

Profile of the Residential Child Care Managers and Workers in Wales

Profile



Report from the Care Council for
Wales Register of Social Care Workers
2008



1. Introduction

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- 1.1 This report provides a profile of the characteristics of residential child care managers and workers working in Wales. The data is derived from the Care Council for Wales Register of Social Care Workers (the Register). This is the first comprehensive picture of the residential child care workforce in Wales. The development of the profile has become possible due to the introduction of compulsory registration for residential child care managers from November 2007 and residential child care workers from March 2008.
- 1.2 The Register was opened to residential child care managers and workers on a voluntary basis in 2005. The Welsh Assembly Government (Assembly Government) announced in February 2007 that registration for all managers and workers in residential child care would become mandatory. The amendments to the Children's Homes Regulations were the result of a consultation published in *Towards a Stable Life and a Brighter Future* and the regulations came into force in July of the same year.
- 1.3 Since 1 November 2007, managers have to be qualified and registered in order to take up a manager post in residential child care. In exceptional circumstances the Care and Social Services Inspectorate for Wales (CSSIW), the service regulator in Wales, could allow additional time for managers to achieve the required qualification. The data for this small number of individuals will not be included in this report. Managers are required to hold an NVQ 4 Leadership and Management for Care Services including units B6 and B7 or equivalent qualifications.¹
- 1.4 Since 1 March 2008, workers have to apply and become registered within six months of taking up their post in a children's home. Residential child care workers can apply to register if they hold an NVQ 3 Health and Social Care (children and young people's pathway) or equivalent² or once they have completed the outcomes in the Social Care Induction Framework for Wales (Induction) which is the introduction to social care practice and as such applies to all staff working in social care.³ Those who register on completion of Induction are required to complete at least the minimum qualification for their job during their first three year registration period, and to submit their certificate before renewal of their registration. All applicants have made a commitment to abide by the Code of Practice for Social Care Workers and to maintain their post-registration training and learning through 15 days or 90 hours of learning during their three year period of registration.

¹ Table of Qualifications for Registration by Social Care Managers in Part 2 of the Care Council for Wales Register of Social Care Workers.

² Table of Qualifications for Registration by Workers Below Manager Level in Part 2 of the Care Council for Wales Register of Social Care Workers.

³ The *Social Care Induction Framework for Wales* (Induction) is mapped to the Care Council for Wales *Code of Practice for Social Care Workers* (*Code of Practice*), which describes the standards of professional conduct and practice required of social care workers as they go about their daily work. This code reflects existing good practice, and must be complied with by all workers in social care.

2. Analysis of data from the Register of Social Care Workers 2008

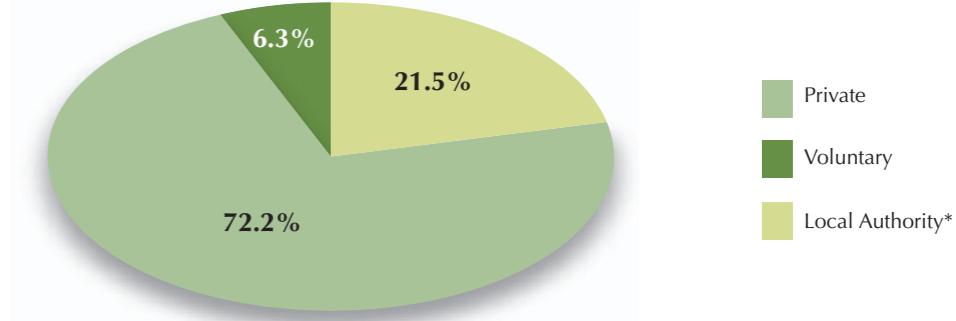
- 2.1 The data from the Register provides the following profile of the residential child care managers and workers in Wales in December 2008. There were 146 managers registered and 1,509 residential child care workers registered. This represents a higher number of residential child care workers than previous analyses had suggested were working in the sector.

