



**Cyngor Gofal Cymru**  
Care Council for Wales

*Hyder mewn Gofal - Confidence in Care*



## A 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 2014

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ISBN 978-1-909867-71-0

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## Contents

	Page
<b>1</b> Introduction	<b>4</b>
<b>2</b> Residential child care managers	<b>5</b>
<b>3</b> Age and sex of residential child care managers	<b>6</b>
<b>4</b> Qualifications held by residential child care managers	<b>8</b>
<b>5</b> Where residential child care managers work	<b>9</b>
<b>6</b> Movement of managers between posts and in and out of the sector	<b>12</b>
<b>7</b> Residential child care workers	<b>16</b>
<b>8</b> Age and sex of residential child care workers	<b>17</b>
<b>9</b> Sector in which residential child care workers work	<b>19</b>
<b>10</b> Residential child care workers – length of time in post	<b>23</b>
<b>11</b> Qualifications of residential child care workers	<b>24</b>
<b>12</b> Turnover of residential child care workers	<b>26</b>
<b>13</b> Diversity	<b>31</b>
<b>14</b> Summary	<b>32</b>
<b>15</b> Next steps	<b>34</b>

## 1 Introduction

- 1.1** This report provides a profile of residential child care managers and workers working in Wales in June 2014. 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 2013 to June 2014 is analysed.
- 1.2** The registration of residential child care managers was required from July 2007 and became mandatory from 1 November 2007<sup>1</sup>. The Care Council for Wales (Care Council) publishes a profile of the managers and workers annually; this is the sixth annual 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 have reached the end of their second registration period. The Care Council renewed 69 managers between 1 July 2013 and 30 June 2014. This was 40.4 per cent of the 171 managers in last year's profile.
- 1.6** Mandatory registration for residential child care workers was introduced on 1 March 2008. The residential child care workers who registered six years ago and remain in a residential child care role have also reached the end of their second registration period. In the year since June 2013, over a quarter of residential child care workers in last year's profile (26.8 per cent) had renewed their registration.
- 1.7** Due to the turnover of managers and workers in this sector, the Care Council continues to receive and process new applications to register throughout the year.

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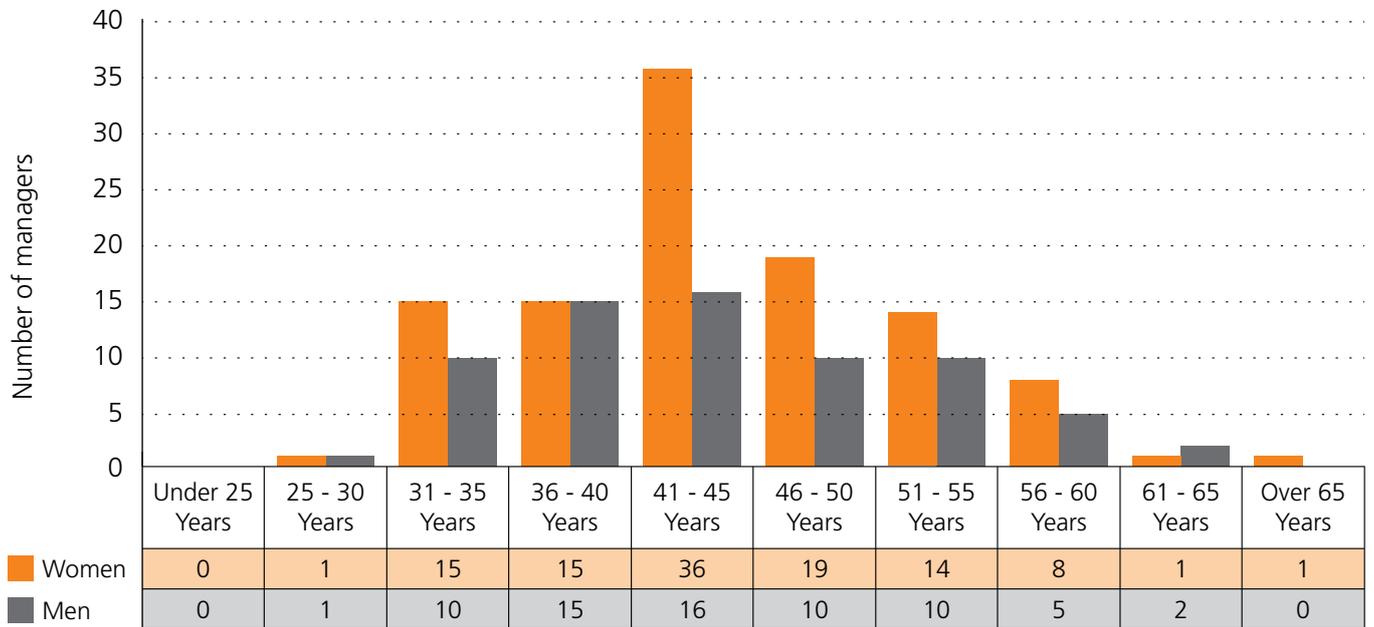
<sup>1</sup> *Towards a Stable Life and a Brighter Future*, Welsh Assembly Government, June 2007, p. 10. Children's Homes (Wales) (Miscellaneous Amendments) Regulations 2007

## 2 Residential child care managers

- 2.1** At June 2014 there were 179 residential child care managers on the Register. Of these registrants, 169 were employed in residential child care in Wales.
- 2.2** The Register included 157 managers with a work address in Wales and 12 managers who worked from an address in Shropshire providing cover for homes in Wales.
- 2.3** The job titles provided by registrants included 132 managing a home or the residential provision in a special school, and five acting managers. In addition, the Register included 21 assistant managers and deputies, three directors, and eight in other management roles.
- 2.4** The 10 registrants qualified as managers but not working in residential child care at the reporting date 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 2013, 27 residential child care managers left this part of the Register and 35 joined this part of the Register.
- 2.6** The list of registered services maintained by Care and Social Services Inspectorate Wales (CSSIW) at June 2014 included 130 children's homes in Wales. The sector is dynamic as services can change ownership and become registered as a new home and some services were awaiting registration at the reporting date.
- 2.7** There were eight registered CSSIW services at June 2014 that did not have anybody qualified as a manager registered with the Care Council. At a further seven services, the registered manager listed by CSSIW had not applied to register with the Care Council. At six registered services the named manager had registered with the Care Council at a different children's home address. As no other manager was registered with the Care Council at these six services, they may also have had a vacancy. This means that up to 21 services may have had no qualified registered manager managing the service at the reporting date.
- 2.8** This information has been shared with CSSIW as part of working together.

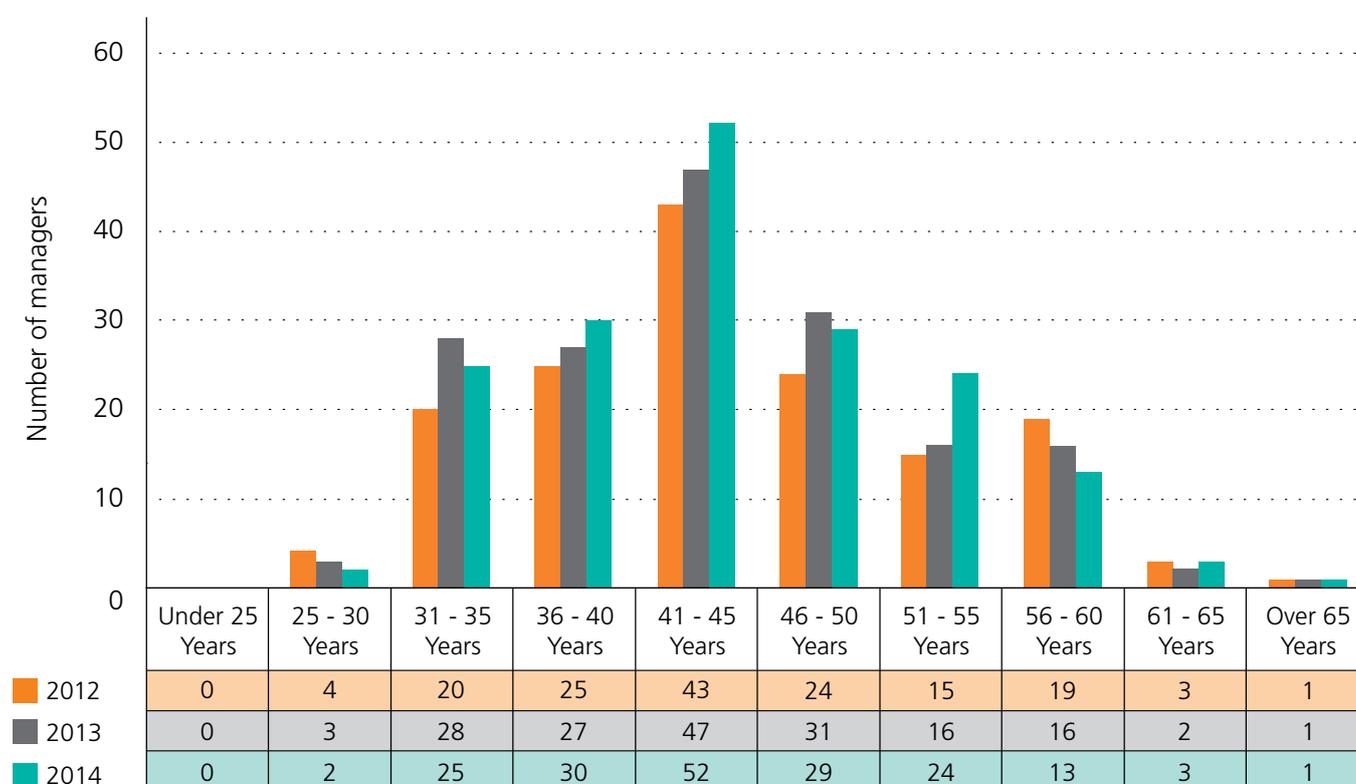
### 3 Age and sex of residential child care managers

Figure 1: Age and sex of residential child care managers, June 2014



- 3.1** The number of men registered as residential child care managers had increased slightly since the 2013 profile. At June 2014, there were 69 (59 in 2013) men and 110 (112 in 2013) women registered as managers. This also increased the ratio of men to women to approximately two to three.
- 3.2** The ratio of men to women was already higher in residential child care than in the wider social care sector and the trend continued in 2013 - 2014.

