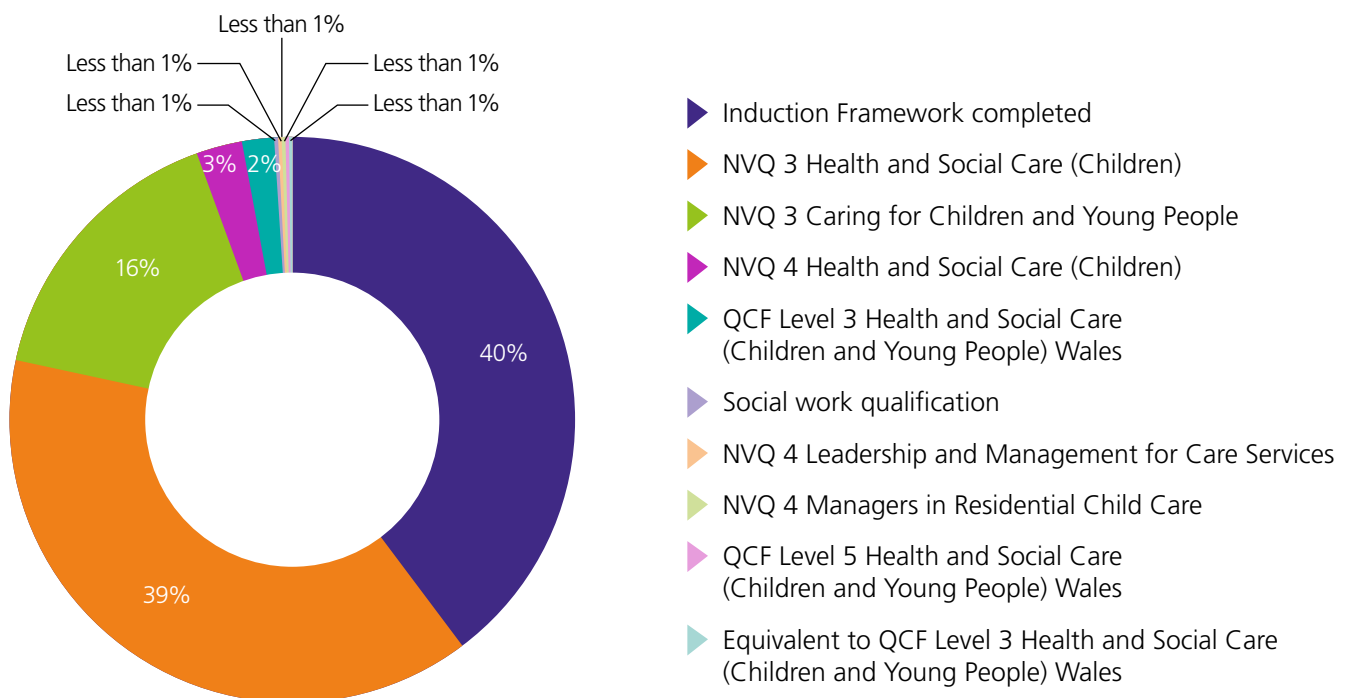


- 10.1** At June 2013, nearly a third of residential child care workers (30 per cent) had been in their current post for over five years. However, the high turnover of staff identified in the 2011 and 2012 profiles continued with little change, with 618 (620 in 2012) residential child care workers (31 per cent) having taken up their current post in the last two years, and 977 (969 in 2012) (49 per cent) within the last three years. The turnover of staff is discussed in more detail in section 12.
- 10.2** The pattern of movement between jobs was similar for men and women.
- 10.3** The 23 workers who achieved the qualification and whose registration was changed to residential child care manager, are included in the profile of residential child care managers.

11. Qualifications of residential child care workers

11.1 For registration purposes, applicants are only required to provide evidence that they hold one of the required qualifications; these are published in the Care Council Tables of Qualifications required for Registration. The current required qualification is QCF Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland. The predecessor qualifications listed in the figure below continue to be accepted for registration. Prior to the introduction of the Credit and Qualification Framework in January 2011, the NVQ 3 Health and Social Care was the required qualification for this role.

