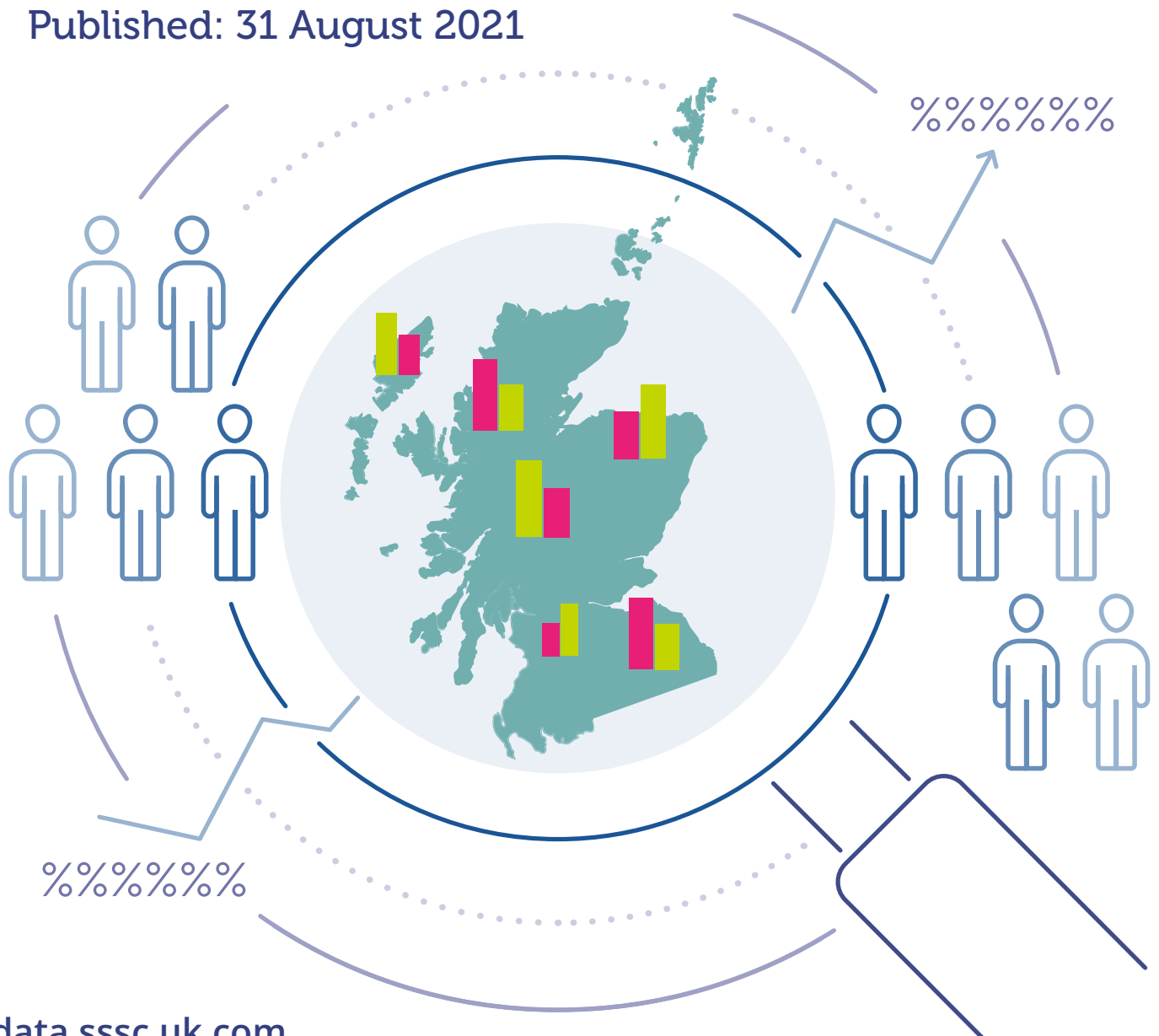


Scottish Social Service Sector: Report on 2020 Workforce Data

An Official Statistics Publication for Scotland

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Note - terminology

The terminology to describe social services in this report is taken primarily from the Public Service Reform (Scotland) Act 2010. Sections 46-48 of the Act set out legal definitions for a 'social services', 'care services' and 'social work'. This includes definitions for all types of registered care services (for example, housing support) which are set out in schedule 12 of the Act.

In a small number of cases there are differences between the sub-sector definitions used in this report (as set out in Table 31) and those within the Act (details of these differences can be found in Table 32). For example, we combine housing support and care at home services throughout the report (the latter are 'support services' delivered in someone's own home). This is because most of these services are jointly registered to provide both housing support and care at home and the staff within them will deliver both.

Statistics published by other bodies, for example on activity in the sector, can use the same or similar terms, but in some cases with different definitions. For example, in the 'Insights in social care: statistics for Scotland' (Public Health Scotland, 2020) the term 'housing support' is used to refer only to 'live-in' housing support services. Work to improve the consistency of statistics on the sector is underway.

Executive summary

This is the 13th workforce data report published by the SSSC and the 10th set of Official Statistics. The report combines administrative data from the Care Inspectorate with data collected directly from local authorities by the SSSC to form a comprehensive picture of the paid workforce employed in the social service sector in Scotland at the end of 2020.

This report provides an overview of the data at a national level and, where possible, also provides data sub-divided by sub-sector or local authority area. The format of the report mainly follows the SSSC's previous workforce data reports for 2008-2019.

As well as this report, the SSSC will publish more detailed tables in late 2021, providing a breakdown of the number of people working in all sub-sectors and employer types in individual local authority areas. Using this data we will also update the 'Explore the data' section on the SSSC Workforce Data website (data.sssc.uk.com).

Key points

- The size of the workforce has increased to 209,690, a rise of 1.6% since 2019. This is the highest level recorded since these reports began. The social service workforce makes up approximately 8.0% of all Scottish employment.
- This increase has been driven mainly by increases to the housing support/care at home sub-sector, although in the public sector it was in day care of children.
- The whole time equivalent (WTE) measure of the workforce is 159,260, an increase of 2.6% since 2019.
- The stability index of the workforce is 80.8%. This means just over four-fifths of the workforce remained in the same post since last year.
- The largest employer type differs between local authority areas, with services in Orkney, Shetland and Na h-Eileanan Siar (the three island authorities) provided mainly by the public sector. However, in most areas the private sector is the largest employer.
- The three largest sub-sectors are housing support/care at home, care homes for adults and day care of children; together these account for almost 79% of the workforce.
- The median age of the workforce is highest in the public sector (47) and lowest in the private sector (40). Staff working in early years services in the private sector have the lowest median age (29).

- The percentage of men working in the sector is 15%, although it is around double or greater that proportion in criminal justice and residential children's services.
- The workforce is mainly employed on permanent contracts (83%).
- The median figure for the typical weekly hours worked by staff is 32.5 and 52% of the workforce work full time (more than 30 hours per week).

1 Introduction

The SSSC publishes this report as part of our legal duties under the Regulation of Care (Scotland) Act 2001 and as the approved provider of Official Statistics on the social service workforce in Scotland. The data provides a comprehensive picture of the sector's workforce at the end of 2020.

Two main sources of data underpin the report. The first is the annual returns collected by the Care Inspectorate from all registered care services. The second is the annual census of local authority social work staff, previously carried out by the Scottish Government and now by the SSSC. As part of the transition to the SSSC, changes were made to the scope and timing of the census to remove overlap of local authority registered services staff with the Care Inspectorate's annual returns and make sure both data sets are collected in the same month. The core minimum data set (CMDS) underpins both data collections.

This report is an Official Statistics publication.

Please see the technical glossary in Appendix A for more information on the technical terms used.

1.1 Context

The calendar year 2020 was an unprecedented year of challenge and change for the social service sector in Scotland including:

- the impact of the global COVID-19 pandemic which caused significant difficulties in providing services as well as new challenging demands for them
- the difficult wider economic and financial context impacting on budgets for local authorities and social care
- concerns around the outcome of Brexit and the potential impact on recruitment in the sector
- the integration of social care and health and the National Health and Social Care Workforce Plan
- preparations for increased early years care entitlement of 1,140 hours per child per year by 2020 (although these were postponed during the pandemic)
- an ageing population that may demand more from services.

The global COVID-19 pandemic has caused significant disruption across society and for the workforce. This disruption may affect the interpretation of the data. We do not have data relating to which parts of the workforce, if any, were furloughed at the time of snapshot, however, it is possible some were. Changes

to registration rules¹ allowed a wider pool of people to become part of the workforce, and deployed quickly where needs arose, but these are likely to be reversed once this crisis ends.

The SSSC would like to note the hard work, flexibility and commitment by the workforce in ensuring the delivery of care during the pandemic and offer a heartfelt thanks.

1.2 Changes to this report

There have been no changes to this report this year.

1.3 Changes to data

Please take care when interpreting data over time. Statistical recording and coverage changes may overstate or misrepresent actual changes in the workforce. For example, the use of arm's length employing organisations (ALEO) will reclassify the workers from public to private, even if the ALEO is wholly owned by the local authority. In addition, from time to time, errors or omissions in the data may be noticed and rectified. Relevant changes are highlighted below.