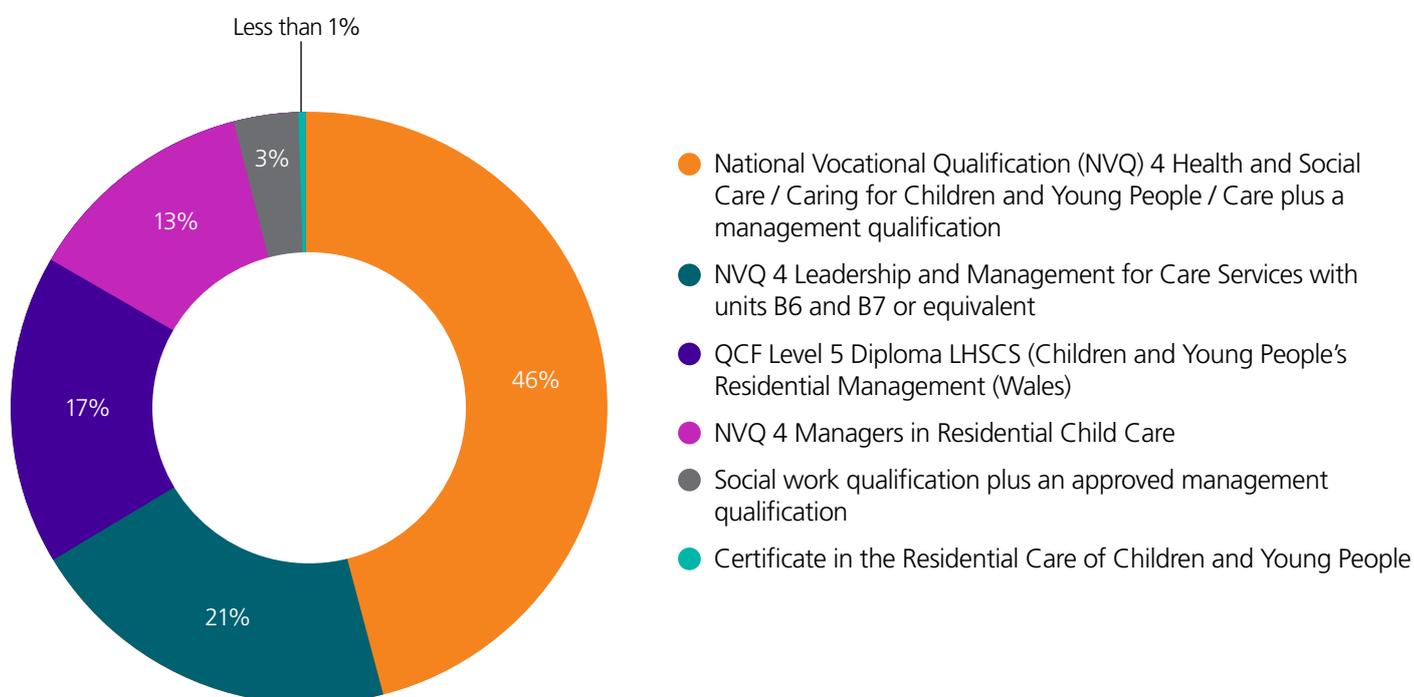
Figure 2: Comparison of the age profile of residential child care managers in 2012, 2013 and 2014



- 3.3** The age group 51 to 55 showed the largest increase, from 16 in 2013 to 24 in 2014. The number of managers aged 35 and under fell, from 31 in 2013 to 27 in 2014.
- 3.4** The number aged over 56 continued to fall and those over 60 remained a very small percentage (2.2 per cent).
- 3.5** The average age of all managers was 44 years.

## 4 Qualifications held by residential child care managers

Figure 3: Qualifications held by residential child care managers, June 2014



**4.1** The qualifications required for registration to work in Wales are approved by the Welsh Government and published by the Care Council. All managers must hold a required qualification to be registered. Since the introduction of the Qualification and Credit Framework (QCF) 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 (children and young people's residential management) Wales and Northern Ireland.

**4.2** At June 2014 the QCF Level 5 Diploma had been achieved by 17 per cent of residential child care managers (nine per cent in the 2013 profile). There was a corresponding decrease in the percentage holding the earlier required qualifications. Of the 30 managers with this qualification, 12 had achieved it since June 2013.

**4.3** The percentage of residential child care managers qualified as social workers and holding an approved management qualification continued to fall, from six per cent in 2013 to three per cent in 2014.

## 5 Where residential child care managers work

Figure 4: Sector where residential child care managers work, June 2014

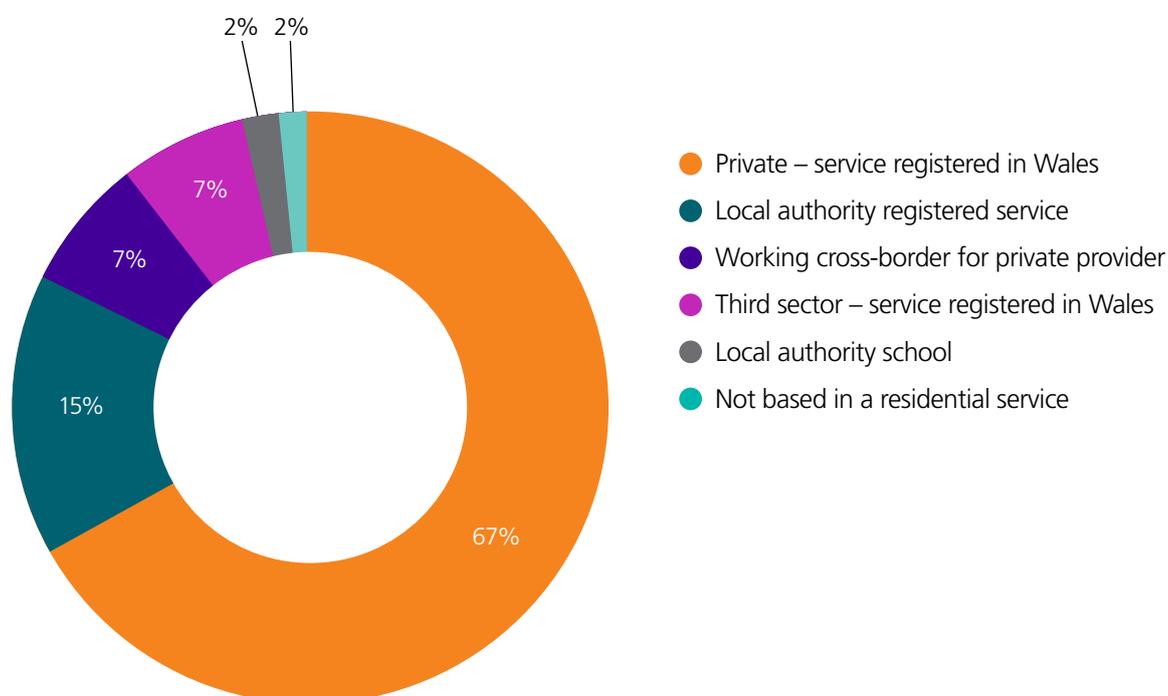
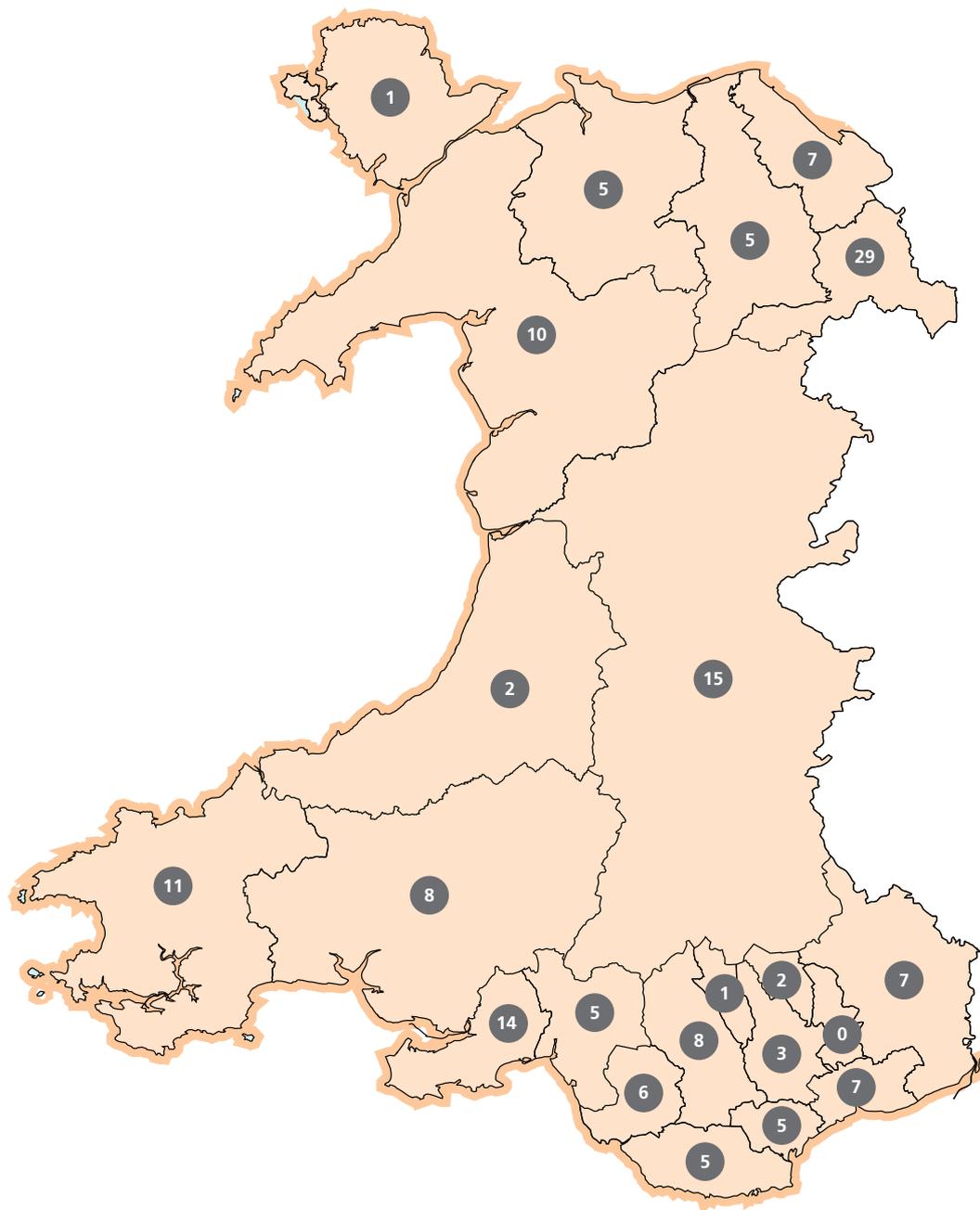