Figure 11 – Qualifications held by registered residential child care workers at June 2013



11.2 Residential child care workers must apply to register within six months of starting in a post and once they have completed the outcomes in the *Social Care Induction Framework for Wales*. They are then required to complete the qualification for working in residential child care before renewing their registration (three years from registration). All the residential child care workers who had not yet completed the required qualification were registered with this training requirement.

- 11.3** There was an increase in the percentage of residential child care workers who were already qualified at the time of registering to work in this role between June 2012 and June 2013. The percentage rose from 16 per cent in 2012 to 23 per cent in 2013. This was due to either previously working outside Wales or late application to register.
- 11.4** By June 2012, 1,186 registered workers had informed the Care Council that they were qualified. By June 2013 this number had increased to 1,295. This means that there were 109 more qualified residential child care workers working in Wales in June 2013 than there were in June 2012.
- 11.5** Because new registrants are usually unqualified, this has an effect on the percentage qualified. Although over 99 per cent of registrants had achieved the required qualification within their first three years of registration, the overall percentage of those registered who held a qualification at June 2013, rose only 1 per cent since July 2012 to 60 per cent.
- 11.6** Where a residential child care worker has not completed their qualification by their renewal date but wishes to carry on working in this sector, their manager can apply to the CSSIW, which regulates the children's homes in Wales, for the worker to be allowed to continue practising while they complete the qualification.
- 11.7** In the last year since July 2012 there had been a total of 15 cases in this category. Of these, nine were granted an extension by CSSIW to complete their qualification, and their registration was renewed by the Care Council Registration Committee with a condition to complete their qualification within a specified time frame. Of the other six, three completed the qualification before being referred to a Registration Committee, one left their post, two were being processed at the time of reporting.

12. Turnover of residential child care workers

Table 3 – Comparison between the percentage of workers joining and leaving the Register as a residential child care worker in the 2011 and 2012 profiles

Profile year	% who had left the Register of residential child care workers	% who had joined the Register of residential child care workers	Net change
2011	25%	43%	18% more on the Register at June 2011 than December 2009
2012	20%	17%	3.5% less on the Register at June 2012 than June 2011
2013	15%	23%	7.2% more on the Register at June 2013 than June 2012

12.1 The number of workers registered at June 2013 compared with June 2012 increased by 7.2 per cent. This was due to the recruitment and registration of 408 new workers, plus 35 who re-joined the Register in this role and 10 who had previously been registered for a different role. This was a total of 453 workers who had not been in the 2012 profile (22.6 per cent).

A smaller number, 308 (15.3 per cent), left this role between July 2012 and June 2013.

12.2 There was an increase in the pool of workers whose current employment was not known. During the next 12 months, as workers are invited to renew their registration, registrants whose current employment is unknown will either leave the Register or their employment will be updated.