1.3.1 Annual returns

As with last year, the services previously belonging to Cordia, the Glasgow City ALEO, were recorded as separate services rather than combined ones due to regulatory reasons. We have again manually amended and re-classified them as combined services for consistency in this report. In addition, some other services, belonging to Key Communities Supports, were identified as operating in this way and we have again reclassified them as combined services.

There are some adult placement services that cater for ex-foster children only, known as adult placement continuing care (APCC). Analogous to combined housing support and care at home services, they are linked to a fostering service which takes the lead in providing a combined annual return. These services are now flagged to us so we can identify them but were not previously and the flagging does not allow us to identify which service is linked, unlike with housing support/care at home. In 2019 some of these services had staff incorrectly reported against them and some had staffing figures incorrectly imputed. We estimate this inflated the adult placement service sub-sector by approximately 80 staff. We have not amended the previous data due to the complexity in doing so.

The Care Inspectorate now allow childminders to register as childminding partnerships where more than one childminder is recorded as being part of the

¹ <https://news.sssc.uk.com/news/changes-to-the-law-support-social-services>

service. So, for the first time the headcount will differ from the service count. In total, 62 childminding services are registered in this way, with 125 staff between them.

1.3.2 Local Authority Social Work Services (LASWS) Census

Comhairle nan Eilean Siar did not provide data this year so we have carried forward data from their 2019 submission.

Fife Council provided data from a 13 November 2020 snapshot due to moving to a new payroll system around the census date.

Perth and Kinross Council conducted a review of their return and, as a result, reduced the scope. Staff previously included but now excluded are: welfare rights employees, customer service employees, community safety and safer community employees, and, corporate finance and administrative staff.

1.4 Corrections

We found an error in the 2019 figures for housing support/care at home. We had corrected the imputation of data for the ex-Cordia services mentioned above but, due to an oversight, the uncorrected data was fed into the report production pipeline. This meant the figures were inflated by approximately 80 staff. We have corrected the relevant figures relating to 2019 in this year's report and will revise the data in the 'Explore the data' section of our website.

2 National overview

This chapter looks at the national picture of the social service workforce, providing a high level view of employment. It gives an overview of the numbers employed by sub-sector and type of employer, the number of registered care services and time-series figures for headcount and WTE measures.

2.1 Headcount

The overall size of the Scottish social service workforce is shown over time in Figure 1. The fluctuations in the workforce have been relatively small compared to the overall size. Care should be taken with interpreting these figures over time as occasional changes to the data collection and coverage have taken place over the years. Please see the notes in chapter 1 and Appendix A for more details.

Figure 1: Time series showing the total Scottish social service workforce, 2011-2020

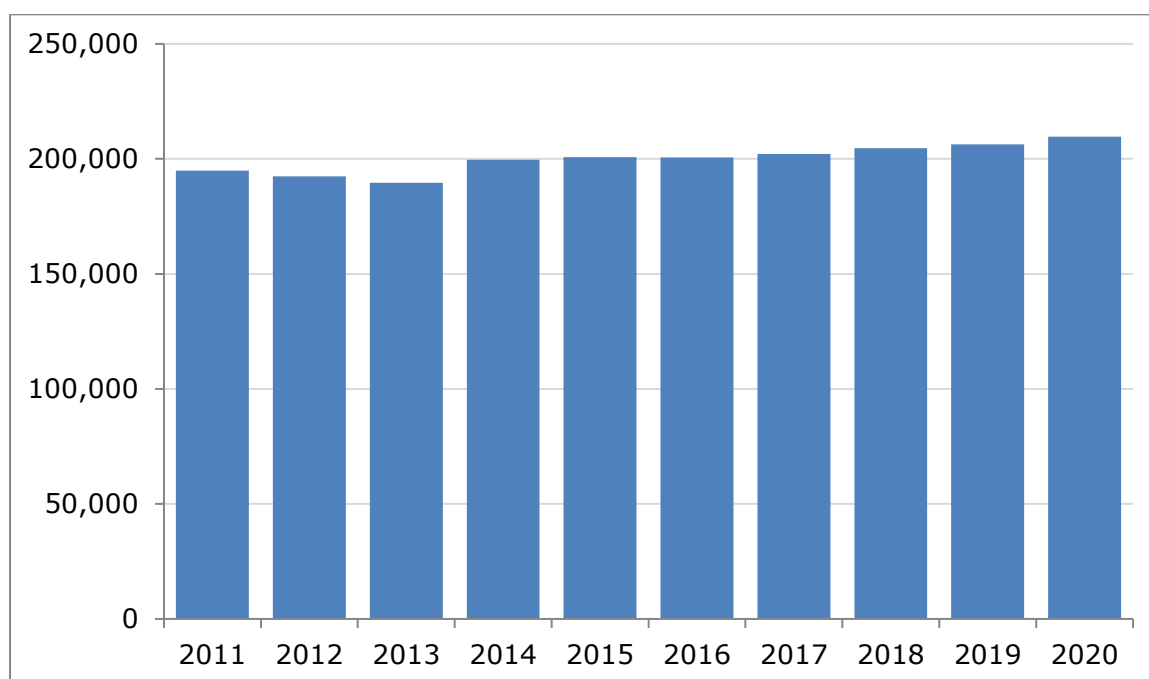


Table 1 presents an overview of the sector's workforce by sub-sector for 2011, 2019 and 2020, as well as the percentage change over the 10 years since 2011. Some sub-sectors have grown while others have shrunk quite markedly in contrast to the overall picture shown in Figure 1.

Table 1: Headcount² of the Scottish social service workforce 2011, 2019 and 2020

Sub-sector	2011	2019	2020	Change since 2011
Adoption services	440	430	420	-3.2%
Adult day care	8730	7260	6650	-23.8%
Adult placement services	160	290	200	28.2%
Care homes for adults	54150	53080	52920	-2.3%
Central and strategic staff	3350	2630	2450	-26.8%
Child care agencies	520	170	140	-73.7%
Childminding	5760	4640	4300	-25.4%
Day care of children	30800	37370	38300	24.4%
Fieldwork service (adults)	4860	5200	5340	9.7%
Fieldwork service (children)	5320	5960	5920	11.3%
Fieldwork service (generic)	3100	2390	2140	-31.2%
Fieldwork service (offenders)	2000	2020	1950	-2.5%
Fostering services	920	870	840	-8.5%
Housing support/care at home	64290	71260	74870	16.5%
Nurse agencies	1980	2950	3270	65.0%
Offender accommodation services	140	100	100	-25.9%
Residential child care	7120	8420	8650	21.5%
School care accommodation	1260	1270	1240	-1.7%
Total	194890	206320	209690	7.6%

Table 1 shows that between 2019 and 2020 the number of staff in the sector grew by approximately 1.6% (3,380) to 209,690. This is the largest the workforce has been, giving an overall increase in the workforce of 7.6% in the 10 years since 2011. The increase in the workforce between 2019 and 2020 is comprised of a very large net increase in the workforce of continuing services (+6,200) opposing a large net decrease in the headcount of services that are new or no longer operating (-2,420) and a modest decrease in the local authority social work service workforce (-400). The official estimate for total Scottish employment for the fourth quarter of 2020 is 2,633,000 (Scottish Government, 2021). As a result, the social service sector makes up 8.0% of employment in Scotland, or roughly 1 in 13 jobs.

Between 2019 and 2020, two-thirds of the sub-sectors (12 of 18) recorded a decrease in the estimated headcount. The largest absolute decrease was in adult day care with a decrease of 610 while the largest relative decrease was in adult placement services with a decrease of 31%. The largest absolute increase in the

² Headcount of filled posts; a small amount of double-counting of individuals may exist. We round figures to the nearest 10 which means that individual columns may not sum to the totals.

workforce was in housing support/care at home, with an increase of 3,600, while the largest relative increase was in nurse agencies with an increase of around 11%.

The second largest increase was in the day care of children sub-sector (+940) and was somewhat unexpected, given the impact of the pandemic and the pause to the implementation of increased provision of free early learning and childcare. This increase in the size of the day care of children sub-sector over the last year has however differed by employer type with increases in public sector provision offsetting falls in private and voluntary provision by over 2:1.

The largest sub-sectors continue to be housing support/care at home, care homes for adults and day care of children which together account for just over 79% of the whole workforce. Community care services (housing support/care at home, care homes for adults, adult day care) account for 64% of the workforce and childcare services (child care agencies, childminding and day care of children) account for around 20% of the workforce.

Since 2011, some sub-sectors have seen a large amount of growth, while others have shrunk dramatically. Adult day care, childminding, local authority central and strategic staff and generic fieldwork services all had more than 3,000 staff in 2011 and have seen their workforces reduce by around 20% or more since then. Adult day care has seen a steady decline over the years and the number of services has reduced (see Table 4). Some local authorities have centralised administrative support and as a result they no longer define such staff as social work staff and they do not fall into the scope of our data returns. In practice however, many will still provide support to social work services. This partly explains the fall in the numbers of central and strategic staff and generic fieldwork staff which both have high numbers of administrative roles. Other reasons for these falls include policies to reduce the number of senior posts in public bodies.

