

## Headlines from the Early Years Provider Survey 2022

### Survey completion

25 Day Nurseries (61%), 34 Pre-schools (54%) and 44 childminders (36%) completed the survey in full (% based on childcare providers registered at the time of survey distribution: 123 Ofsted Early Years registered Childminders; 41 Day Nurseries; 63 Pre-schools (includes school run & maintained)).

### Settings

#### Staff wages & retention

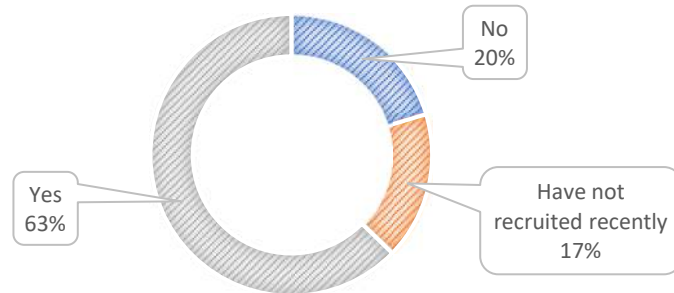
Respondents were asked to provide staffing costs for varying levels of practitioner, where applicable to their setting.

For reference, National Minimum Wage is £9.50 for 23 and over; £9.18 for 21–22-year-olds; £6.83 for 18–20-year-olds; £4.81 for under 18's and apprentice.

- Unqualified practitioner: 25 responses; 84% (21 settings) pay minimum wage equivalent to the employees age for this role
- Level 2/3 Qualified Practitioner: several settings provided bandings for L2/3, so answers were split out to provide a more accurate analysis. Of 50 responses received, 34% pay minimum wage equivalent to the employees age for this role. The average hourly rate of pay was £9.75 (lowest NMW (National Minimum Wage); highest £13.44).
- Room Leader / Lead Practitioner: 28 responses; average hourly rate of pay £10.30 (lowest £9.50; highest £12.50).
- Deputy manager: 36 responses; average hourly rate of pay £11.33 (lowest £9.90; highest £15.69)
- Manager: 35 responses; average hourly rate of pay £13.33 (lowest £9.50; highest £21.85).

Average Hourly Rate of Pay			
	Day Nursery	Pre-school	Combined
<b>Manager</b>	£14.41	£12.90	£13.33
<b>Deputy Manager</b>	£11.48	£11.26	£11.33
<b>Room Leader / Lead Practitioner</b>	£10.24	£10.34	£10.30
<b>Level 2/3 Qualified Practitioner</b>	£9.58	£9.92	£9.75
<b>Unqualified Practitioner</b>	£9.52	£9.48	£9.50

## HAVE YOU HAD PROBLEMS FINDING AND RECRUITING SUITABLE STAFF?



63% of respondents reported that they had experienced practitioners leaving the setting to pursue a change in career within the last 2 years, totalling approximately 57 practitioners across all responses.

The most commonly cited reasons for leaving the sector was pay (20 responses) and the associated pressure, workload, stress, and responsibility of a role in childcare (12 responses).

### Childcare costs

The following tables show average costs provided for childcare for children under 2, aged 2 and 3 & 4-year-olds.

Full day charges have been calculated as equivalent to 10 hours for a day nursery and 6 hours for a pre-school.

#### *Under twos*

	Day Nursery	Pre-school
<b>Average hourly charge</b>	£5.90	n/a
<b>Full day charge</b>	£55.03	n/a

#### *Two-year-olds*

	Day Nursery	Pre-school
<b>Average hourly charge</b>	£5.96	£4.73
<b>Full day charge</b>	£54.25	£28.18

#### *Three & Four-year-olds*

	Day Nursery	Pre-school
<b>Average hourly charge</b>	£5.96	£4.68
<b>Full day charge</b>	£53.06	£27.30

### *Lunch costs*

Average lunch cost (food) was £2.59.

## Building costs & sustainability

Of the 59 respondents, settings are operated from buildings which are:

- 29% owned by the setting
- 25% in a shared space
- 46% solely leased.

Of those in shared space or solely leasing premises:

- 22% do not pay any utilities (rent/hire cost inclusive)
- 39% pay some utilities
- 39% pay all utilities.