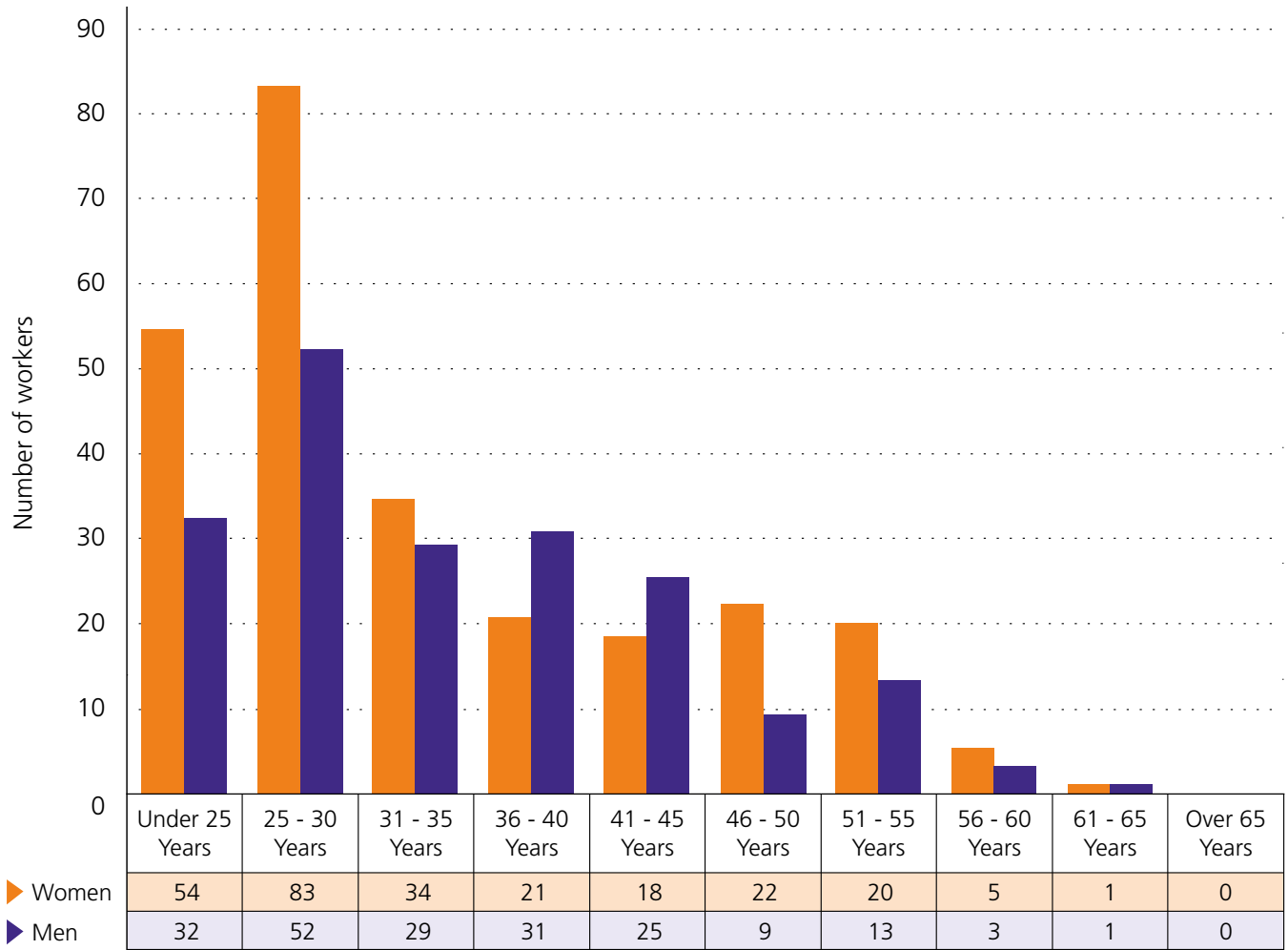
Table 4 – Number of workers leaving and joining the Register as a residential child care worker between July 2012 and June 2013

Sex	Total registered at June 2012	Total registered at June 2013	Net change
Men	791	877	+ 86
Women	1,217	1,276	+ 59
Total	2,008	2,153	+ 145

12.3 While still in the minority overall, more men joined the Register of residential child care workers than women.

Profile of those who joined or re-joined the Register as a residential child care worker

Figure 12 – Age and sex of residential child care workers who joined the Register as a residential child care worker since July 2012