Table 1: Year on year comparison of sector where residential managers work

Sector	June 2012 percentage of managers	June 2013 percentage of managers	June 2014 percentage of managers
Private	71 %	72 %	74 %
Local authority	18 %	18 %	17 %
Third sector	11 %	10 %	7 %
Other			2 %

**5.1** The number of managers working in the private sector has increased each year since it employed 65 per cent of the managers in 2009. The trend is for a decreasing number of residential child care managers in the local authority sector, down from a peak of 26 per cent in 2009. The third sector has consistently employed the least managers.

Figure 5: Number of residential child care managers on the Register at 1 June 2014 employed within each local authority area in Wales



**5.2** The local authority areas where the most residential child care managers were working were Wrexham (29), Powys (15) and Swansea (14). Fewer than five managers had their employment address in each of the following local authority areas: Anglesey, Blaenau Gwent, Caerphilly, Ceredigion, Merthyr Tydfil and Torfaen. This is discussed further in Table 8 in section 9.

Table 2: Number of registered services in each local authority area and number of residential child care managers

Local authority area	Number of CSSIW registered residential child care services <sup>2</sup>	Number of qualified residential child care managers registered with the Care Council
Wrexham	20	29
Swansea	14	14
Powys	13	15
Pembrokeshire	9	11
Rhondda Cynon Taff	8	8
Monmouthshire	8	7
Newport	8	7
Gwynedd	6	10
Carmarthenshire	6	8
Flintshire	6	7
Bridgend	6	6
Cardiff	4	5
Denbighshire	4	5
Neath Port Talbot	4	5
Conwy	3	5
Vale of Glamorgan	3	5
Caerphilly	3	3
Isle of Anglesey	2	1
Blaenau Gwent	1	2
Ceredigion	1	2
Merthyr Tydfil	1	1
Provide cover at services in Wales as required by employer in Shropshire		13
<b>Total</b>	<b>130</b>	<b>169</b>

**5.3** Because the Register is qualification based, there is no direct correlation in the table above between the number of homes and the number of managers. Some services have more than one manager registered, which may include a deputy, while some services have a manager vacancy.

<sup>2</sup> The list of registered services was provided by CSSIW on 6 June 2014.

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

Table 3: Managers joining and leaving the Profile in the last three years

	June 2012	June 2013	June 2014
Number of managers in Profile	154	171	179
Number left since last Profile	21	19	27
Number joined since last Profile	36	36	35
Net difference	<b>+ 15</b>	<b>+ 17</b>	<b>+ 8</b>

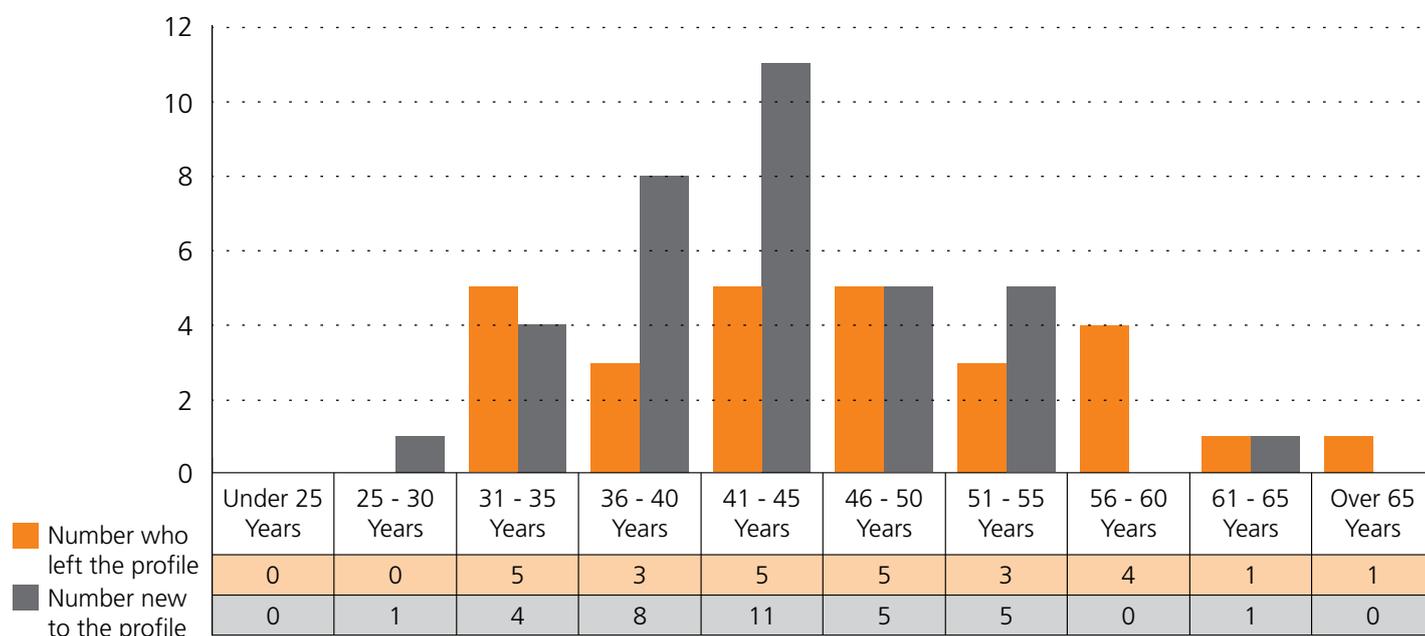
- 6.1** The percentage of managers leaving this part of the Register between July 2014 and June 2014 was 16 per cent (12 per cent in the 2013 profile).
- 6.2** Nevertheless, as more managers joined this part of the Register than left, the net increase in the number of residential child care managers on the Register at June 2014 was eight.