Average annual rental/hire costs are shown below. There are many variables to consider when looking at these costings, such the inclusion of some utilities/services, whether costs relate to sole use/shared use, operational times, space offered and so on.

Due to these variables, rental/hire costs have been explored in different ways. As there were lower numbers of respondents in some category areas, it has not been possible to explore some variables more in depth (for example, the breakdown of no/some/all utilities included by settings operational hours or number of places).

	Average	Lowest	Highest
<b>Overall Pre-school rent/hire</b>	£10,639.77	£1,920.00	£32,400.00
<b>Overall Day Nursery rent/hire</b>	£19,920.00	£6,000.00	£30,000.00
Pre-school in shared space	£12,395.03	£4,000.00	£19,380.00
Pre-school sole lease	£9,060.04	£1,920.00	£18,000.00
Setting operating 15-29 hours p/w	£5,739.00	£4,232.30	£7,524.00
Setting operating 30-35 hours p/w	£10,486.00	£1,920.00	£19,380.00
Setting operating over 35 hours p/w	£22,000.00	£6,000.00	£32,400.00
Settings with 0-25 places	£7,200.00	£6,000.00	£8,000.00
Settings with 26-30 places	£8,756.00	£1,920.00	£14,151.24
Settings with 31-50 places	£14,389.00	£4,000.00	£19,380.00
Settings with 50+ places	£23,949.00	£9,448.12	£32,400.00
Utilities inclusive of rent/hire	£14,662.00	£6,000.00	£32,400.00
Some utilities inclusive of rent/hire	£8,085.00	£4,000.00	£19,380.00
No utilities included in rent/hire	£19,104.00	£1,920.00	£30,000.00

92% of settings reported concerns that increased costs would impact their sustainability. Of those:

- 81% are concerned about increasing cost of food and supplies
- 87% are concerned about increasing gas and electricity prices
- 91% are concerned about increasing staffing costs
- 41% are concerned about rising insurance.

## Additional support

What percentage of children at your setting require additional focused support (including those children that you do not claim SEND funding for)?

- 13% (lowest 0%; highest 80%)

What percentage of children at your setting are EAL?

- Average of 35% (lowest 0%; highest 100%).
- All settings reporting 70% or higher children in the setting were EAL were located in Central and East locality.

What percentage of children at your setting have speech, communication and language needs?

- Average of 16% (lowest 0%; highest 60%)

## Barriers preventing service delivery aspirations

92% of respondents provided answers to the question regarding the most common challenge/barrier which prevents providing the service they aspire to deliver. Only 1 setting reported no barriers. Cited barriers and challenges are listed below:

- Not enough staff (13)
- Staffing costs (11)
- Funding (11)
- Staff absences (10)
- Staff recruitment/retention/quality (10)
- Rising costs (9)
- Parent partnerships (7)
- Occupancy (6)
- Lack of space/premises restrictions (including storage and pack away settings) (5)
- Poor facilities (5)
- Waiting time for assessments (5)
- Behavioural issues (4)
- Lack of visits from external agencies/face to face support (3)
- Covid (3)
- High number of children requiring additional support (3)
- Time for CPD (Continuous Professional Development) (3)
- Parent behaviour since covid (working from home) (2)
- Language barriers (2)
- Time (2)
- Manager on ratio (1)
- Relevant training (1)
- Committee members (1)
- Child attendance (1)
- Heatwave/adverse weather (1)

## Training

75% of settings responded to question regarding the most prominent training need across their setting. Of those who answered, the most frequent answers were:

- SEN (8)
- None (7)
- None – happy with the content of the programme offered by the LA (6)
- SENCO (3)
- Schemas (3)
- Behaviour management (2)
- Extending children’s learning (2)
- Early phonics (2)
- Early maths (2)
- Speech and Language (2)
- In depth child development (2)

A further 20 individual suggestions were provided; all suggestions have been provided to the Head of Service for consideration.

How easy have you found accessing training virtually? (1= hard; 5=easy)

- 78% of settings rated ease of accessing training virtually as 4 or above.
- 16% of settings rated ease of accessing training virtually as below 3. Of those responding below 3, 4 of the 5 settings cited a preference for face-to-face training.

Would you like to see some training remain virtual?