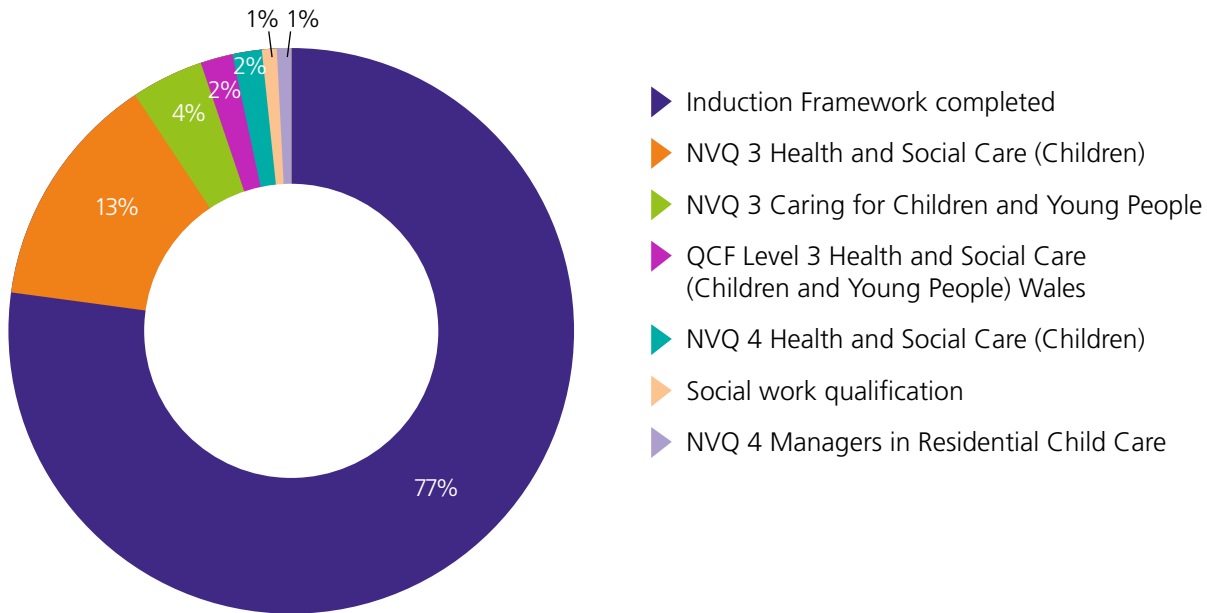
12.4 While the largest number recruited were women 30 and under, more men than women were recruited into both the age groups 36 - 40 and 40 - 45.

Table 5 – Age of residential child care workers who joined the Register as a residential child care worker since July 2012

Age group	Total
Under 25	86
25 – 30	135
31 – 35	63
36 – 40	52
41 – 45	43
46 – 50	31
51 – 55	33
56 – 60	8
61 – 65	2
Over 65	0
Total	453

- 12.5** There had been substantial movement of workers aged under 36 onto and off the Register (177 leaving and 284 joining the Register), with significantly less movement amongst workers over 40 (99 leaving and 117 joining the Register).
- 12.6** Almost half the workers who joined the profile of workers since July 2012 (49 per cent) were 30 or under.

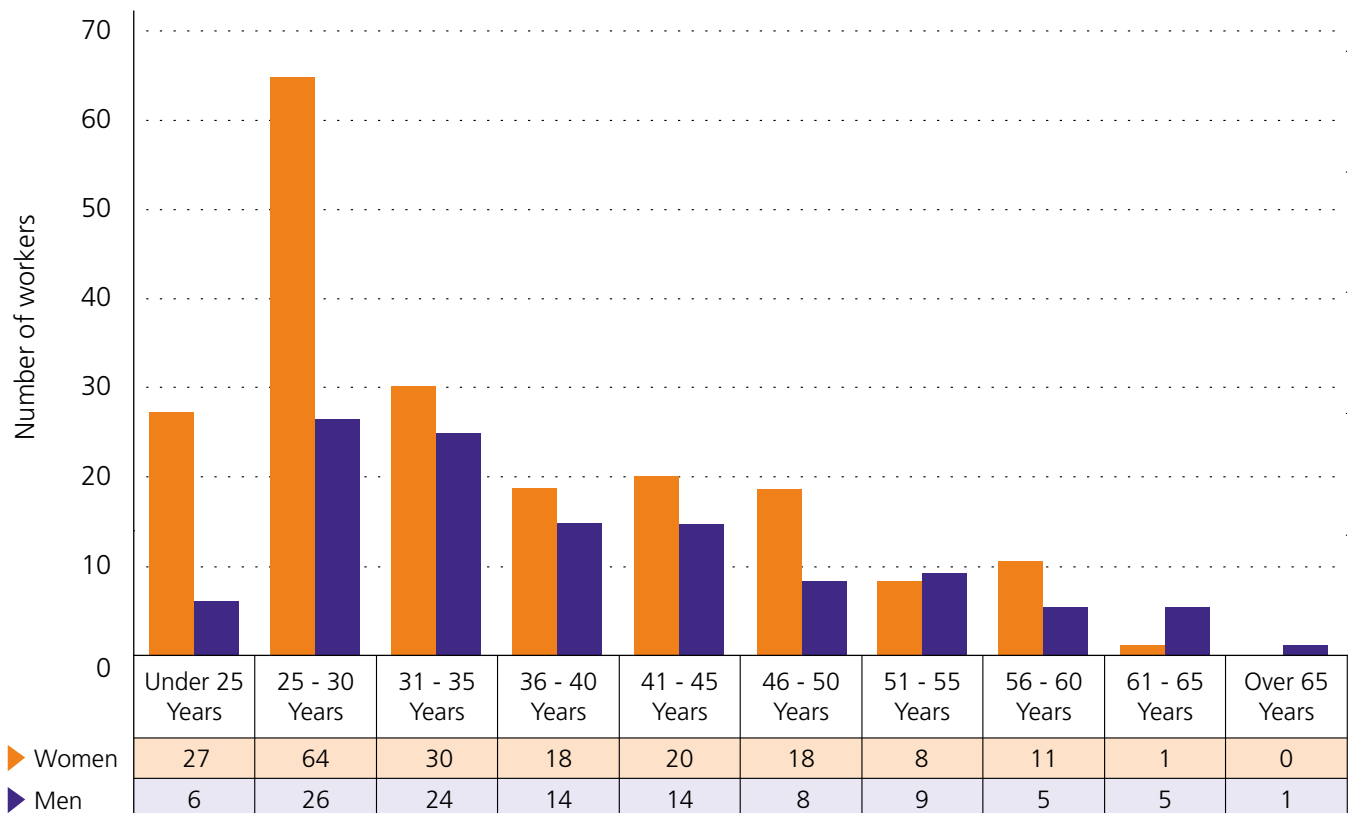
Figure 13 – Qualifications held by residential child care workers who joined the profile of workers since July 2012