3. Residential child care managers

- 3.1 Of the 146⁴ managers registered, 10% are deputy or assistant managers or are not currently in a managerial role in residential child care, therefore potentially providing a pool of people qualified as a manager.
- 3.2 The managers are employed in the private, local authority and voluntary sectors with the majority (72.2%) by private sector providers. The figure below shows how many managers are employed in Wales in each sector.⁵

Figure 1

Percentage of residential child care managers employed in each sector



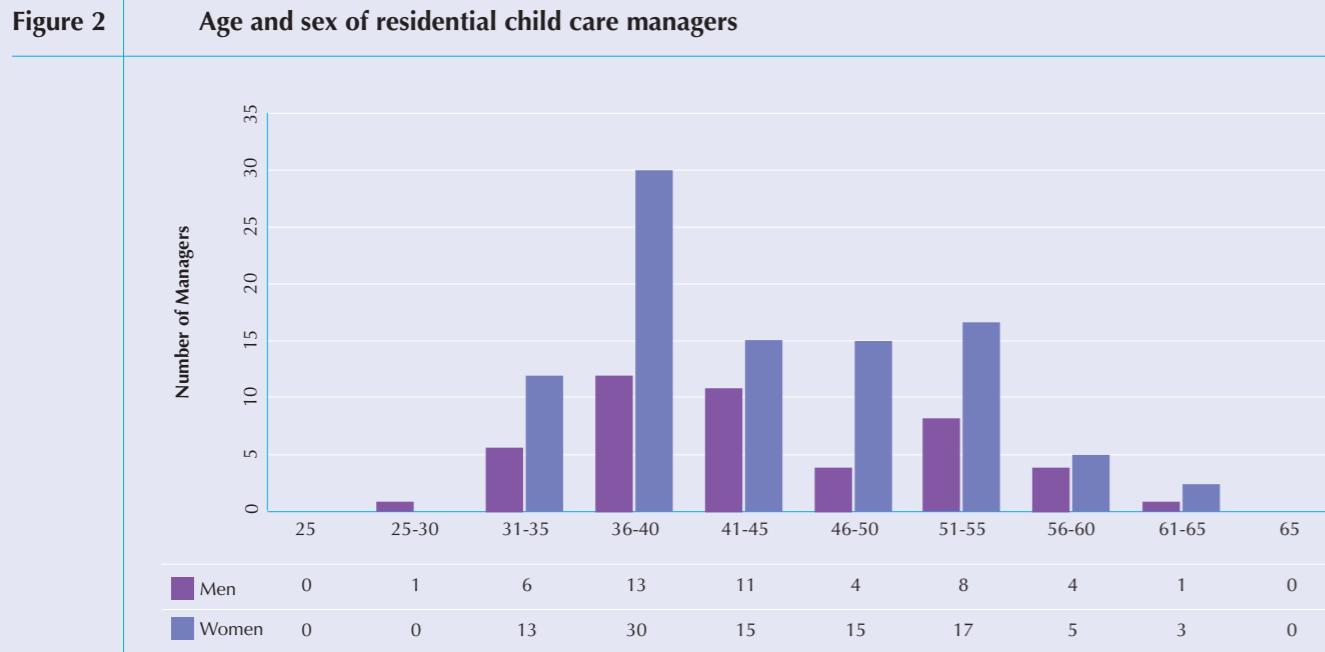
* One local authority is in England

⁴ This is not a full picture as a number of managers will have been given dispensation from CSSIW from registering with the Care Council due to exceptional circumstances. This data is collected by CSSIW and was not available at the time this report was published.

⁵ In addition, two managers are registered but not currently employed as residential child care managers.

4. Age and sex of managers

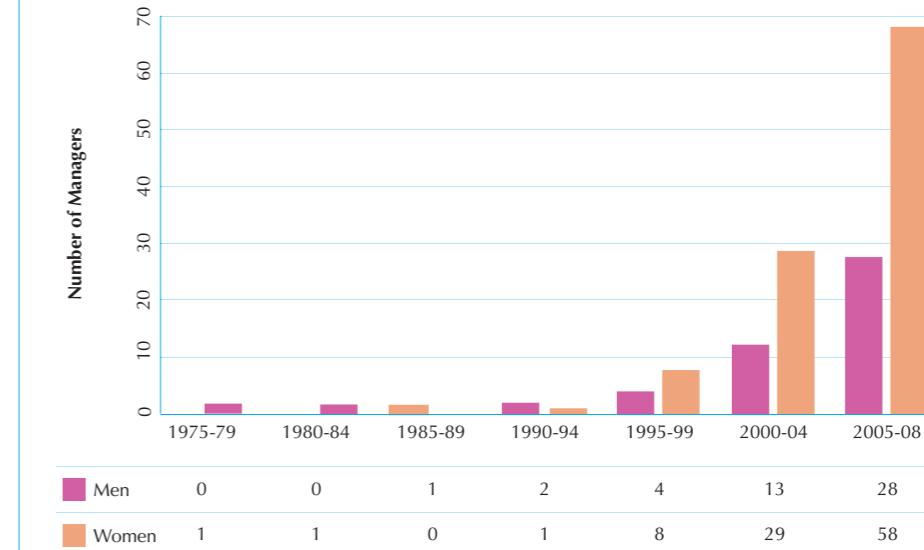
- 4.1 There is a ratio of one man to every two women managers, 48 men and 98 women in total.
- 4.2 The age profile is similar for men and women managers. The age range of the managers is broad, being distributed between 29 and 64 with 29% being in the largest age group 36 to 40; 61% are aged 31 to 55.
- 4.3 Because of the gradual tapering in numbers of mature managers there is no evidence that there will be a sudden drop in the number of managers due to retirement in the next ten years.