Despite childminding partnerships now being able to register, the number of active childminders has continued to fall this year and overall has fallen over 25% since 2011. This contrasts with the increase in the size of the workforce in day care of children services noted above. This is discussed in detail in the Care Inspectorate's publication, 'Early learning and childcare statistics 2019' (Care Inspectorate, 2021).

Day care of children, housing support/care at home and residential child care all had workforces of more than 3,000 in 2011 and have seen an increase of 15% or more since. Housing support/care at home being by far the largest sub-sector is the biggest driver of the overall increase and this is likely due to policy changes designed to enable more people to be cared for in their own homes.

2.2 WTE

In Table 2 the WTE, headcount (HC) and ratio of WTE:HC can be seen for each sub-sector. Most sub-sectors have a ratio close to the overall ratio (0.76). Housing support/care at home has a slightly lower ratio but remains the largest sub-sector by WTE. Sub-sectors that are predominately public sector have a higher ratio. Childminders have the highest ratio, although it has dropped slightly since previous reports. Child care and nurse agencies have by far the lowest ratios.

Table 2: WTE, headcount and ratio by sub-sector, 2020

Sub-sector	WTE (37.5 hours)	Headcount (HC)	Ratio
Adoption services	320	420	0.75
Adult day care	4720	6650	0.71
Adult placement service	160	200	0.78
Care homes for adults	41390	52920	0.78
Central and strategic staff	2080	2450	0.85
Child care agencies	50	140	0.33
Childminding	3960	4300	0.92
Day care of children	29480	38300	0.77
Fieldwork services (adults)	4510	5340	0.85
Fieldwork services (children)	4860	5920	0.82
Fieldwork services (generic)	1590	2140	0.74
Fieldwork services (offenders)	1640	1950	0.84
Fostering services	690	840	0.83
Housing support/care at home	53840	74870	0.72
Nurse agencies	1680	3270	0.51
Offender accommodation services	90	100	0.87
Residential child care	7130	8650	0.82
School care accommodation	1080	1240	0.87
All	159260	209690	0.76

A time series for the whole time equivalent (WTE) estimates for the workforce is given in Table 3. The data is derived from the reported weekly working hours and is based on a whole time working week of 37.5 hours. You can find more detail on how we calculate this in Appendix A.

The overall WTE of the workforce has increased and decreased in a similar fashion to changes in headcount, though the ratio of WTE to headcount has fallen slightly over time. This report records both the highest headcount and the highest WTE since 2011.

The headcount increased by 1.6% between 2019 and 2020 the WTE rose faster, by 2.6%. Since 2011, the headcount has increased by 7.6% while the WTE has increased by 8.1%.

Table 3: WTE and headcount figures for the Scottish social service workforce, 2011-2020

Year	WTE (37.5 hours)	Headcount (HC)	Ratio of WTE to HC
2011	147380	194890	0.76
2012	145670	192360	0.76
2013	143410	189670	0.76
2014	150050	199670	0.75
2015	150310	200710	0.75
2016	150540	200650	0.75
2017	150960	202090	0.75
2018	153390	204710	0.75
2019	155270	206320	0.75
2020	159260	209690	0.76

2.3 Services

The number of active registered services at the time of data collection is in Table 4. Since 2019, the total number of services has fallen slightly. Of the 13 sub-sectors covered by registered services, five had fewer services, four had a larger number of services and four remained constant between 2019 and 2020.

There was a sizeable fall in the number of childminding services between 2019 and 2020 (-8.8%), contributing to the 26.5% fall since 2011. This is discussed in the previous section.

Since 2011, there has been an 13.3% reduction in services overall, though this varies quite markedly by sub-sector. Of note is that there are 18.4% fewer care homes for adults services despite the workforce only falling by 2.3%, and there are 8.2% fewer day care of children services despite an increase in the workforce of 24.4%.

Table 4: Number of active services registered with the Care Inspectorate at 31 December 2011, 2019 and 2020

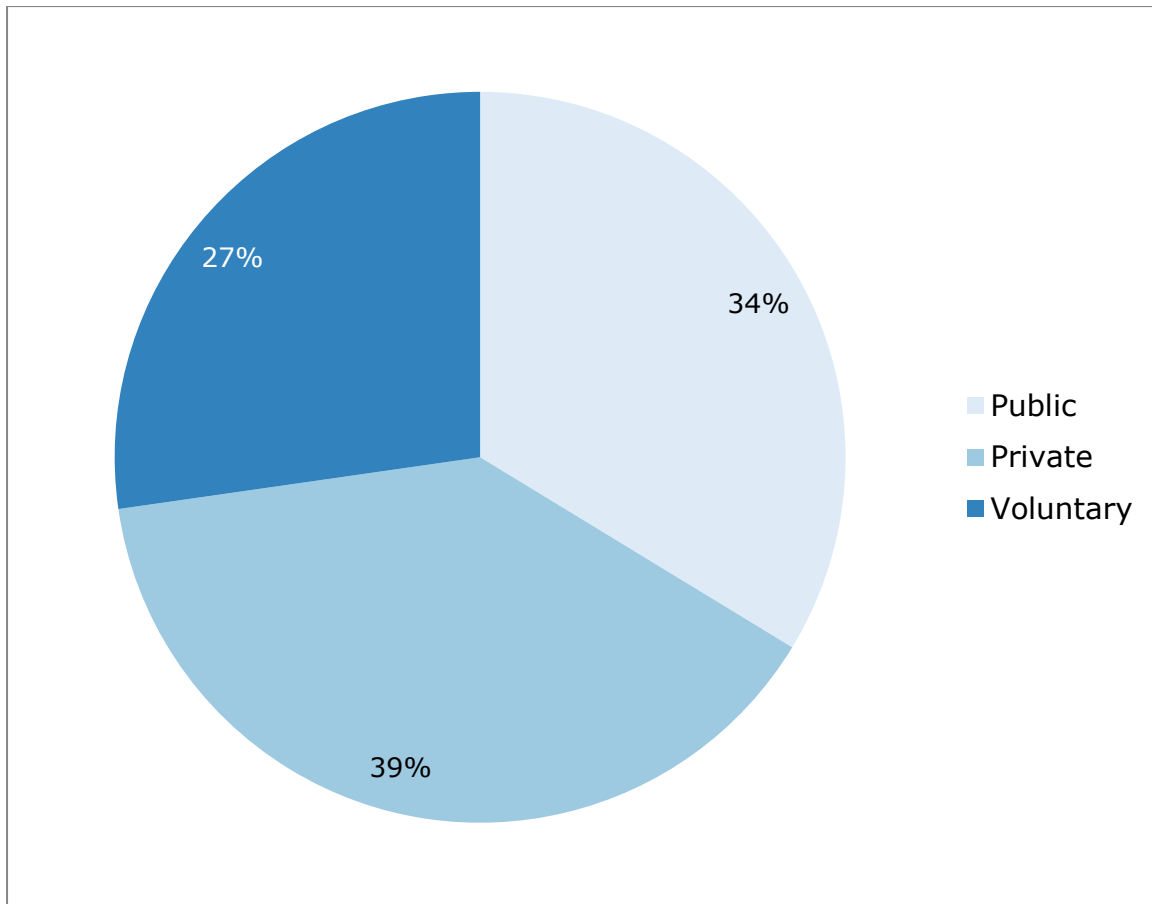
Sub-sector	2011	2019	2020	Change since 2011
Adoption services	39	38	38	-2.6%
Adult day care	559	429	412	-26.3%
Adult placement services	36	56	71	97.2%
Care homes for adults	1314	1084	1072	-18.4%
Child care agencies	37	21	18	-51.4%
Childminding³	5761	4645	4236	-26.5%
Day care of children	3870	3616	3554	-8.2%
Fostering services	62	59	59	-4.8%
Housing support/care at home	1880	2091	2093	11.3%
Nurse agencies	51	103	112	119.6%
Offender accommodation services	9	5	5	-44.4%
Residential child care	269	358	365	35.7%
School care accommodation	27	27	27	0.0%
Total	13914	12532	12062	-13.3%

2.4 Employer types

The mix of employer types in the sector is shown in Figure 2. The private sector makes up under two-fifths of the workforce, the public sector just over one-third and the voluntary sector over a quarter. This pattern is very similar to last year, with only small changes in proportions. This is because all employer types increased in size by fairly modest amounts. The voluntary sector had the largest absolute and relative increase (1330, +2.4%) but not too far from the public (1130, +1.6%) and private (910, +1.1%) sectors. The drivers of these increases differ however, with day care of children primarily responsible in the public sector and housing support/care at home in the private and voluntary sectors. In fact, were it not for these primary drivers, each sector would have fallen in size. We provide greater detail on breakdowns by employer type later in chapter 4.