- 86% responded yes
- 14% responded no.
- Reasons for a no response included:
  - preference for face-to-face training as it is more engaging/inspirational
  - being disrupted whilst accessing training as responding to calls/answering the door therefore more difficult to concentrate
  - the value of meeting other practitioners during face-to-face training.
- Other comments about virtual training included:
  - Easier to attend/access/more staff able to participate (8)
  - Some courses are more effective face to face/virtual training is not as engaging (7)
  - Easier to allow staff to attend/staff not away and out of ratio for as long (5)
  - Useful for shorter courses (5)
  - Reduced travel/cost (2)
  - More to the point (1)

## Literacy

78% of settings who responded to the survey reported awareness of “Peterborough Reads”.

55% reported that they deliver targeted initiatives to support children's early reading. Examples of early reading initiatives being delivered are as follows:

- Lending library / book borrowing (16)
- Core story / Literacy themes (8)
- Home learning activities (7)
- Book start (6)
- Phonics (5)
- Freely available books during sessions (4)
- Library visits (3)
- World book day (3)
- Reading (3)
- Singing (3)
- Books as gifts (3)
- Literacy champions (2)
- Peterborough Reads training/events (2)
- Book bags / story sack (2)
- Parent workshop (2)
- Letters and sounds activities (2)
- REAL (2)
- Videos shared of staff reading (2)
- Story bear child takes home (2)
- Parent stay and play literacy events (1)
- Word of the week (1)
- Rhyming (1)

### Satisfaction ratings & general feedback

Settings were asked to provide a rating for each of the following questions, where 1 = poor and 5 = excellent.

How would you rate the support you have provided from the early years and childcare service over the past 2 years?

- 66% of settings rated the service as 4 or above.
- 10% of settings rated the service below 3.

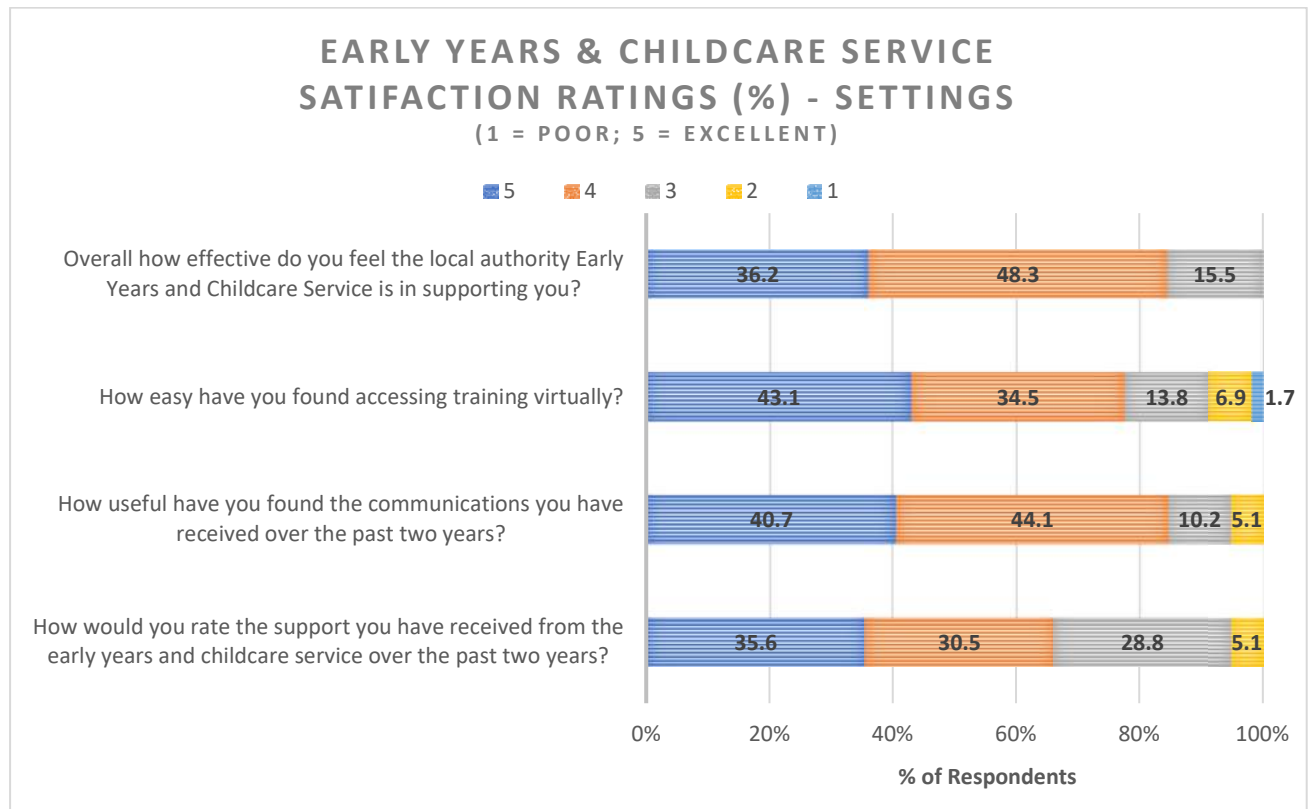
How useful have you found the communications you have received over the past 2 years?