Table 4: Managers new to the Register within the last year, at June 2014

Reason for joining the Register as a manager	Number of managers
Moved from registration as a worker	24
Previously working in England	6
Returned to the Register	3
Moved from registration as a social worker	1
Returned after suspension	1
<b>Total</b>	<b>35</b>

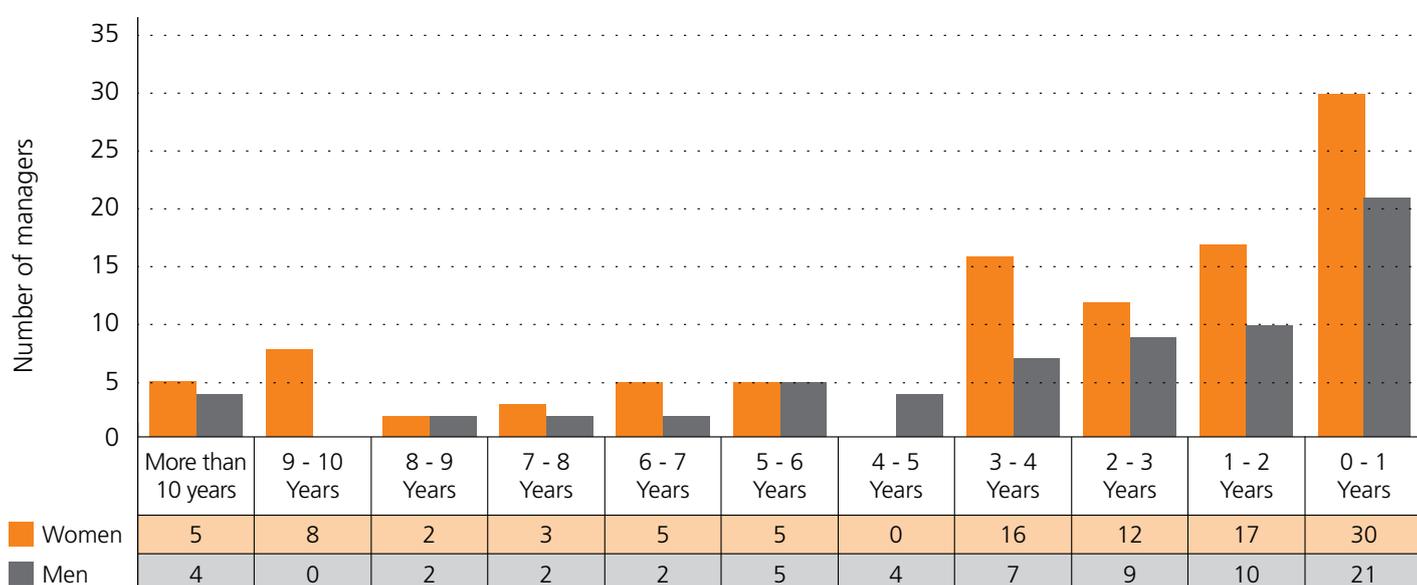
- 6.3** Most of the new managers had previously been registered as workers and had gained the manager qualification (24). Of these, 17 had changed to a manager role, two were acting managers and five were deputy or assistant managers.
- 6.4** All of the six managers who registered for the first time had experience in England prior to registering to work in Wales.
- 6.5** The achievement of the manager qualification by individuals previously registered as a residential child care worker suggests succession planning. However this is not increasing significantly, as the number had only increased by one, from three in the 2013 Profile. The number of individuals who gained the required manager qualification during the year was insufficient to replace the number of managers who left this role (27), the movement of managers to Wales from England compensated for the shortfall. This does not necessarily mean there is sufficient supply in all regions to fill vacant posts.

Figure 6: Age of managers who left and joined the Register in this role since July 2013



- 6.6** Between July 2013 and June 2014, nearly 50 per cent of those who joined the Register were men.
- 6.7** Over half of the managers joining the Register, 54 per cent, were aged 36 to 45. An additional 17 per cent (six) were over 50.
- 6.8** Most movement for managers is between jobs in residential child care within services in Wales.
- 6.9** The volume of movement in the sector suggested by the data is likely to reflect a true picture for 2013 - 2014. The regulation system now provides the opportunity for managers to notify changes through seeing and updating their registration data online. The renewal process requires up to date employment information from registrants, so this means that the data held on the Register in June 2014 for many managers was recently updated.

Figure 7: Number of years residential child care managers on the Register at June 2014 had been in their current job



**6.10** The number of managers changing their employment had increased. Of the managers on the Register in June 2014, 59 per cent had taken up their current post within the last three years. This was an increase of five per cent since the 2013 profile.

**6.11** There was a fall in the number of managers who had been in their current post more than five years, from 51 in 2013 (32 per cent) to 43 in 2014 (25 per cent).

Table 5: Reasons managers left the Register as a residential child care manager between July 2013 and June 2014.

Reason for leaving registration as a residential child care manager	Number of managers	Percentage of managers
Voluntary removal	14	51.9 %
Failure to apply for renewal of registration	4	14.8 %
Changed Register role to qualified social worker	2	7.4 %
Changed to residential child care worker	2	7.4 %
Failed to pay an annual fee	2	7.4 %
Changed to adult care home manager	1	3.7 %
Changed to adult care home worker	1	3.7 %
Changed to domiciliary care manager	1	3.7 %
<b>Total</b>	<b>27</b>	<b>100 %</b>

Table 6: Reasons managers requested voluntary removal as a residential child care manager between July 2013 and June 2014

Reason for requesting voluntary removal	Number of managers	Percentage of those leaving
Registration not a requirement for current post	4	28.7 %
Other	2	14.3 %
Retired	2	14.3 %
Working in social care outside Wales	2	14.3 %
Currently unemployed	1	7.1 %
Living outside UK	1	7.1 %
No longer working in social care	1	7.1 %
Taking time out from working in social care	1	7.1 %
<b>Total</b>	<b>14</b>	<b>100 %</b>

- 6.12** Half the managers who left the Register as a residential child care manager moved to a different social care role, the other 14 managers left social care employment. Only a small number gave retirement as their reason for leaving.
- 6.13** Managers with long service left the role. This included five managers aged 36 to 55, who had been in their manager post over five years. The majority had been in their current post over three years. Four had been on the Register for the maximum possible period, nearly 10 years and 18 had been registered over five years.
- 6.14** This indicates a significant loss of experience to the sector and raises questions about the reasons for the turnover and where managers are going.
- 6.15** The overall number leaving was more than replaced by new managers registering. However, as the majority of managers new to the Register in this role were newly qualified, they were much less experienced as managers than those leaving the role.

## 7 Residential child care workers

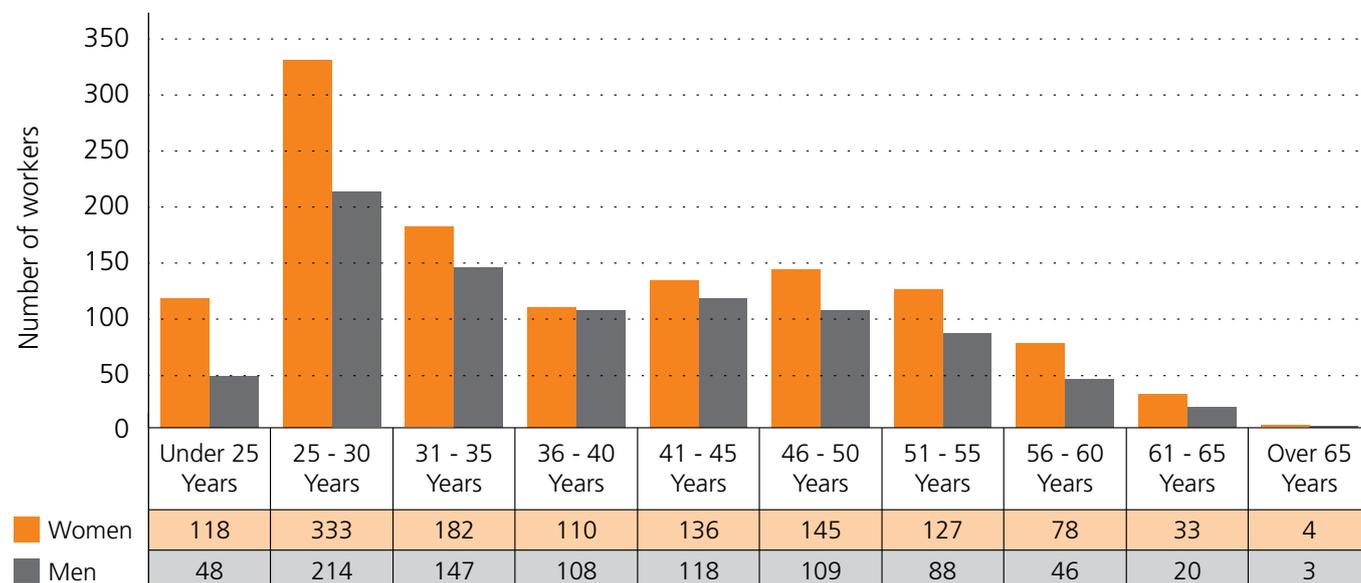
Table 7: Number of registered residential child care workers in each profile since July 2012

	June 2012	June 2013	June 2014
Number of workers in the profile	<b>2,008</b>	<b>2,153</b>	<b>2,167</b>
Number not currently employed	106	169	123
Number working for a provider based in England and working some of the time in their services in Wales	159	139	141

- 7.1** March 2014 was a peak period for inviting residential child care workers to renew registration, as it was six years since registration was introduced.
- 7.2** The end of their registration period is the time when those not employed are more likely to leave the Register. The overall number of workers increased by 14 in 2014, a much smaller increase than seen in the previous year (145).
- 7.3** Of the 2,167 workers on the Register at June 2014, 2,044 were currently employed in residential child care. The 123 (six per cent) not currently employed in residential child care may have been between jobs or in the process of moving off the Register (fallen from eight per cent in 2013).
- 7.4** The number working some of their time in Wales for a provider outside Wales had remained steady for the last two years.