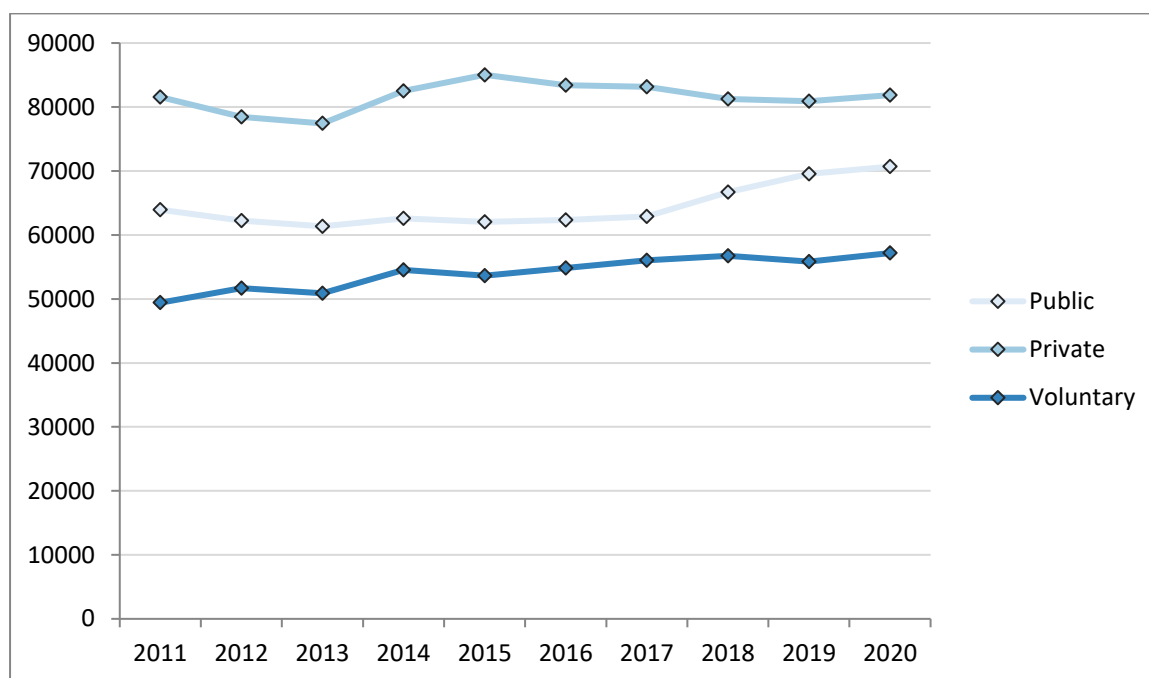
³ Counts of the number of active childminding and day care services are also published by the Care Inspectorate. The counts may vary slightly due to differences in the way the Care Inspectorate and the SSSC classify an active service. See Appendix A for more information.

Figure 2: Scottish social service workforce - estimated split by employer type, 2020



Over time there was an initial shift from public to private provision, reversed over the past couple of years with the reabsorption of ALEOs into local authorities, while the voluntary sector has increased steadily. The public and voluntary sectors are now the largest they have been since 2011 while the private sector is only marginally larger, having peaked in 2015. This can be seen in Figure 3.

Figure 3: Time series of the workforce by employer type, 2011-2020



2.5 Service providers

Individual services may operate as part of a larger group of services under a service provider registered with the Care Inspectorate. In turn, some large organisations may have several service providers registered under them. In 2020 the 12,062 active registered services were distributed among 6,748 service providers. Excluding childminders there were 7,826 active registered services under 2,512 service providers.

2.6 Exclusions

There are a number of groups working in the social service sector that these statistics do not capture. These include childminding assistants, volunteers and personal assistants (PA). We can provide estimates of the total number for the first two groups from the Care Inspectorate's data. These estimates are in Table 5, with the volunteers disaggregated by employer type. Note that some of the people in these roles may also have jobs covered by this report. There are no reliable estimates for the number of PAs employed in the sector.

Table 5: Estimates for excluded groups, 2020

Group	Estimate
Childminding assistants	500
Volunteers (public)⁴	180
Volunteers (private)	180
Volunteers (voluntary)	1770

Another group not included in these statistics is centrally based office staff in private and voluntary organisations. This is because they are not located in a registered service and so are not included in the scope of the Care Inspectorate's data collection. Previously, such staff in the public sector were fully captured by the local authority data collection if they worked in social work services. However, as already noted, many local authorities have centralised administrative staff which makes it increasingly difficult to capture them in the annual data collection.

We also understand that from time to time local authority social work services will commission private and voluntary sector organisations to carry out some of their functions. Staff employed in this work are not captured by the SSSC's local authority data collection as they are not local authority employees. The Care Inspectorate's returns do not capture these staff either as they are not part of a registered care service. We don't currently know the scale and extent of this type of commissioning or the numbers of people employed in such services.

2.7 Key messages

- The estimate for the number of people working in the sector in 2020 is 209,690.
- This represents a rise of 1.6% on the 2019 figure and is the highest since these reports began.
- The estimate for the WTE of people working in the sector is 159,260.
- The housing support/care at home sub-sector saw the largest actual rise in headcount.
- Adult day care saw the largest actual fall in staffing of all the sub-sectors, while it is noteworthy that the number of childminders continues to fall.
- At 39% the private sector has the largest share of the sector's workforce.
- All employer types grew, but this was driven by day care of children in the public sector and by housing support/care at home in the private and voluntary sectors.

⁴ Registered services only

3 Geographic analysis

This chapter provides a picture of the geographical distribution of the workforce in 2020. The geography is defined by the registered address of a service or the employing local authority for social work services. Please note that some staff may work remotely from the central address, crucially over geographic boundaries, so that may make these figures differ from where the work is actually performed.

3.1 Overview

Table 6 shows the number of people located in each local authority area by employer type. The areas with the largest workforces are City of Edinburgh and Glasgow City (with just under 23% of the sector combined). Glasgow is the area with the largest employment for the public and voluntary sectors, while Edinburgh is now the largest employer in the private sector. Fife, North Lanarkshire and South Lanarkshire are the only other areas with workforces of more than 10,000.

In 23 of the 32 local authority areas the size of the workforce increased between December 2019 and December 2020. The South Lanarkshire area saw the largest absolute rise, Glasgow City saw the largest absolute fall. The size of the changes varies from almost none to around 560. The increase in South Lanarkshire is driven largely by increases in the size of the private sector while the decrease in Glasgow City is driven by a fall in the size of the public and private sectors.

The private sector in Edinburgh has risen notably (+490) as has the voluntary sector in Dumfries and Galloway (+340), now making it the largest employer type there.

Table 6: Headcount by local authority area and employer type, 2020

Local authority area	Public	Private	Voluntary	Total
Aberdeen City	1690	3780	2540	8000
Aberdeenshire	3700	3970	1920	9590
Angus	1450	1860	820	4130
Argyll and Bute	1190	1180	840	3210
Clackmannanshire	630	970	470	2070
Dumfries and Galloway	1370	2150	2270	5790
Dundee City	2110	2460	2040	6610
East Ayrshire	2020	1920	1310	5250
East Dunbartonshire	1160	1940	720	3820
East Lothian	1020	1740	1480	4240
East Renfrewshire	1100	1430	520	3050
Edinburgh, City of	4590	8820	7270	20680
Falkirk	2020	2480	1170	5670
Fife	4750	6110	2730	13590
Glasgow City	9370	7450	10550	27380
Highland	3310	3770	2330	9410
Inverclyde	1440	1250	880	3560
Midlothian	1010	1590	590	3190
Moray	1260	1310	1290	3870
Na h-Eileanan Siar	960	100	300	1350
North Ayrshire	2440	2390	830	5660
North Lanarkshire	3820	4610	3060	11480
Orkney Islands	1040	90	120	1240
Perth and Kinross	1600	2440	1820	5860
Renfrewshire	2280	2770	2760	7820
Scottish Borders	1500	1200	1220	3920
Shetland Islands	1440	30	130	1610
South Ayrshire	1470	2370	1120	4960
South Lanarkshire	4130	4660	1670	10460
Stirling	1040	1380	1050	3460
West Dunbartonshire	1900	890	390	3180
West Lothian	1880	2520	970	5370
Outwith Scotland⁵	0	200	10	200
Total	70680	81840	57170	209690

3.2 Employer types

Figure 4 shows the proportion of staff in each local authority area from the different employer types in 2020. The three island areas, Orkney, Shetland and Na h-Eileanan Siar, continue to have the highest proportion of staff working in the public sector. In each of these authorities the public sector employs over 70% of the workforce. West Dunbartonshire is the only other area where more than 50% of the workforce is in the public sector. Continuing from last year, no local authority areas have less than 20% of the workforce in the public sector,

⁵ A small number of staff in the private and voluntary sectors have given office addresses outwith Scotland.

the smallest being Aberdeen City at 21% which is now the only area with an ALEO delivering care for the local authority.