- 85% of settings rated communications as 4 or above.
- 5% of settings rated communications below 3.
- 95% of settings considered the frequency of the newsletter (currently fortnightly) to be "about right". The remaining settings suggested monthly or half-termly would be a better frequency.

Overall how effective do you feel the Local Authority's Early Years and Childcare Service is in supporting you?

- No respondents rated the service below 3.
- 1 setting did not respond to the question.
- 84% of settings rated overall support as 4 or above.

All other comments and suggestions provided about the service and its overall effectiveness have been anonymised and shared with the Head of Service.



## Childminders

### Childcare costs

	Average hourly charge	Highest hourly charge	Lowest hourly charge
<b>Under 2's</b>	£4.69	£6.00	£3.50
<b>2-year-olds</b>	£4.63	£6.00	£3.00
<b>3 &amp; 4-year-olds</b>	£4.61	£6.00	£3.00
<b>Wraparound care</b>	£4.53	£5.00	£3.50

Average lunch cost (where provided and charged in addition to hourly charges) was £2.10.

### Challenges and Barriers to delivery

93% of childminders reported concerns about their ongoing sustainability due to rising costs.

Of those:

- 68.3% are concerned about increasing cost of food and supplies
- 97.6% are concerned about increasing gas and electricity prices
- 61.0% are concerned about rising insurance.

66% of respondents provided answers to the question regarding the most common challenge/barrier which prevents providing the service they aspire to deliver. 31% (9 childminders) reported no barriers. Cited barriers and challenges are listed below:

- Financial constraints (8)
- Equipment/resources (3)
- Lack of groups (2)
- Time (2)
- Training costs/times (1)
- Occupancy (1)
- Change of parent behaviour (reducing hours) (1)
- Support/referrals from professionals (1)
- Behaviour (1)
- Changing requirements with Ofsted (1)

### Training

15 Childminders responded to the question about specific training they would like to see.

Suggestions included:

- Basic child protection/safeguarding (2)
- More childminder accessible training (i.e., outside of working day) (2)
- Behaviour management in Autism
- Autism



- Filling in NEF submissions
- Forest school
- Early Years degree
- Level 3 training with financial support
- Manual handling
- Prevent duty
- Cultural capital
- County lines
- Autism
- SEN
- Training for assistants
- Sign language
- Teaching skills
- Reading & language

How easy have you found accessing training virtually? (1= hard; 5=easy)

- 70% of childminders rated ease of accessing training virtually as 4 or above.
- 7% of childminders rated ease of accessing training virtually as below 3.

Would you like to see some training remain virtual?

- 86% responded yes
- 14% responded no.
- Reasons for a no response included:
  - Preference for face-to-face training as it is more engaging
  - Do not enjoy this kind of training
  - Isolating nature of virtual training
  - Good for forums to deliver to a wide audience, but better face to face to connect with other childminders
- Other comments about virtual training included:
  - Easier to attend/access/more convenient (7)
  - Excellent/Prefer it (5)
  - Some courses are more effective face to face/virtual training is not as engaging (2)
  - Reduced travel/cost (2)
  - Not sure how to access it (1)
  - Not at the right times (1)

## Literacy

69% of childminders who responded to the survey reported awareness of “Peterborough Reads”.