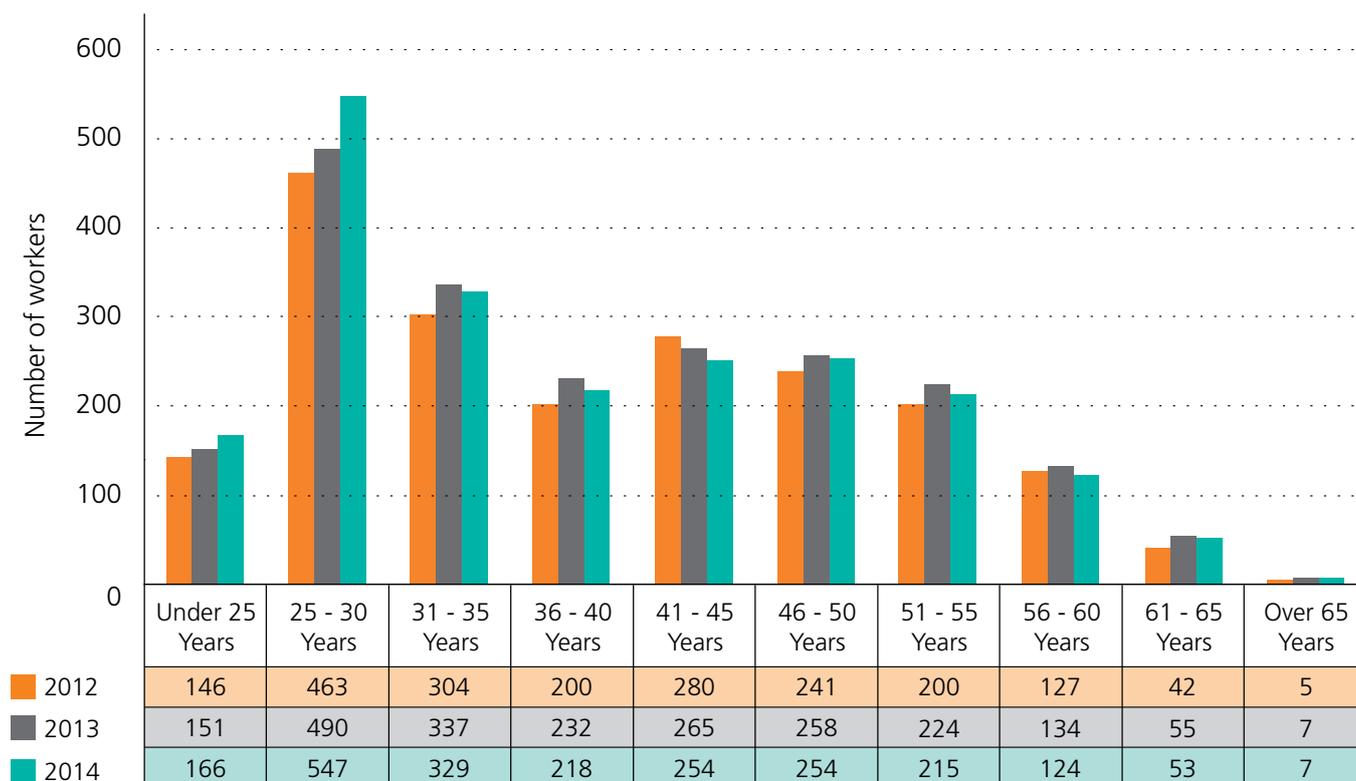
## 8 Age and sex of residential child care workers

Figure 8: Age and sex of residential child care workers June 2014



- 8.1** At June 2014, there were 901 men (877 in the 2013 profile) and 1,266 women (1,276 in the 2013 profile).
- 8.2** While the number of men registered for this role had increased and the number of women fallen, the men to women ratio continued to be two to three.

Figure 9: Comparative age profile of residential child care workers June 2012, 2013, 2014



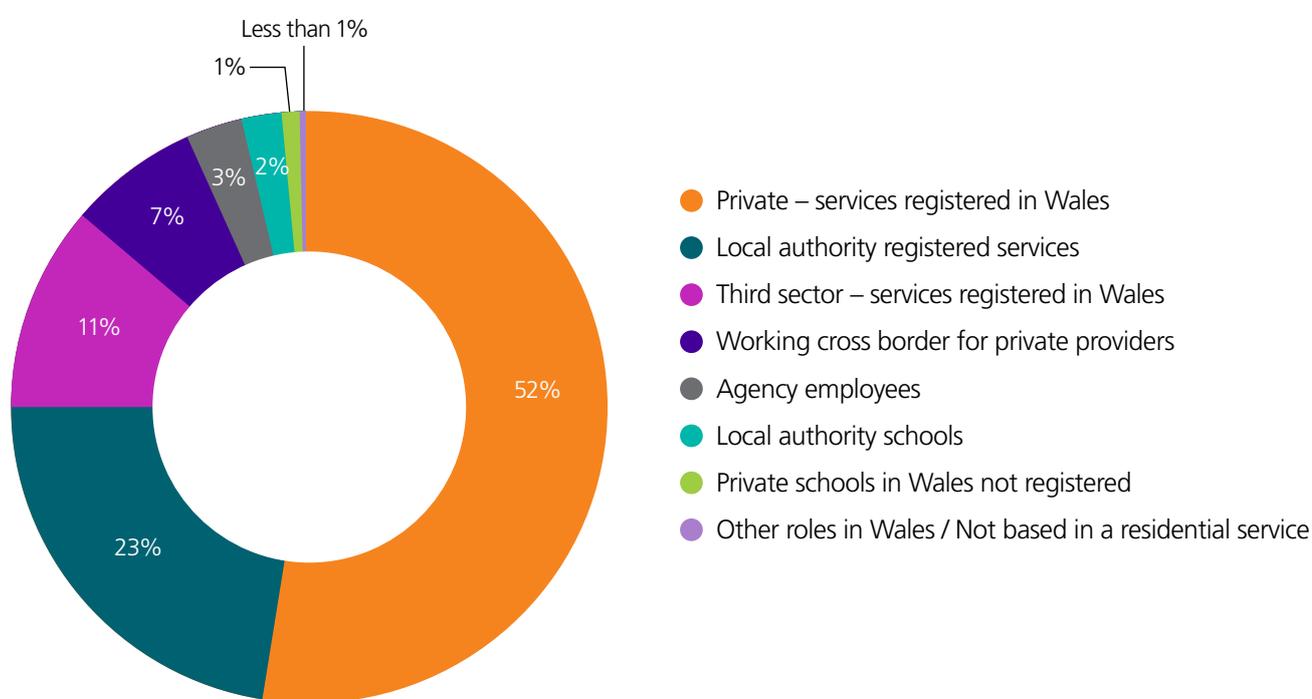
**8.3** For the third year running there was an increase in workers aged 30 or under (72 more than in 2013). Most other age groups saw a decrease in numbers, with the exception of those aged 65 or over which remained the same (seven workers).

**8.4** The majority of workers continue to be aged over 30 (67 per cent) and over half (52 per cent) were aged over 35. The 184 residential workers over the age of 55 were 8.5 per cent of those registered and had fallen in number since 2013 (196).

**8.5** The average age of all residential child care workers was 38 years.

## 9 Sector in which residential child care workers work

Figure 10: Percentage of residential child care workers employed in each sector at June 2014



- 9.1** Where a registrant had more than one job, only their primary job was counted in this Profile.
- 9.2** The percentage employed through an employment agency had risen slightly by 0.2 per cent compared with 2013.
- 9.3** The distribution of workers across the sectors remained largely unchanged. The number of workers in the private sector had remained the largest at 52 per cent. The number working for a local authority (23 per cent) had decreased by three per cent and the smallest number, those working in the third sector (11 per cent), had also decreased by one per cent.

Table 8: Comparative numbers of registered residential child care managers and workers in each sector

Sector	Managers	Workers	Approximate ratio
Local authority registered services	26	461	1:18
Local authority school not registered with CSSIW	3	51	1:17
Private services registered in Wales	113	1,073	1:9
Third sector services registered in Wales	12	231	1:19
Private providers outside Wales with staff who sometimes work in their services across the Welsh border	12	141	1:12
Agency employees	0	55	N/A
Private school in Wales not registered with CSSIW	0	21	0:21
Other roles in Wales / not in a residential service	3	11	N/A
<b>Total</b>	<b>169</b>	<b>2,044</b>	

**9.4** The ratio is an indication only of the proportion of managers to workers on the Register due to the differing structures of services. In some services there were a number of people qualified as a manager including deputies and in other services only one person was qualified as a manager. A few services had no current manager and, where a service was new, it could have a manager but no workers yet.