Figure 4: Proportion of employment in each local authority area by employer type, 2020

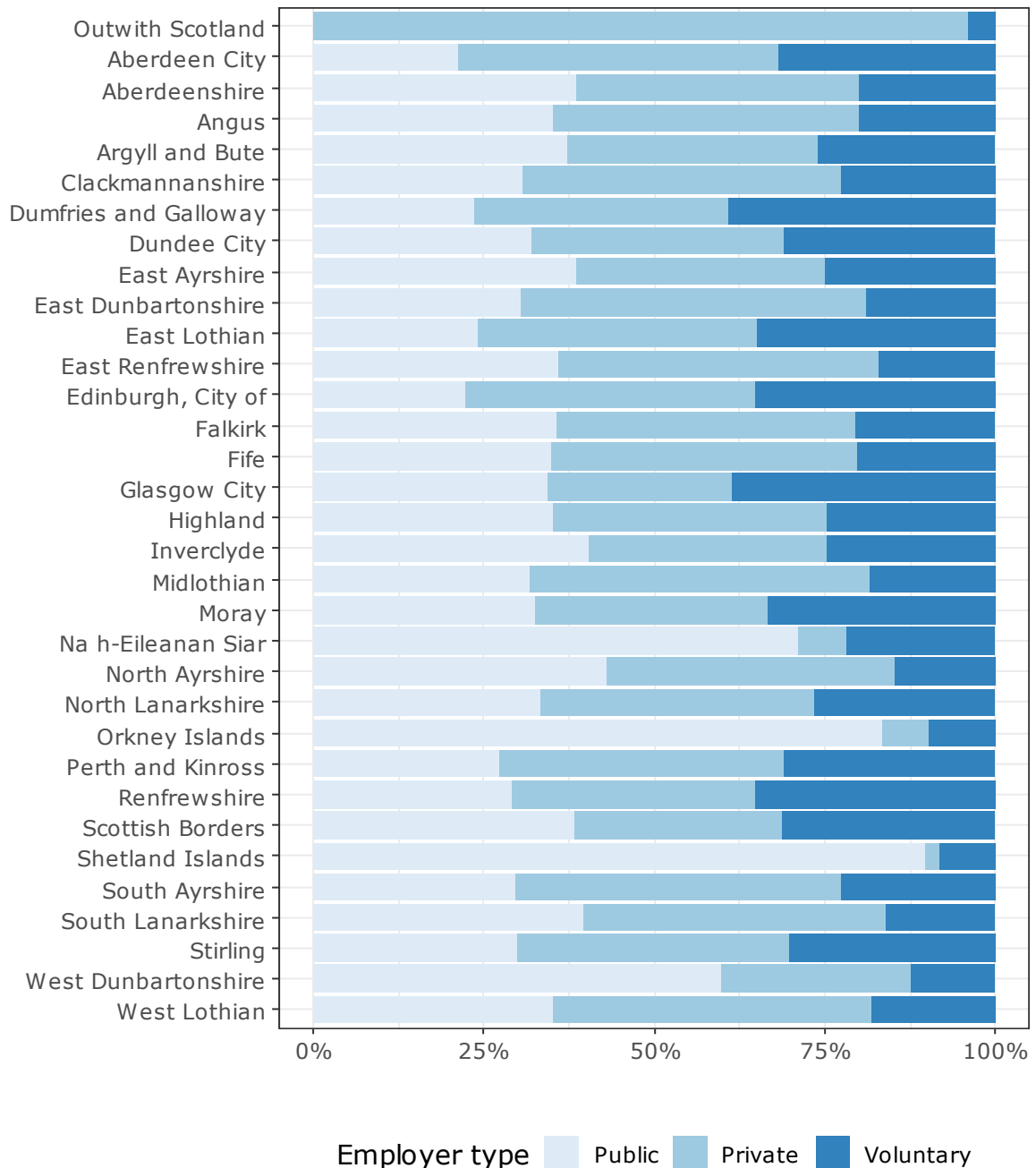
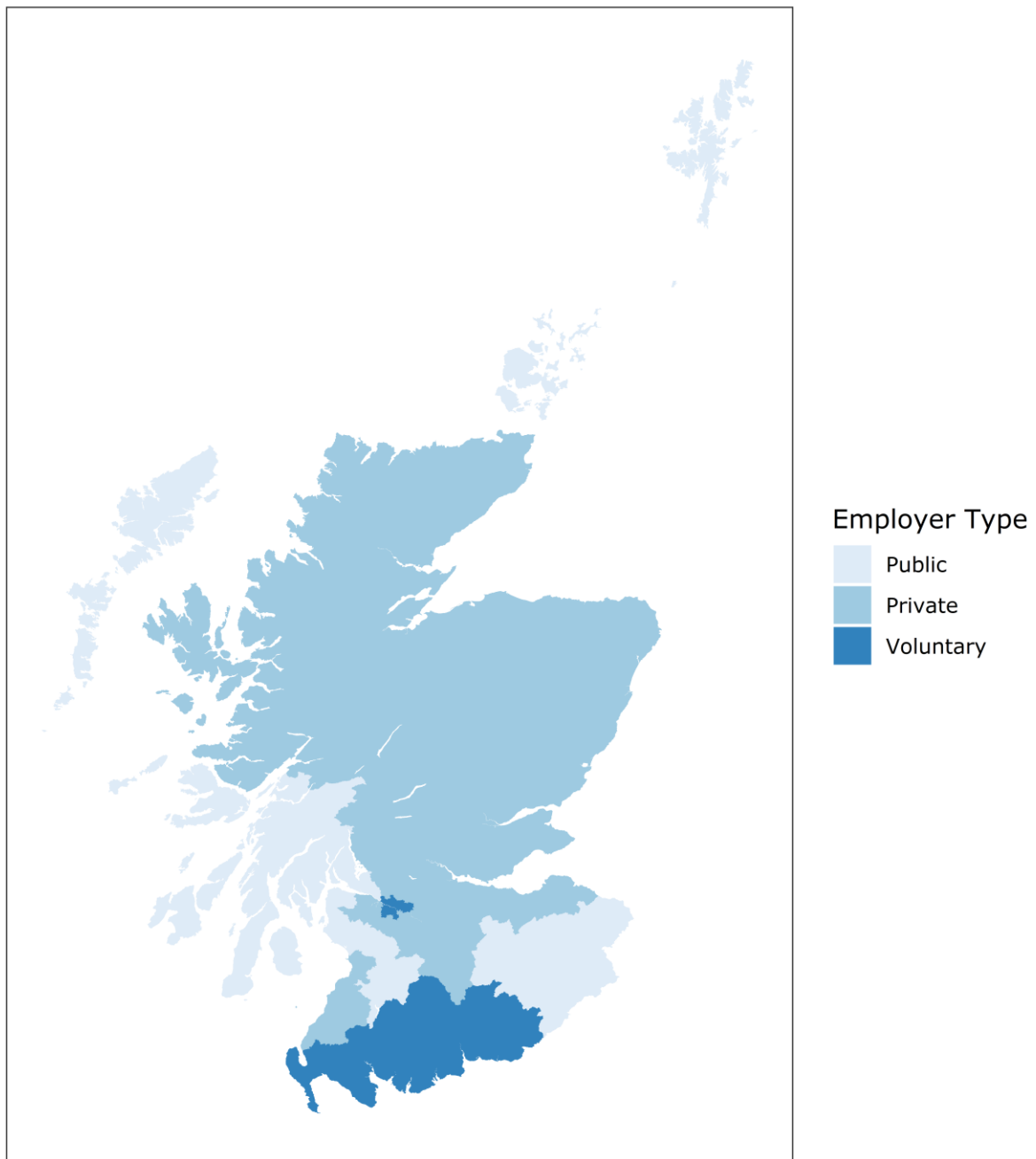


Figure 5 shows the largest employer type by local authority area. In total, the public sector is the largest employer in nine areas, 21 have the private sector as the largest employer and two (Glasgow City and Dumfries and Galloway) have the voluntary sector. This is a slight change from last year. East Ayrshire and Inverclyde now have the public sector as the largest employer rather than the

private sector. Dumfries and Galloway has the voluntary sector as the largest employer instead of the private sector and Moray has changed in the opposite direction.

Figure 5: Map of Scotland with local authority areas coloured by largest employer type, 2020



3.3 WTE density

We can use the 2020 mid-year population estimates (National Records of Scotland, 2021) to calculate the WTE figure for the workforce per 10,000 of the

population (WTE density). Due to the way WTE is computed, local authority level figures may not sum to the overall figure which is computed from a sub-sector disaggregation. Figure 6 shows that the Shetland Islands has the greatest WTE density. The ratio of the smallest to the greatest is just over 1.7 to 1. Table 7 shows the data used in this figure.