5. Length of time in post

- 5.1 A minority of managers (39%) have been with the same service for many years but the majority (61%) have taken up their current post since 2005.
- 5.2 The graph below shows how long men and women managers have been in their current post. The data reveal that managers are relatively new to their current post and there is no apparent difference between men and women in this respect.

Figure 3 **Year residential child care managers started in their current post**



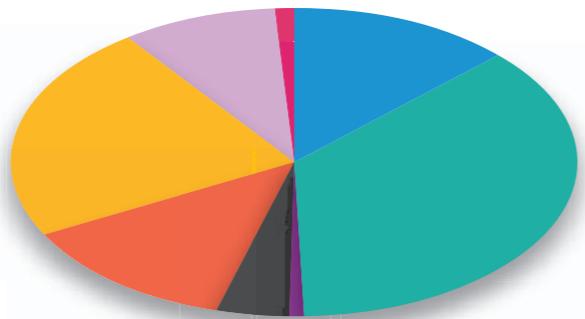
6. Qualifications held by managers

- 6.1 As managers are required to be qualified in order to apply for registration, all the registered managers are qualified to, at least, the minimum standard set by the Assembly Government and the majority (64%) hold an NVQ 4 in Care assessed in a child care setting and an NVQ 4 in Management. Only one manager post holder applied with a qualification from outside the UK.
- 6.2 The following figure shows the range of qualifications held by residential child care managers. For registration purposes, applicants are only required to provide evidence that they hold the minimum requirement or above; so this graph does not reflect any additional qualifications that managers might hold outside the requirement for registration.

Figure 4

Qualifications held by residential child care managers

- <1% Other Care Qualifications
- 9% DipSW or Equivalent
- 23% NVQ 4 Care
- 13% NVQ 4 Health & Social Care
- 4% NVQ 4 Registered Managers
- 1% Other Management
- 37% NVQ 4/5 Management
- 13% NVQ 4 Managers in Residential Child Care



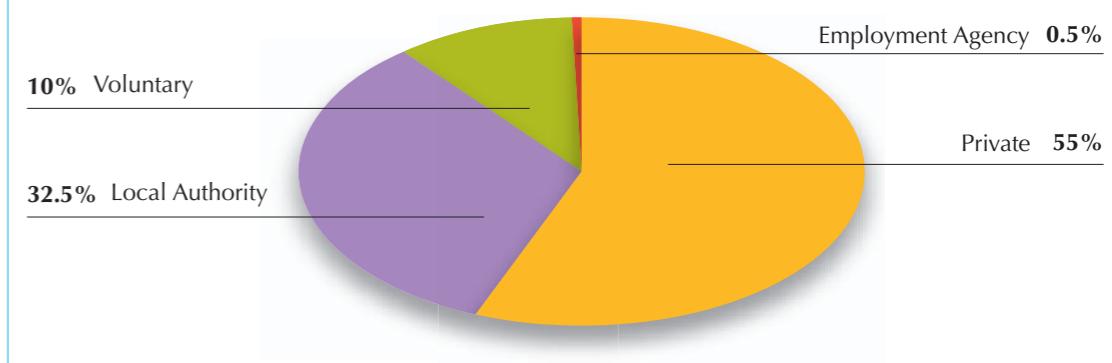
- 6.3 To summarise, the data reveal that approximately a third of managers are male with two thirds being female. The managers reflect a broad age range but a significant majority of them have been in their current post for five years or less. All hold the required minimum qualification for the post.