Figure 11: Number of residential child care workers on the Register at June 2014 employed within each local authority area in Wales

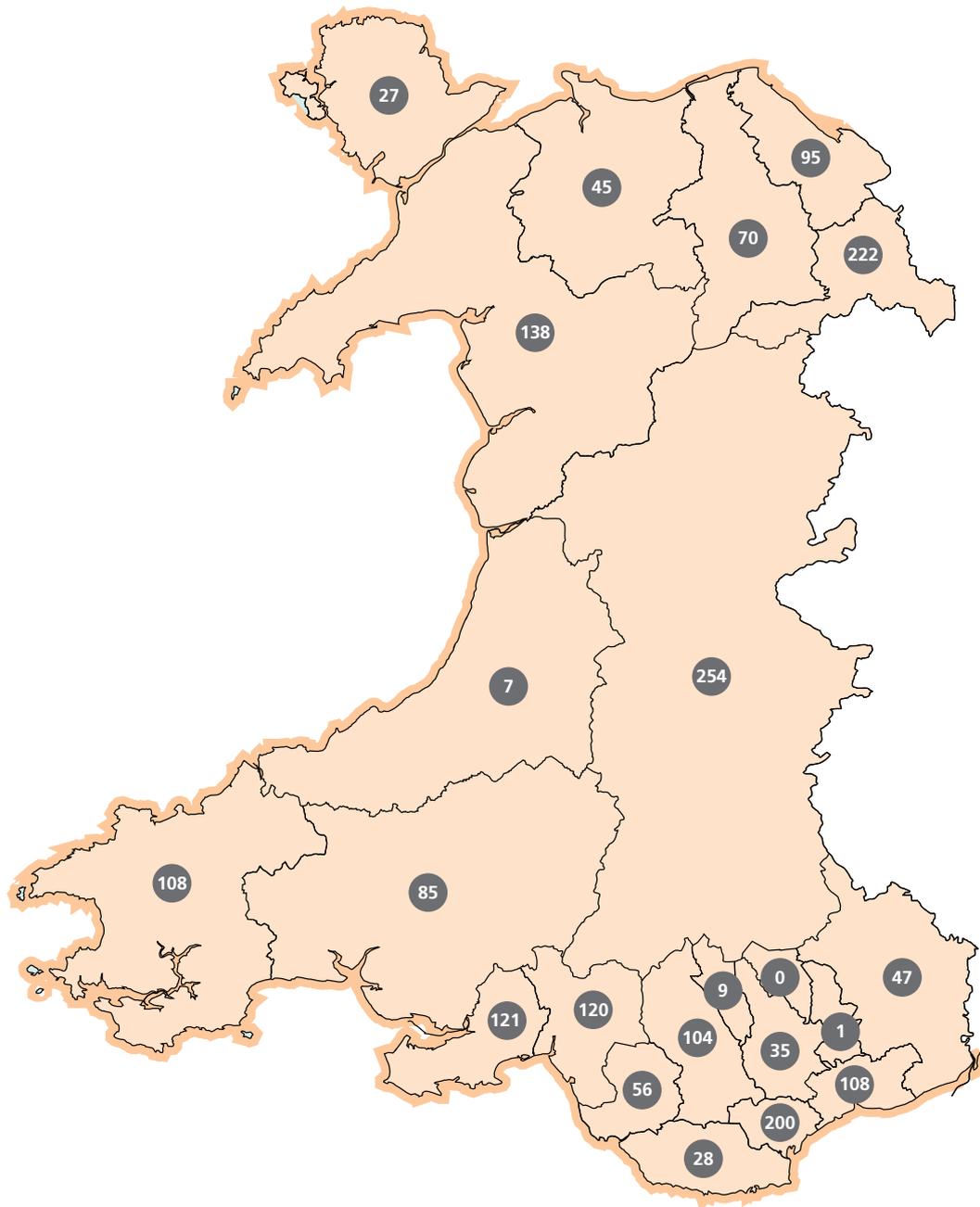


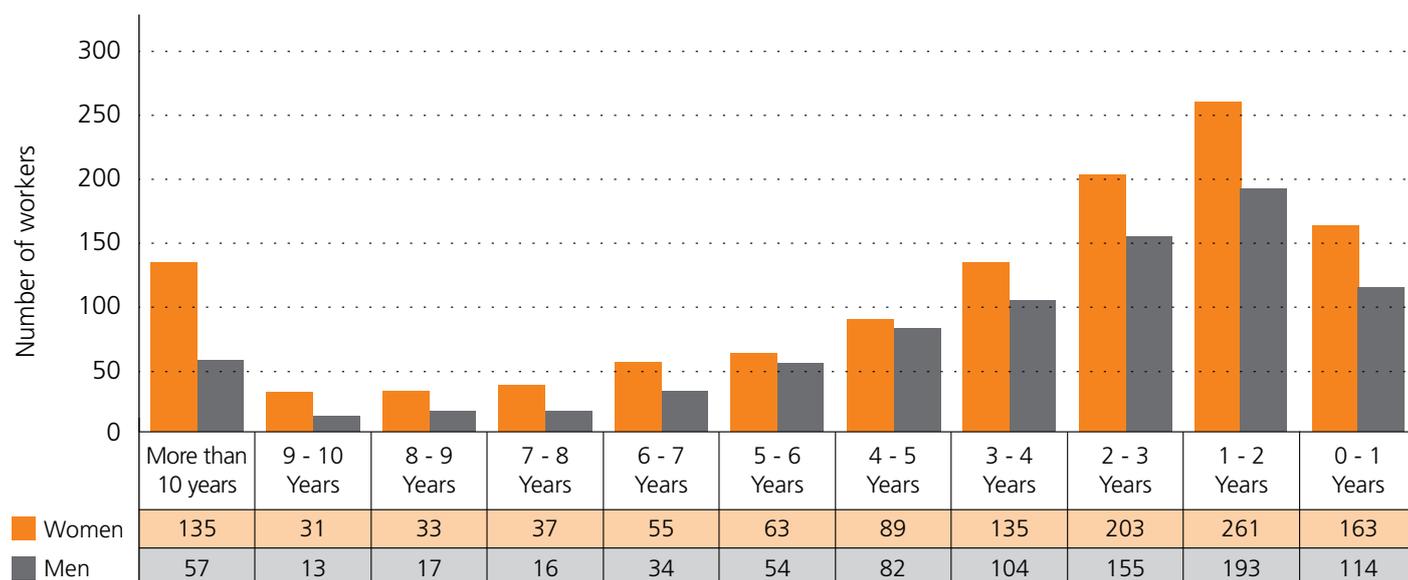
Table 9: Number of residential child care managers and workers on the Register at June 2014, employed within each local authority area in Wales

Local authority area	Number of managers	Number of workers
Wrexham	29	222
Powys	15	254
Swansea	14	121
Employer based in England – Relief work in Wales	13	164
Pembrokeshire	11	108
Gwynedd	10	138
Carmarthenshire	8	85
Rhondda Cynon Taff	8	104
Flintshire	7	95
Monmouthshire	7	47
Newport	7	108
Bridgend	6	56
Cardiff	5	200
Conwy	5	45
Denbighshire	5	70
Neath Port Talbot	5	120
Vale of Glamorgan	5	28
Caerphilly	3	35
Blaenau Gwent	2	0
Ceredigion	2	7
Merthyr Tydfil	1	9
Isle of Anglesey	1	27
Torfaen	0	1
<b>Total</b>	<b>169</b>	<b>2,044</b>

**9.5** The local authority areas where the most residential child care workers were employed differed significantly from the managers: Powys 254 (15 managers), Wrexham 222 workers (29 managers), Cardiff 200 workers (5 managers) and Swansea 121 workers (14 managers). This is due to a number of factors, including the differing structures of residential schools and children's homes, manager vacancies at some services and some services having a deputy and other additional roles qualified as a manager.

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

Figure 12: Number of years residential child care workers on the Register at June 2014 had been in their current job



- 10.1** The rate at which workers had changed their job continued to increase. At June 2014, over half of residential child care workers, 53.3 per cent, had been in their current job for three years or less, compared to 49 per cent in 2013. Those workers who had been in their job for five years or more fell from 32.3 per cent in 2013 to 26.7 per cent in 2014.
- 10.2** Some workers changed job due to achieving the required qualification to become a manager. The registration of these 24 workers was changed to residential child care manager and they are included in the manager part of this profile.

## 11 Qualifications of residential child care workers

- 11.1** Applicants to the Register are required to provide evidence that they hold one of the qualifications published in the Care Council Table of Qualifications required for registration. As well as the current required qualification, the QCF Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland, the predecessor qualifications listed in the table 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.
- 11.2** Where a qualification is not yet held, residential child care workers must complete the *Social Care Induction Framework for Wales* prior to registering, and achieve one of the required qualifications before renewal of registration.