Figure 6: Map of Scotland with local authority areas coloured by WTE density, 2020

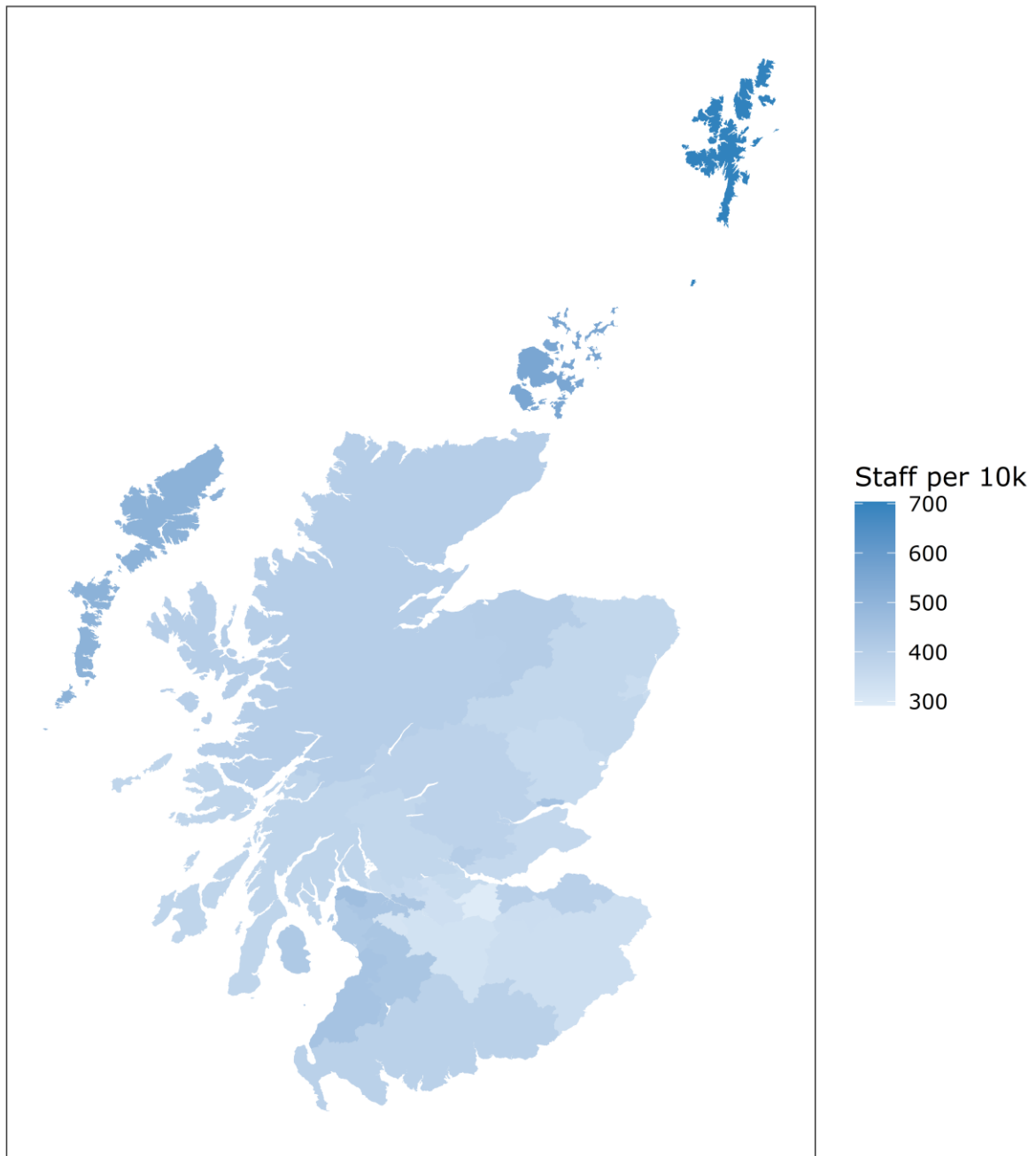


Table 7: WTE densities by local authority area, 2020

Local authority	Population	WTE	Density (per 10k)
Aberdeen City	229060	6200	271
Aberdeenshire	260780	6800	263
Angus	115820	3100	271
Argyll and Bute	85430	2200	263
Clackmannanshire	51290	1700	325
Dumfries and Galloway	148290	4300	288
Dundee City	148820	5200	348
East Ayrshire	121600	4000	331
East Dunbartonshire	108750	3000	273
East Lothian	107900	3200	294
East Renfrewshire	96060	2400	246
Edinburgh, City of	527620	16100	306
Falkirk	160560	4400	276
Fife	374130	10400	277
Glasgow City	635640	20600	324
Highland	235430	6600	279
Inverclyde	77060	2700	346
Midlothian	93150	2500	265
Moray	95710	2800	288
Na h-Eileanan Siar	26500	900	328
North Ayrshire	134250	4400	329
North Lanarkshire	341140	9000	264
Orkney Islands	22400	700	313
Perth and Kinross	151910	4600	304
Renfrewshire	179390	6200	346
Scottish Borders	115240	2700	239
Shetland Islands	22870	900	405
South Ayrshire	112140	3800	339
South Lanarkshire	320820	8500	265
Stirling	94080	2700	286
West Dunbartonshire	88340	2400	269
West Lothian	183820	4300	235
Scotland	5466000	159260	291

3.4 Key messages

- As noted in previous reports, there are significant differences between different local authority areas and the proportions of staff employed by public, private and voluntary providers of care within them.
- Public sector providers of social services⁶ are the largest employers in nine of the local authority areas. In four of those local authority areas, the public sector employs more than 50% of the sector's workforce. The parts of Scotland with the largest public sector presence are the three island

⁶ Local authorities are the main public providers of social services; however, the NHS also delivers a small number of these services.

local authority areas (Orkney Islands, Shetland Islands and Na h-Eileanan Siar).

- The private sector is the largest employer in most (21) of the local authority areas.
- The voluntary sector is the largest employer in two local authority areas (Glasgow City and Dumfries and Galloway).

4 Sub-sectoral analysis

This chapter provides a detailed examination and comparison of the different sub-sectors in the Scottish social service sector in 2020.

4.1 Employer types

Figure 7. Treemap of headcount by employer type and sub-sector, 2020

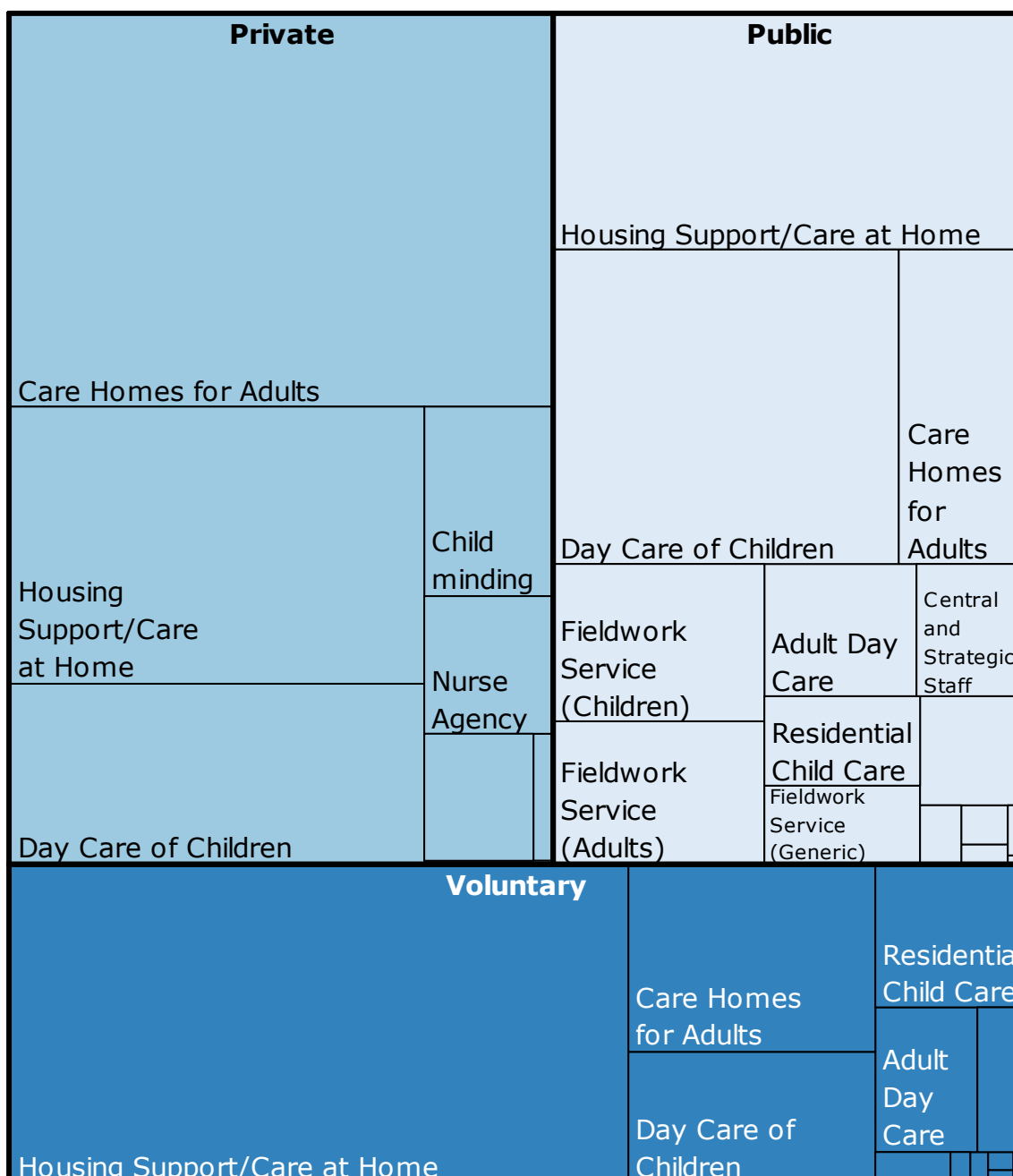


Table 8 gives a breakdown by sub-sector and employer type (public, private and voluntary sectors). All but three sub-sectors have fewer than 10,000 staff and

also all but two sub-sectors have a dominant employer type (with more than 50% of the staff). A treemap visual representation of this can be seen in Figure 7.