- 12.7** An increased number of new workers were already qualified when they registered and had either previously worked outside Wales or were late to register (64 out of 408). People returning to the Register were mostly already qualified (40 out of 45).
- 12.8** However, the majority of the workers joining the Register as a residential child care worker since July 2012 (349, 77 per cent) were not yet qualified.

Profile of those who left the Register as a residential child care worker

Figure 14 – Age and sex of workers who left the Register of residential child care workers between July 2012 and June 2013



- 12.9** Of the 308 who left the Register as a residential child care worker since July 2012, the largest number were under 36 years old (177, 57.5 per cent), and more women left (197) than men (111). Only 1.9 per cent of those who left were aged over 60.
- 12.10** The number of agency workers who left the Register of residential child care workers, (21 between July 2012 and June 2013), reduced the percentage of agency workers at June 2013 to 3 per cent.
- 12.11** Of those who left the profile in this period, 14 per cent had a current work address outside Wales.

Table 6 – Reasons for leaving the Register of residential child care workers

Reasons for leaving the Register of residential child care workers	Number of workers
Removed for failing to pay an annual fee, no longer allowed to work in this role	108
Voluntary removal	97
Did not apply for renewal of registration or incomplete renewal application	73
Change of role to residential child care manager	23
Change of role to domiciliary care worker	5
Change of role to social worker	1
Deceased	1
Total	308

12.12 Over half the workers who left the Register were not yet qualified (179, 58 per cent). Of those who were already qualified, 29 moved to other registered roles (mostly becoming a manager) and 100 left the Register.

Table 7 – Reasons given by registrants for requesting removal from the Register

Reasons for voluntary removal	Number of workers
No longer working in social care	45
Registration not a requirement for current post	26
Working in social care outside Wales	6
Currently unemployed	5
Other	5
Retired	4
Unable to meet the Post-Registration Training and Learning (PRTL) requirement	4
Living outside UK	2
Total	97

- 12.13** Residential child care workers are not removed from the Register unless they have stopped working in this role and no conduct issues are known. Where they are removed they cannot practice in any social care role where registration is mandatory.
- 12.14** The turnover of workers varies across services. In 37 per cent of services there were either zero or one new worker registered between July 2012 and June 2013.