Table 10: Qualifications held by registered residential child care workers at June 2014

Qualification	Number of workers	Percentage
Completed Induction Framework	883	41%
NVQ 3 Health and Social Care (Children)	768	35%
NVQ 3 Caring for Children and Young People	281	13%
Level 3 Diploma in Health and Social Care (Children and Young People [Wales])	133	6%
NVQ 4 Health and Social Care (Children)	49	2%
Level 3 Diploma for the Children and Young People's Workforce (Social Care Pathway) (England)	20	1%
NVQ 4 Managers in Residential Child Care	7	Less than 1%
Social Work Degree	7	Less than 1%
NVQ 4 Care	6	Less than 1%
NVQ 4 Leadership and Management for Care Service	5	Less than 1%
Level 5 LHSCS (Children and Young People Advanced Practice)	4	Less than 1%
Level 5 LHSCS (Children and Young People Residential Management)	4	Less than 1%
<b>Total</b>	<b>2,167</b>	<b>100%</b>

- 11.3** Of the 444 residential child care workers who joined the Profile since 2013, 54 were already qualified for the role when they registered. Of these, 12 were returning to the Register. The others had qualified while previously working in a residential child care role in England or in a role working with children in Wales.

- 11.4** By June 2014, 1,284 (59.3 per cent) registered workers had informed the Care Council that they were qualified. This represents a small decrease from 1,295 (60.1 per cent) in June 2013, due to qualified workers leaving the Register and the recruitment of unqualified workers.
- 11.5** A very small number of residential child care workers do not complete their qualification by their renewal date but wish to carry on working in this sector. In such cases, their manager can apply to the CSSIW, which regulates children's homes in Wales, for the worker to be allowed to continue practising while they complete the qualification.
- 11.6** In the last year since July 2013, there had been a total of 10 cases in this category. Of these, four were granted a renewal 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 and three were being processed at the time of reporting.
- 11.7** Residential child care workers who remain registered for at least three years achieve the required qualification to work in this role in Wales.

## 12 Turnover of residential child care workers

Table 11: Comparison between the number of workers joining and leaving the Register as a residential child care worker in the June 2012, 2013 and 2014 Profiles

	June 2012	June 2013	June 2014
Number of workers in the Profile	2,008	2,153	2,167
Net difference from previous year	- 72	+ 145	+ 14

**12.1** The number of workers on the Register at June 2014 compared with June 2013 showed little change. However, this period saw the recruitment and registration of 420 new workers, plus 16 who re-joined the Register in this role and eight who had previously been registered for a different role. This was a total of 444 workers who had not been in the 2013 Profile (20.6 per cent). A slightly smaller number, 430 (20 per cent), left this role between July 2013 and June 2014, meaning the overall number of workers on the Register increased by less than one per cent.

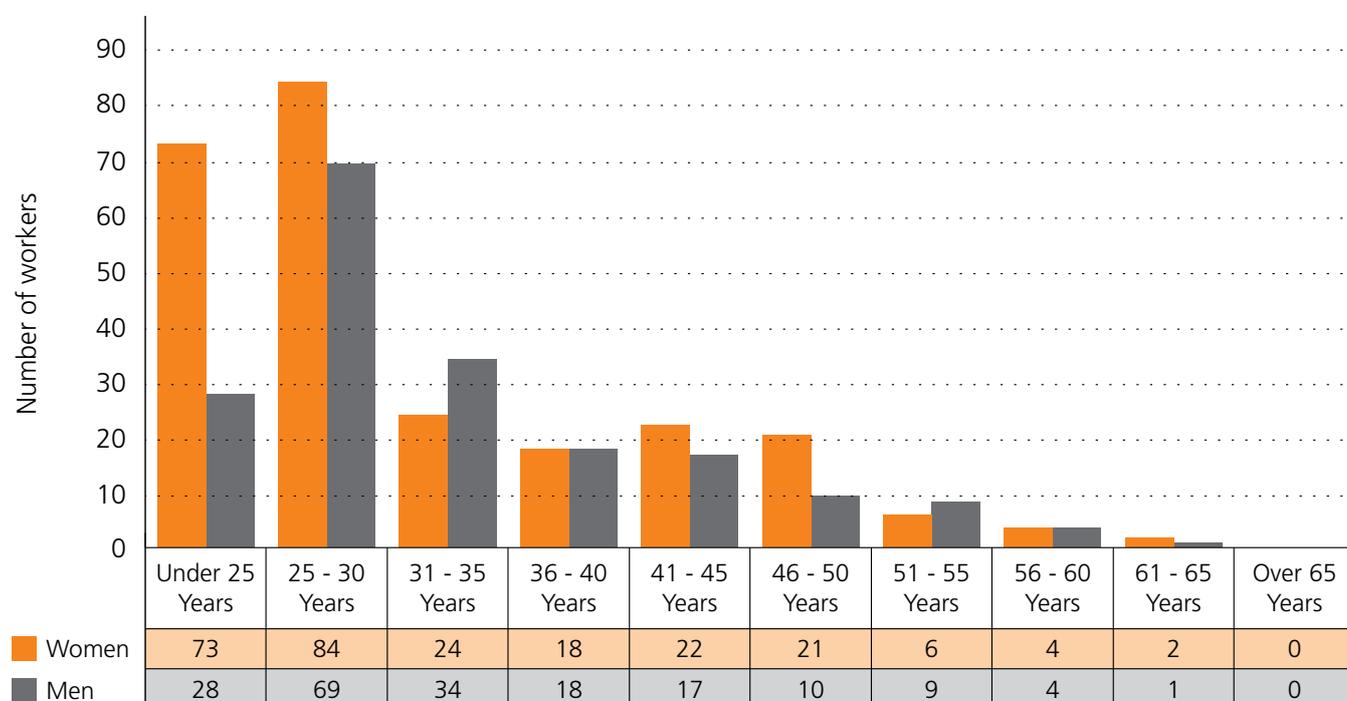
Table 12: Men and women leaving and joining the Register as residential child care workers between June 2013 and May 2014

	Number of workers at June 2013	Number of workers at June 2014	Difference in number of workers
Women	1,276	1,266	-10
Men	877	901	+24
<b>Total</b>	<b>2,153</b>	<b>2,167</b>	<b>+14</b>

**12.2** While still in the minority overall, the number of men on the Register of residential child care workers increased while the number of women decreased.

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

Figure 13: Age and sex of residential child care workers who joined the Register as a residential child care worker since July 2013



**12.3** In total more women (254, 57.2 per cent) than men (190, 42.8 per cent) were recruited onto the Register, however as more women than men had left the Register, the number of men overall had increased.

Table 13: Age of residential child care workers who joined the Register as a residential child care worker in 2013 and 2014

Age Group	New in 2013	New in 2014	Difference
Under 25	86	101	+15
25 - 30	135	153	+18
31 - 35	63	58	-5
36 - 40	52	36	-16
41 - 45	43	39	-4
46 - 50	31	31	0
51 - 55	33	15	-18
56 - 60	8	8	0
61 - 65	2	3	+1
Over 65	0	0	0
<b>Total</b>	<b>453</b>	<b>444</b>	<b>-9</b>

- 12.4** Over half the workers (57 per cent) who joined the profile of workers since July 2013 (254) were 30 or under. The number aged 30 or under increased by 33 more than in the previous year.
- 12.5** There had been substantial movement of workers aged under 36 onto and off the Register (206 leaving and 312 joining the Register), with significantly less movement amongst workers over 45 (124 leaving, 57 joining the Register).

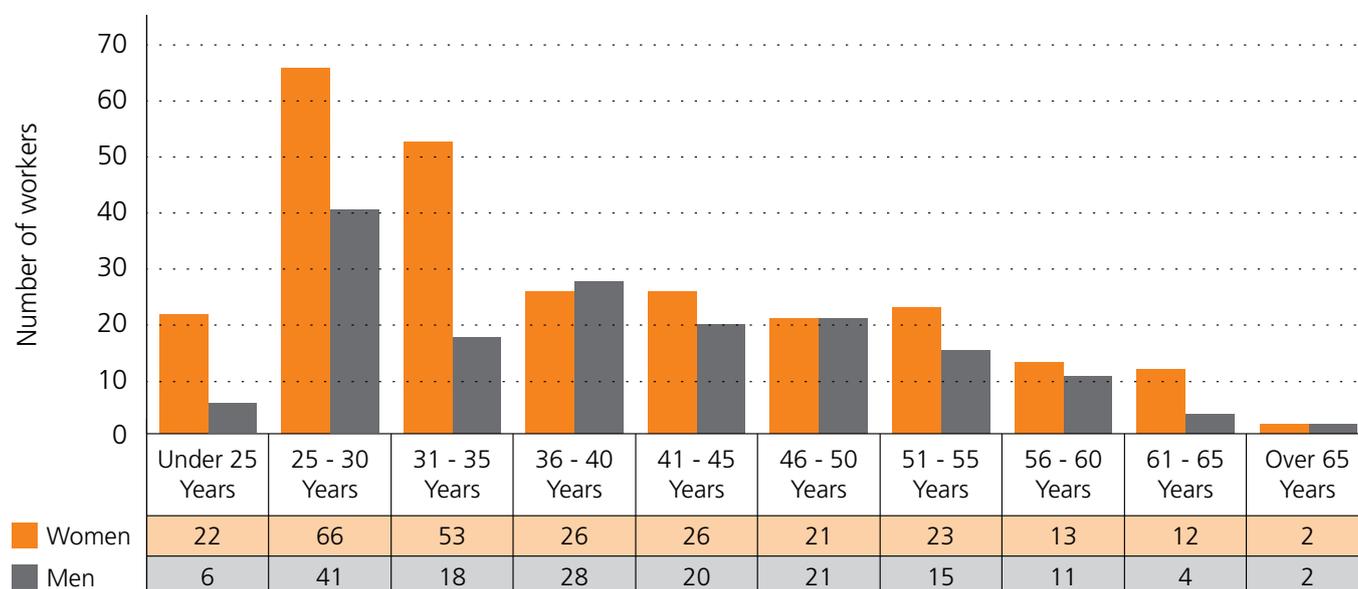
Table 14: Qualifications or Induction Certificate held by residential child care workers who joined the Register in this role since July 2013