Table 8: Headcount by sub-sector and employer type, 2020

Sub-sector	Public	Private	Voluntary	Total
Adoption services	330	-	90	420
Adult day care	3600	430	2620	6650
Adult placement services	160	-	40	200
Care homes for adults	6820	37880	8220	52920
Central and strategic staff	2450	-	-	2450
Child care agencies	10	70	60	140
Childminding	-	4300	-	4300
Day care of children	19280	13270	5750	38300
Fieldwork service (adults)	5340	-	-	5340
Fieldwork service (children)	5920	-	-	5920
Fieldwork service (generic)	2140	-	-	2140
Fieldwork service (offenders)	1950	-	-	1950
Fostering services	430	-	410	840
Housing support/care at home	19680	20280	34910	74870
Nurse agencies	-	3150	120	3270
Offender accommodation services	10	-	90	100
Residential child care	2440	2450	3750	8650
School care accommodation	120	-	1120	1240
Total	70680	81840	57170	209690

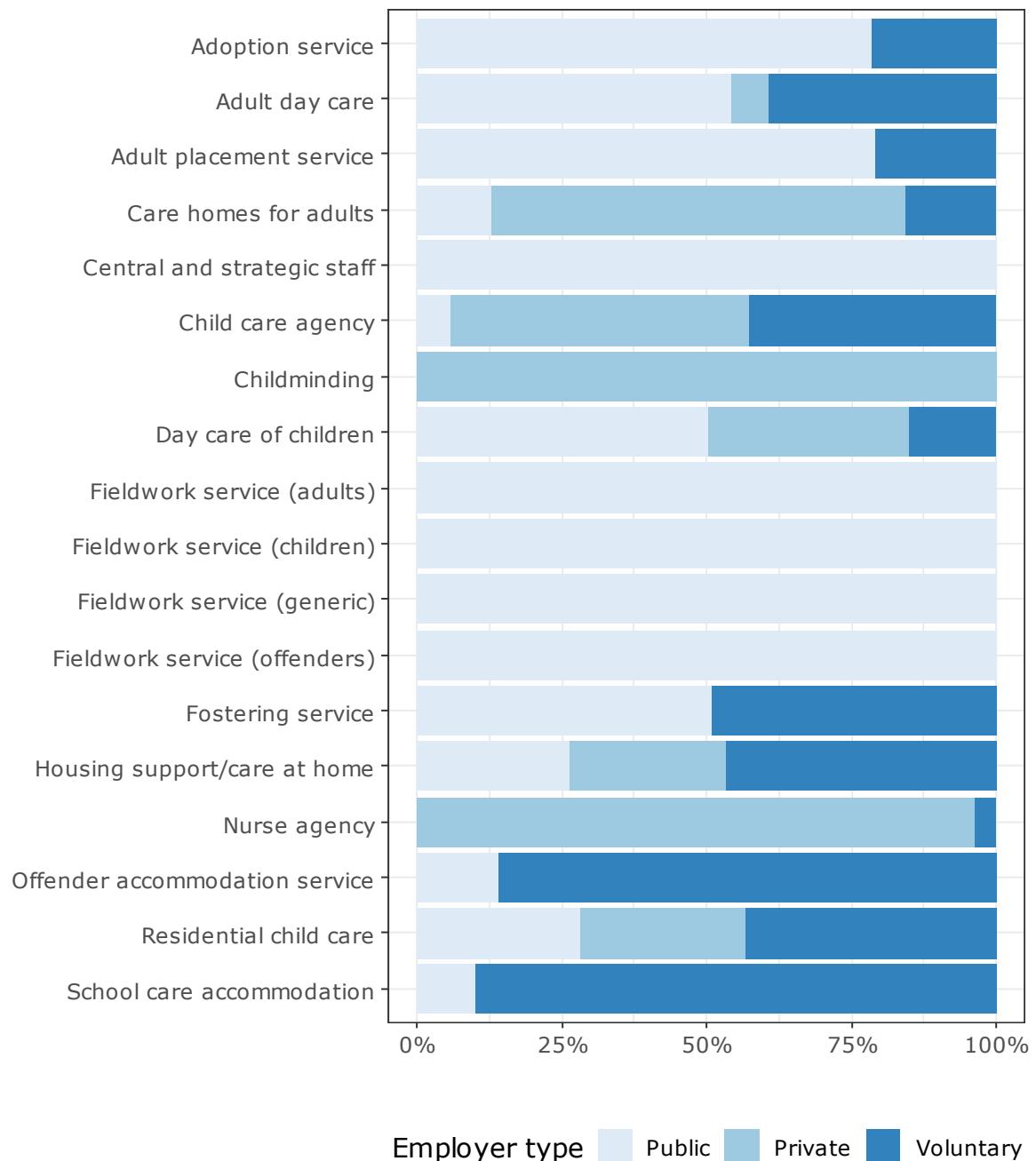
Almost half of private sector staff work in care homes for adults, while almost two-thirds of voluntary sector staff work in the housing support/care at home sub-sector. Voluntary sector staff form the largest part of that sub-sector and also the fostering, offender accommodation, residential child care and school care accommodation sub-sectors. Almost 72% of staff in care homes for adults are from the private sector. The public sector provides a wide spread of services and is the largest employer in adult day care and day care of children, and for the first time now employs over half the workforce in the latter.

Services that are primarily for children (adoption, child care agency, childminding, day care of children, fieldwork service (children), fostering, residential child care and school care accommodation) account for almost 29% of the workforce.

The private sector is the largest employer type for adults' services at 42%, and second in services for children at 34%, largely reflecting its overall share of the workforce. The public and voluntary sectors differ, with the public sector having a 48% share of services for children and 27% of services for adults, and the voluntary sector with 19% and 31% respectively.

A visual representation of the mix of employer types among the different sub-sectors is given in Figure 8. It is apparent that most sub-sectors are dominated by a single employer type, while day care of children, housing support/care at home and residential child care have a more even mix. These three sub-sectors account for over half of the workforce.

Figure 8: Percentage of the workforce by sub-sector and employer type, 2020



4.2 Stability index

An alternative measure of staffing change to turnover, is the stability index (SI) which measures the proportion of staff who have been retained from the previous year. We calculate this using the start date in post variable collected. For example, a stability index of 50% means that half of the staff present in 2019 are present in the same post in 2020. More information on how this statistic is calculated can be found in Appendix A.

Table 9 shows the stability index by employer type for 2018, 2019 and 2020. For 2020, the public sector again has the highest stability, while the private sector has the lowest. The voluntary sector is in the middle, close to the same level as the overall stability index of 80.8%, which means just over four-fifths of staff have been retained in the same service and post type since last year. These figures have increased compared to the 2019 figures.

Table 9: Stability index by employer type, 2018-2020

Employer type	2018 (%)	2019 (%)	2020 (%)
Public	87.8	83.0	84.9
Private	71.0	72.3	76.5
Voluntary	76.6	75.7	81.9
All	77.7	76.8	80.8

The stability index by sub-sector is given in Table 10. More variation can be seen here than between the employer types. In 2019, a stability index for adult placement services could not be calculated. This is due to the APCC services issue noted in section 1.3.1. We suppressed the figure in 2019 and will do again for 2020 as they are not likely to be accurate. Outside this, adoption services have the highest stability index at 87.8% while generic fieldwork services have the lowest at 71.5%.

Table 10: Stability index by sub-sector, 2018-2020

Sub-sector	2018 (%)	2019 (%)	2020 (%)
Adoption services	90.1	83.9	87.8
Adult day care	77.8	80.5	83.4
Adult placement service⁷	83.3	NA	NA
Care homes for adults	80.0	78.4	81.0
Central and strategic staff	73.0	70.1	73.1
Child care agencies	54.4	43.3	72.0
Childminding⁸	NA	NA	NA
Day care of children	75.4	76.4	78.9
Fieldwork services (adults)	79.5	73.7	84.8
Fieldwork services (children)	77.4	80.3	80.6
Fieldwork services (generic)⁹	100.0	69.6	71.5
Fieldwork services (offenders)	83.7	67.1	84.9
Fostering services	85.8	80.4	85.6
Housing support/care at home	76.9	76.7	82.2
Nurse agencies	66.6	64.7	83.3
Offender accommodation services	67.4	83.7	79.0
Residential child care	78.8	75.9	79.6
School care accommodation	86.9	82.9	83.2
All	77.7	76.8	80.8

4.3 Staffing levels

Table 11 shows the median staffing levels by sub-sector in registered services in 2020. We can see, for example, that half of all private sector care homes for adults have 51 or fewer staff, which contrasts with voluntary sector services in this sub-sector where the median is 22. This may be because the voluntary sector operates largely in care homes for adults with learning disabilities, which are typically smaller than care homes for older people run mostly by the private sector. Other sub-sectors tend to have smaller differences between employer types.