7. Residential child care workers

- 7.1 There were 1,509 residential child care workers registered at 10 December 2008, 918 women and 591 men. There are three employment agencies employing registered residential child care workers to work in Wales. The figure below includes a total of 1,577 residential child care workers. This is because 68 workers had two employers.⁶

Figure 5

Percentage of residential child care workers employed in each sector or by an agency

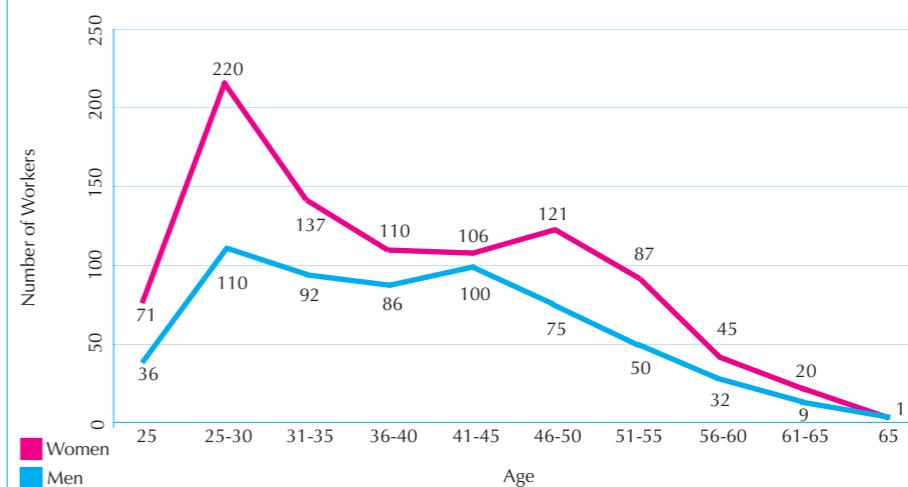


- 7.2 Over half of residential child care workers are employed in the private sector with nearly a third employed by local authorities. When the figures for managers and workers are compared it can be seen that nearly two thirds of the managers are employed in the private sector, suggesting that there may be more staff per home in the statutory sector. This however may be a reflection of a range of factors, such as the size of the home and the needs of the children being accommodated.

- 7.3 The majority of workers are in the younger age groups with a peak (21.9%), particularly of women, aged 25 to 30. The percentage of workers aged under 25 is small (7.1%); 51.8% of workers are aged 35 to 55; 6.9% are aged 56 to 65.

Figure 6

Age and sex of residential child care workers

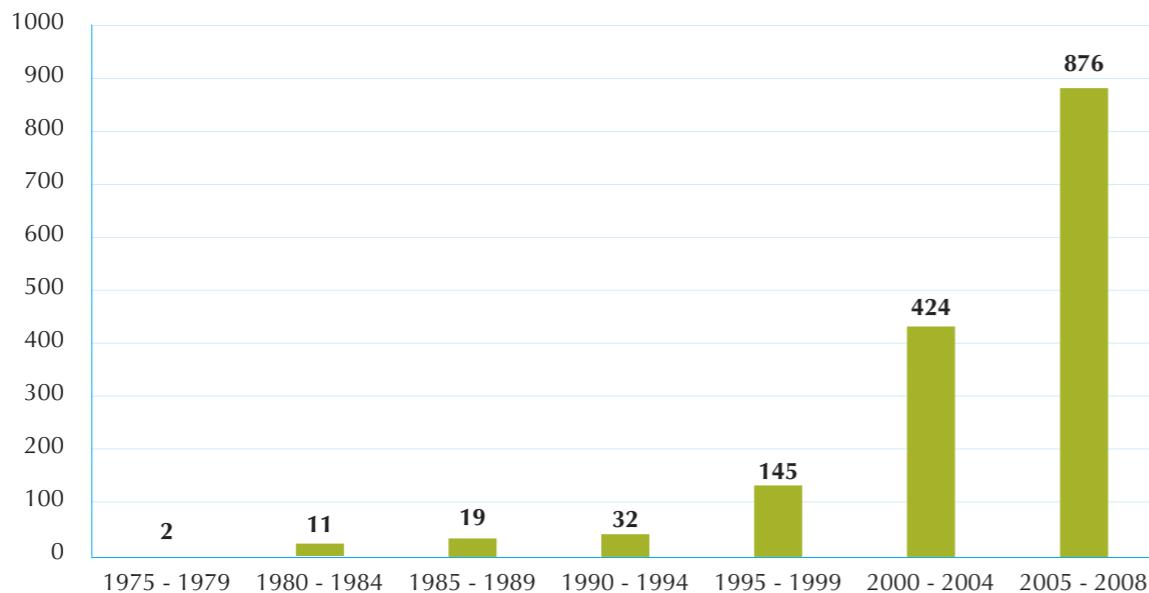


⁶ Not included in Figure 5 are the 2% of registered residential child care workers who were unemployed in December 2008.