Qualification	Number of workers	Percentage
Completed Induction Framework	384	86.5%
NVQ 3 Health and Social Care (Children)	27	6.1%
Level 3 Diploma for the Children and Young People's Workforce (Social Care Pathway)	10	2.3%
Level 3 Diploma in Health and Social Care (Children and Young People [Wales])	9	2.0%
NVQ 4 Health and Social Care (Children)	7	1.6%
NVQ 3 Caring for Children and Young People	3	Less than 1%
NVQ 4 Managers in Residential Child Care	3	Less than 1%
Social Work Degree	1	Less than 1%
<b>Total</b>	<b>444</b>	<b>100%</b>

- 12.6** The majority of the workers joining the Register as a residential child care worker since July 2013 (384, 86.5 per cent) were not yet qualified.
- 12.7** Of the 420 new workers who were joining the Register for the first time, 42 (10 per cent) were already qualified when they registered. The remaining 378 (90 per cent) were not qualified but had completed the Induction Framework. Of the 16 people who were returning to the Register, 12 (75 per cent) were already 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 2013 and June 2014



- 12.8** Of the 430 who left the Register as a residential child care worker since July 2013, 206 (48 per cent) were under 36 years old. More women left (264, 61.4 per cent of those who left) than men (166, 38.6 per cent of those who left). Almost five per cent were aged over 60.
- 12.9** Of the 430 who left the profile, 13 were agency workers, 26 were working outside Wales and an additional 97 were not employed in a role where registration is mandatory.
- 12.10** While turnover averaged 20 per cent, some services in all sectors had very low turnover in the year up to June 2014. The five providers of residential child care in Wales which employed the most workers had turnover between 12 and 22 per cent. Of the 24 providers with 30 or more workers, 15 had turnover during the year of more than 10 per cent, including four which had a turnover over 20 per cent.

Table 15: Reasons for being removed from the Register of residential child care workers

Reason for leaving the Profile	Number of workers
Did not apply for renewal of registration, or incomplete renewal application	159
Voluntary removal	145
Removed for failing to pay an annual fee	92
Moved to residential child care manager	24
Change of role to qualified social worker	3
Interim Suspension Order	2
Deceased	1
Change of role to adult care home worker	1
Change of role to domiciliary care worker	1
Change of role to social work student	1
Removed by Conduct Committee	1
<b>Total</b>	<b>430</b>

**12.11** Over half the workers who left the Register were qualified (234, 54 per cent). Of these, 30 workers moved to other registered roles (mostly becoming a manager) but 204 left the Register.

Table 16: Reasons given by registrants for requesting removal from the Register

Reason for requesting voluntary removal	Number of workers
Registration not a requirement for current post	49
No longer working in social care	38
Working in social care outside Wales	15
Taking time out from working in social care	14
Retired	13
Other	10
Currently unemployed	3
Unable to meet the post-registration training and learning requirement	2
Living outside UK	1
<b>Total</b>	<b>145</b>

**12.12** Residential child care managers and 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.

## 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.
- 13.2** Of the registered managers, 75 per cent provided information about disability. Of those who responded, 100 per cent declared no disability. Of the 74 per cent of managers who provided information about their ethnicity 94.7 per cent (a small decrease from 96.9 per cent in 2013) described themselves as White British, White Welsh or White Irish. The other individuals who provided this information described themselves as Black Caribbean, Black African or other mixed ethnic background.
- 13.3** Of the registered workers, 73 per cent provided information about disability, of whom one per cent declared a disability which was no change on the 2013 profile. Of those who provided information about their ethnicity 95.7 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 registered 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 increase in those who did not speak any Welsh to 73 per cent.
- 13.5** Of the registered workers who provided the information about their Welsh language ability (74 per cent), 9.7 per cent described themselves as fluent Welsh speakers, 68.7 per cent (70.4 per cent in 2013) stated that they did not speak any Welsh.

## 14 Summary

- 14.1** The Register of residential child care managers and workers remained similar in size to 2013 with slightly more joining the Register than leaving. There is evidence of movement by registrants into and out of the sector and between jobs. The Care Council is working with CSSIW to reconcile the data held on managers.
- 14.2** The Register is qualification based and includes managers and workers at registered children's homes and some residential special schools in Wales. While 132 of the residential child care managers were in a role managing a service, 47 were qualified as a manager and in other roles including deputy manager.
- 14.3** The number of registered children's homes had increased from 124 to 130. A small number of homes had no qualified manager registered with the Care Council to work at the service.
- 14.4** While the number of young managers aged 35 and under had fallen, the age group 41 to 45 has grown each year. The two to three ratio of men to women is unusual in the social care sector.
- 14.5** All those registered for the role of residential child care manager hold a required qualification to practice.
- 14.6** The turnover of managers had increased to 15.8 per cent in the year. However, the number registered continued to grow with a net increase of eight managers. This was because while an increased number left the sector during the year compared with 2012 to 2013, a larger number joined.
- 14.7** There was evidence of succession planning as 24 workers had qualified as a manager but this had not grown significantly (23 in 2013).
- 14.8** Managers in all age groups left the Register and many who left had considerable experience. There were insufficient newly qualified managers to replace the number who left and in addition managers came to work in Wales from England.
- 14.9** The private sector employed the most staff and increased for the third year. The numbers employed by the local authority and third sectors continued to decrease. The greatest concentration of managers and workers was in Wrexham and Powys.
- 14.10** Moving between jobs within the sector had also increased with over half the managers (59 per cent) having taken up their current post within the last three years.
- 14.11** The profile of the residential child care workers was not the same in all respects as the managers. For the third year there was an increase in workers aged 30 or under but the majority (67 per cent) were aged over 30. The number of men had increased and the number of women decreased.
- 14.12** The 20 per cent average annual turnover of residential child care workers leaving the Register was higher than the turnover of managers. A minority of workers gave retirement as their reason for leaving. The average is increased by a few providers which employ a greater number of workers and have a high turnover.

- 14.13** The percentage of workers qualified at the time of registering had increased. However, the majority of new workers continued to be young (57 per cent were 30 or under), female (57 per cent) and unqualified (86.5 per cent). Those who left the Register were older and more qualified than those who joined. While the overall number of qualified residential child care workers increased, the turnover caused the overall percentage of qualified workers to fall slightly to 59.3 per cent.
- 14.14** Moving between jobs within the sector had also increased, especially amongst younger workers. Over half had been in their current post less than three years.
- 14.15** There was no increase in the percentage of managers and workers who described themselves as able to speak Welsh (10 per cent).

## 15 Next steps

- 15.1** The information in this profile provides data for planners, decision makers and the Welsh Government. It will inform Care Council discussions with Commissioners of services, CSSIW, owner / 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 uses this information throughout its programme of work to promote the professionalism and quality of practice of residential child care managers and workers.
- 15.3** In particular, the Care Council has started to work with key stakeholders to develop a workforce strategy and to research further ways to address the retention of both managers and workers.
- 15.4** The *Practice Guidance for Residential Child Care Workers*, is out for consultation until 5th December 2014. Developed for this specific group of workers, it matches the guidance for social care managers and social workers, as the other two groups with mandatory registration to practise.
- 15.5** The Care Council worked with the sector to develop and pilot a framework for continued professional development. The pilot was run by six organisations in 2013 - 2014.
- 15.6** The evaluation of the pilot was shared with registrants and participating organisations and the recommendations considered how to move forward. Many of the issues were about time for learning and study and the availability of learning programmes at sufficient depth for participants to extend their knowledge and skills in working with children and young people with complex needs. The next step for the framework is to engage with the further and higher education sectors to develop modules for a learning programme for residential child care workers.
- 15.7** At the same time work is being undertaken towards a programme for social care managers to better prepare managers for their role and provide continued learning as they progress in their management career.
- 15.8** Seminars are being planned, starting in December 2014, to give residential child care workers the opportunity to reinforce their professionalism through shared learning and networking and to contribute to and access social care research.