13. Diversity

- 13.1** Equal opportunity data is collected to monitor that the registration process is fair. Providing this monitoring data is a voluntary part of the application process. The figures from the 2012 profile, shown in brackets, suggest that there has been little change.
- 13.2** Of the registered managers, 75 per cent provided this information. Of those who responded 100 per cent declared no disability. Of those who provided the information 96.9 per cent described themselves as White British, White Welsh or White Irish. The other individuals who provided this information described themselves as Black Caribbean or other mixed ethnic background.
- 13.3** Of the registered workers, 70 per cent provided this information. Of those who responded, 1 per cent declared a disability which was no change on the 2012 profile. Of those who provided the information 95 per cent described themselves as White British, White Welsh or White Irish. The other individuals who provided this information were spread across the range of other ethnic groups.
- 13.4** Of the managers who provided the information about their Welsh language ability (75 per cent), 10 per cent described themselves as fluent Welsh speakers, there was a small decrease to 72 per cent in those who did not speak any Welsh. In the last 12 months no application forms were completed in Welsh and 1.8 per cent gave their preferred language of correspondence as Welsh.
- 13.5** Information was provided by 70 per cent of the workers and 9.6 per cent described themselves as fluent Welsh speakers, 70.4 per cent stated that they did not speak any Welsh. In the last 12 months, less than 1 per cent completed the application form to Register in Welsh and less than 1 per cent gave their preferred language of correspondence as Welsh.

14. Summary

- 14.1** The number of people registered as qualified residential child care managers had increased by 11 per cent. The number of children's residential services is only slightly increased which means that there is a larger pool of people registered to work in this role.
- 14.2** The turnover of managers presents a different picture to the turnover of workers. The number of managers increased because fewer left the Register than last year and more joined. The 12.3 per cent of managers who left, whilst less than last year, represents a significant loss of experienced and qualified managers.
- 14.3** Movement within the sector increased with more managers having changed their job within the last three years. The changes were due to both organizations moving their managers between their homes, and managers moving into roles other than managing a home but remaining registered.
- 14.4** The number of residential child care workers registered increased by 7.2 per cent, as more workers had joined the Register in this role than had left since the June 2012 profile. The new workers were predominantly young and unqualified.
- 14.5** Residential child care workers left and joined the Register from all age groups, but nearly half those recruited in the last year and registered at June 2013 were aged 30 or under and the majority were women. The recruitment of men was mostly into the older age groups.
- 14.6** The 29 workers who obtained the manager qualification in the year up to July 2013 progressed to the register of residential child care managers.
- 14.7** While there continued to be a significant turnover of workers during the year of this profile, this was not spread across all services. Although 13.9 per cent of residential child care workers registered at June 2012 had left the Register by June 2013, a third of services had little or no change in workers from 2012 to 2013.
- 14.8** Workers leaving the Register influences the continuity of care for looked after children. The 100 workers who left and were qualified also represented a loss in terms of investment in people and their training.
- 14.9** Due to the number registered having increased, and the majority of those joining the Register as a residential child care worker being unqualified, and in addition qualified workers having left the Register, overall the percentage of qualified workers rose only slightly to 60 per cent.
- 14.10** However, because over 99 per cent of residential child care workers who remained in the role for three years achieved the required qualification by their renewal date, there were 109 more qualified residential child care workers working in Wales in June 2013 than there were in June 2012.

▶ 15. Next steps

- 15.1** The information in the profile provides data for planners, decision makers and the Welsh Government. This will inform Care Council discussions with commissioners of services, CSSIW, employers, directors of social services as accountable officers, and government, who need to use this information about residential child care managers and workers to ensure services in Wales meet the future needs of children in Wales.
- 15.2** The Care Council will use this information for a range of its activities some of which are described below.
- 15.3** A Care Council and CSSIW working group which will be looking at the significance of the data held.
- 15.4** The Care Council is developing the Continuing Professional Education and Learning (CPEL) framework for social care managers to increase the skills and professionalism of managers and to encourage the recognition of social care management as a career. The Sector Leadership Fund courses piloted in 2013 will contribute significantly to the content of the CPEL framework.
- 15.5** The CPEL framework is also intended to contribute to making this a profession which attracts people looking for a career rather than a short term experience for predominantly young people.
- 15.6** The Care Council's action plan on Welsh language arising from the strategy *More than Words*, includes development, with the sector, of a competency framework for Welsh Language Skills.