8. Residential child care workers length of time in post

- 8.1 While 50% of managers have been in their current post less than five years, 46.4% of workers were recruited to their current post in the last three years. This figure may partly be a reflection of the fact that a majority of residential child care workers are younger. However, 32.9% of workers have been in their current job five years or longer.

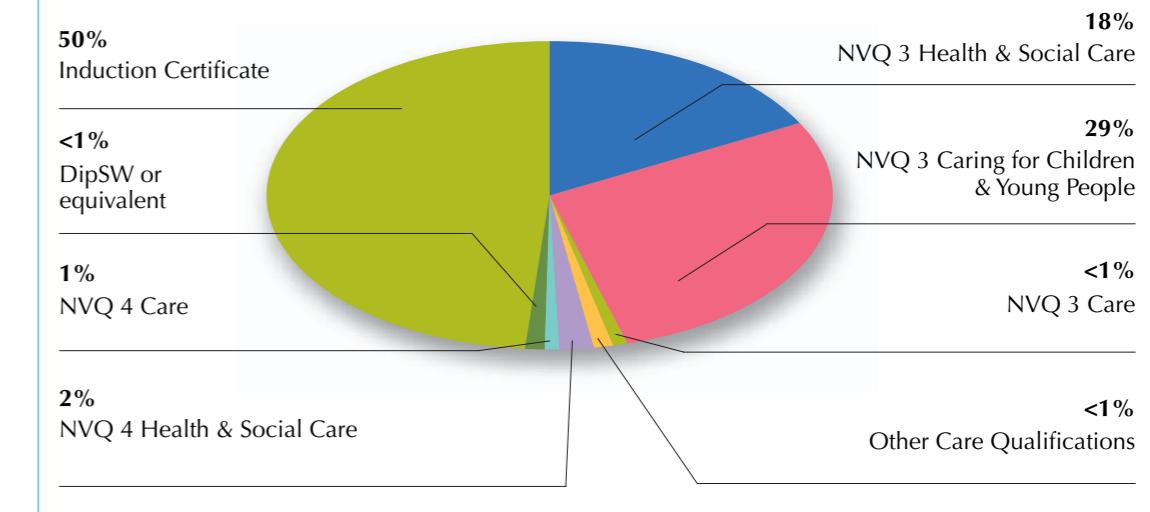
Figure 7 Year residential child care workers started in current post



9. Qualifications of residential child care workers

- 9.1 Fifty per cent of the registered workers already hold the required qualification. The other 50% registered on the basis of having completed Induction.
- 9.2 The following chart shows the range of qualifications held by registered workers. For registration purposes, applicants are only required to provide evidence that they hold the minimum requirement or above, so this chart does not reflect any other qualifications that workers might hold outside the requirement.

Figure 8 Types of qualification held by residential child care workers



- 9.3 The residential child care workers who have registered on the basis of having completed Induction are required to complete the required qualification before they renew their registration. In several organisations there are, therefore, a significant number of workers who should be working towards NVQ 3 Health and Social Care (children and young people's pathway) or completing one of the qualifications required for registration.
- 9.4 The profile of residential child care workers is that they are predominantly young, appointed to their current post within the last three years and half already hold the required minimum qualification.

10. Summary

- 10.1 Wales is the first country in the UK to introduce mandatory registration of residential child care workers. The process of compulsory registration has provided the first comprehensive description of the residential child care workforce in Wales.
- 10.2 The key issues to emerge are that:
 - a larger number of workers have applied to register than was anticipated from previously held workforce information;
 - a proportion of managers are registered but are currently not in a managerial position;
 - while the majority of residential child care workers are in the younger age groups, managers reflect a broad range of ages;
 - men are well represented in both the manager and residential child care worker groups;
 - the majority of managers have entered their current post in the last five years while the majority of residential child care workers have entered their current post within the last three years;
 - fifty percent of residential child care workers have registered on the basis of completing Induction rather than holding the minimum qualification.
- 10.3 This profile will be published on an annual basis, and will include the number of staff gaining required qualifications and provide statistics on employment changes within the sector.