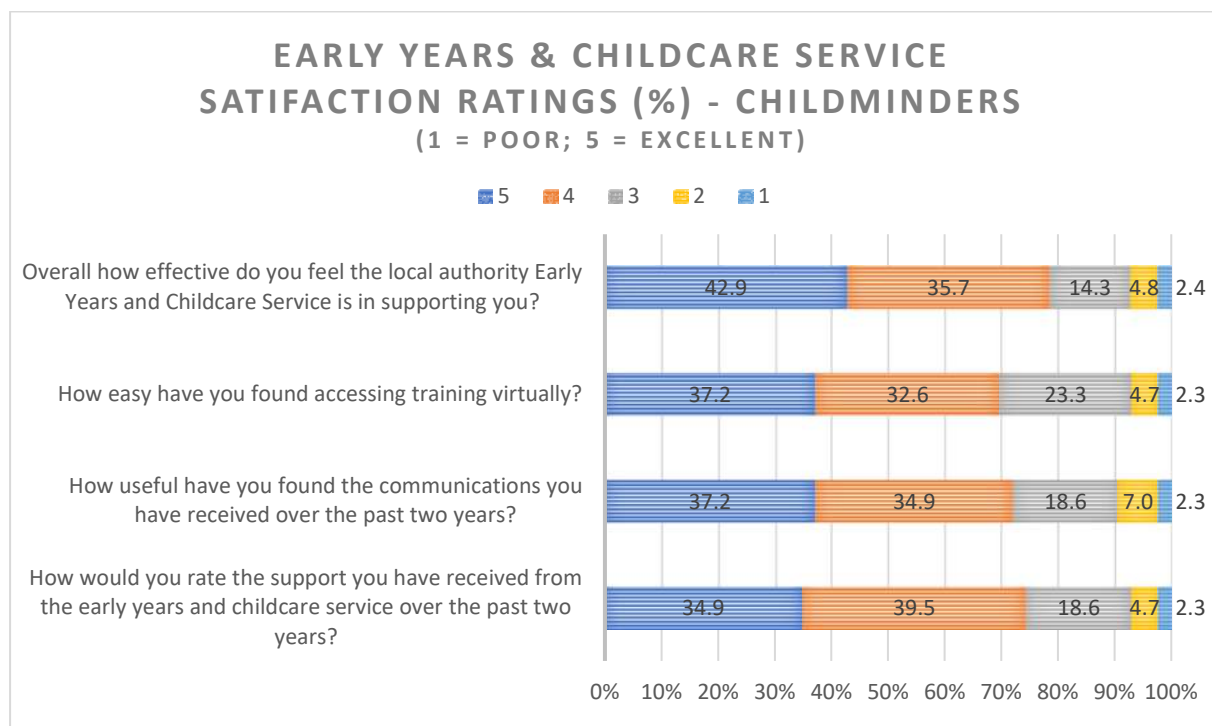
49% of childminders reported that they deliver targeted initiatives to support children’s early reading.

Examples of early reading initiatives being delivered are as follows:

- Loaning library (setting sharing books) (4)
- Regular reading (13)
- Library visits (11)
- Singing (2)
- Story sacks (1)
- Attending Peterborough Reads events (2)
- Home activities (5)
- Attending Rhyme time at the library (2)
- Attending Storytime at the Library (4)
- Encouraging letter recognition in the environment (3)
- REAL (2)
- Videos shared of staff reading (2)

### Satisfaction ratings & general feedback

Childminders were asked to provide a rating for each of the following questions, where 1 = poor and 5 = excellent.



How would you rate the support you have provided from the early years and childcare service over the past 2 years?

- 76% of childminders rated the service as 4 or above.
- 7% of childminders rated the service below 3.

How useful have you found the communications you have received over the past 2 years?

- 72% of childminders rated communications as 4 or above.
- 9% of childminders rated communications below 3.

- 86% of childminders considered the frequency of the newsletter (currently fortnightly) to be “about right”. The remaining 14% who considered the frequency was “too often” suggested monthly would be a better frequency, and one suggested SEN updates should be sent separately.

Overall how effective do you feel the Local Authority’s Early Years and Childcare Service is in supporting you?

- 79% of childminders rated the service as 4 or above.
- 7% of childminders rated the service below 3.
- 2 childminders did not respond to the question.

All other comments and suggestions provided about the service and its overall effectiveness have been anonymised and shared with the Head of Service.