⁷ A SI for adult placement services in 2019 and 2020 could not be calculated due to an issue with APCC services having staff incorrectly recorded against them.

⁸ Start date in post data not available for childminders.

⁹ The high SI for 2018 is reflecting the reclassification of admin staff within local authorities rather than no leavers.

Table 11: Median staffing complement of registered services by employer type and sub-sector, 2020

Sub-sector	Public	Private	Voluntary
Adoption services	9	-	13
Adult day care	13	7	11
Adult placement services	3	-	4.5
Care homes for adults	41	51	22
Child care agencies	8	2.5	9
Childminding¹⁰	-	1	-
Day care of children	9	11	6
Fostering services	12	-	11
Housing support/care at home	33	32	25
Nurse agencies	-	10	46
Offender accommodation services	14	-	17.5
Residential child care	19	12.5	21
School care accommodation	14	-	19.5

Table 12 shows the distribution of registered services by size band and sub-sector. The largest services are almost all in the housing support/care at home sub-sector. Care homes for adults are mainly medium to large in size, while day care of children services are largely small to medium in size.

¹⁰ Counts of the number of active childminding and day care services are also published by the Care Inspectorate. The counts may vary slightly due to differences in the way the Care Inspectorate and the SSSC classify an active service. See Appendix A for more information.

Table 12. Distribution of registered services by size band and sub-sector, 2020

Sub-sector	1-4	5-9	10-24	25-49	50-249	250+
Adoption services	6	13	17	2	0	0
Adult day care	47	122	166	63	14	0
Adult placement services	23	9	6	1	0	0
Care homes for adults	9	36	213	358	455	1
Child care agencies	9	4	4	1	0	0
Childminding	4236	0	0	0	0	0
Day care of children	766	1221	1310	247	10	0
Fostering services	5	18	28	7	1	0
Housing support/care at home	71	163	422	357	404	36
Nurse agencies	35	18	31	14	11	3
Offender accommodation services	0	2	1	2	0	0
Residential child care	5	54	229	54	22	1
School care accommodation	1	6	10	3	6	1
All	5213	1666	2437	1109	923	42

4.4 Key messages

- 15 of the 18 sub-sectors have fewer than 10,000 people working in them.
- 16 of the 18 sub-sectors have a dominant employer type (that is, one type of employer has at least 50% of the workforce).
- Services for children employ 29% of the sector's workforce.
- Just over four-fifths of staff have been retained since last year.
- Median staffing levels can differ between employer types in a sub-sector, which may be due to differences between the types of people they deliver services to.
- The largest services are almost all in the housing support/care at home sub-sector.

5 Equalities characteristics analysis

This section focuses on the profile of the workforce in terms of age, gender, ethnicity and disability to investigate variation in these characteristics across sub-sectors and employer types. The data presented comes from individual records and there was a 96% return rate (approximately 201,000 records), although this does differ between sub-sectors and data items. More details of these differences are set out in Appendix A.

5.1 Age

Table 13 shows the median¹¹ age of the workforce in the different sub-sectors and by type of employer in 2020.

Table 13: Median age of the workforce by sub-sector and employer type, 2020

Sub-sector	Public	Private	Voluntary	All
Adoption services	49	-	51	49
Adult day care	52	50	46	50
Adult placement services	52.5	-	48	52
Care homes for adults	50	43	46	45
Central and strategic staff	49	-	-	49
Child care agencies¹²	NA	36.5	33	34
Childminding	-	48	-	48
Day care of children	40	29	37	36
Fieldwork service (adults)	49	-	-	49
Fieldwork service (children)	45	-	-	45
Fieldwork service (generic)	50	-	-	50
Fieldwork service (offenders)	48	-	-	48
Fostering services	49	-	47	48
Housing support/care at home	52	41	44	46
Nurse agencies	-	45	54.5	46
Offender accommodation services	40	-	45	44
Residential child care	48	38	40	41
School care accommodation	54	-	47	48
All	47	40	43	44

The public sector has the highest median age overall and also in all sub-sectors that it operates in (except for adoption services and offender accommodation services). The private sector has the youngest median age in all but two of the

¹¹ The definition of median is in the glossary (p68).

¹² No staffing data was provided for the public sector child care agency.

sub-sectors it operates in (adult day care and child care agencies) and also contains the group with the youngest median age overall, in day care of children. Other employer types engaging in these sub-sectors have markedly higher median ages.

To put these figures into context, it should be noted that the median age for the total Scottish population aged over 16 is 48 years and that the median age for those between 16 and 65 years old (the traditional working age population) in Scotland is 41 years (National Records of Scotland, 2021). For this reason, the sector's workforce is on average older than would be expected given the age profile of Scotland's working age population.

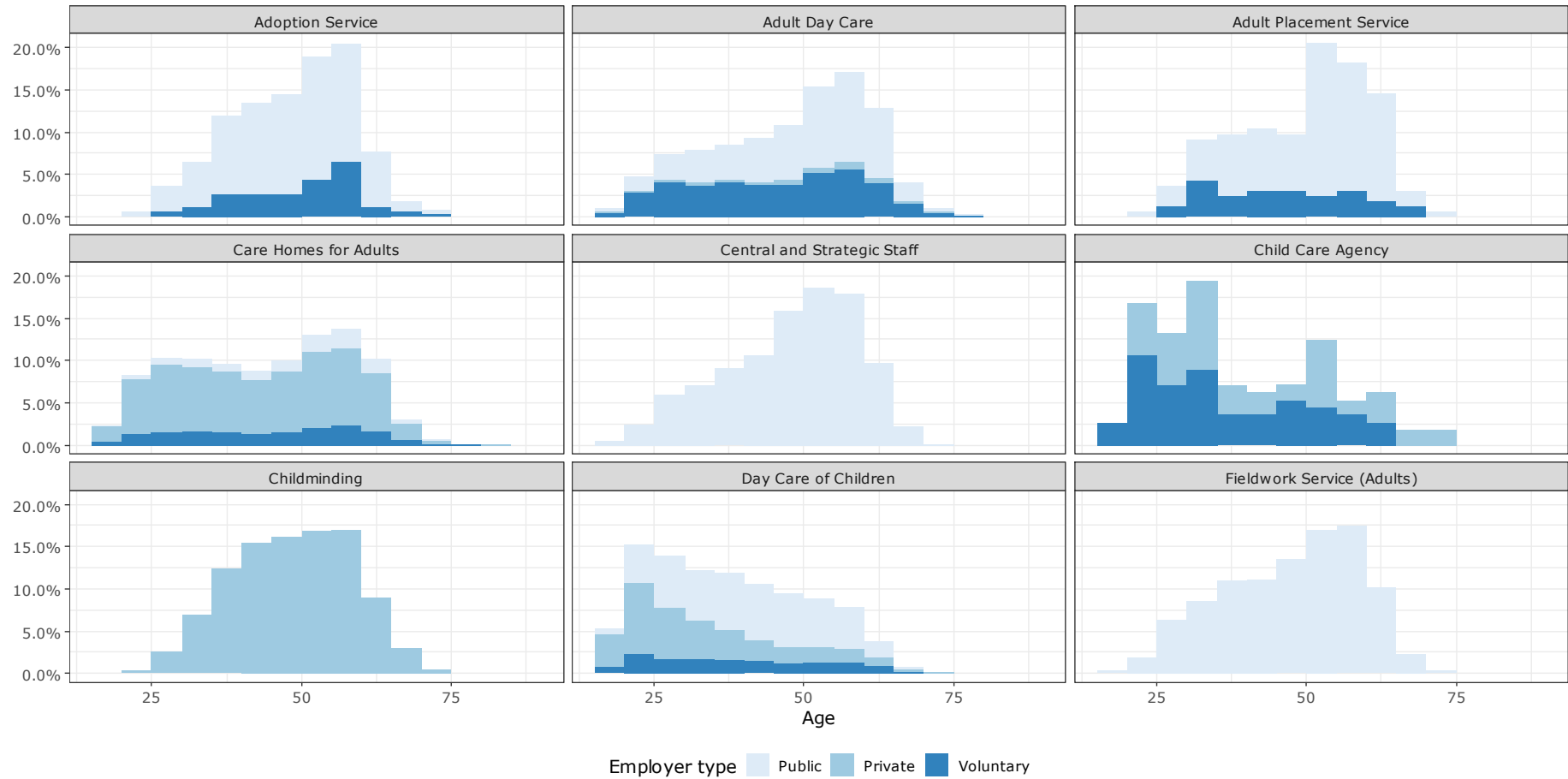
The data in Table 13 presents only a single characteristic of a sometimes complex distribution. Figure 9 however shows the age profile for the workforce for each sub-sector and by employer type. The bars in each chart represent five-year age bands, for example people aged 25-29 are represented by one bar. We have set out the charts by sub-sector, with the bars stacked by employer type to allow comparison across these data items. This means that a bar will have up to three colours representing the proportion of each employer type in that age band.

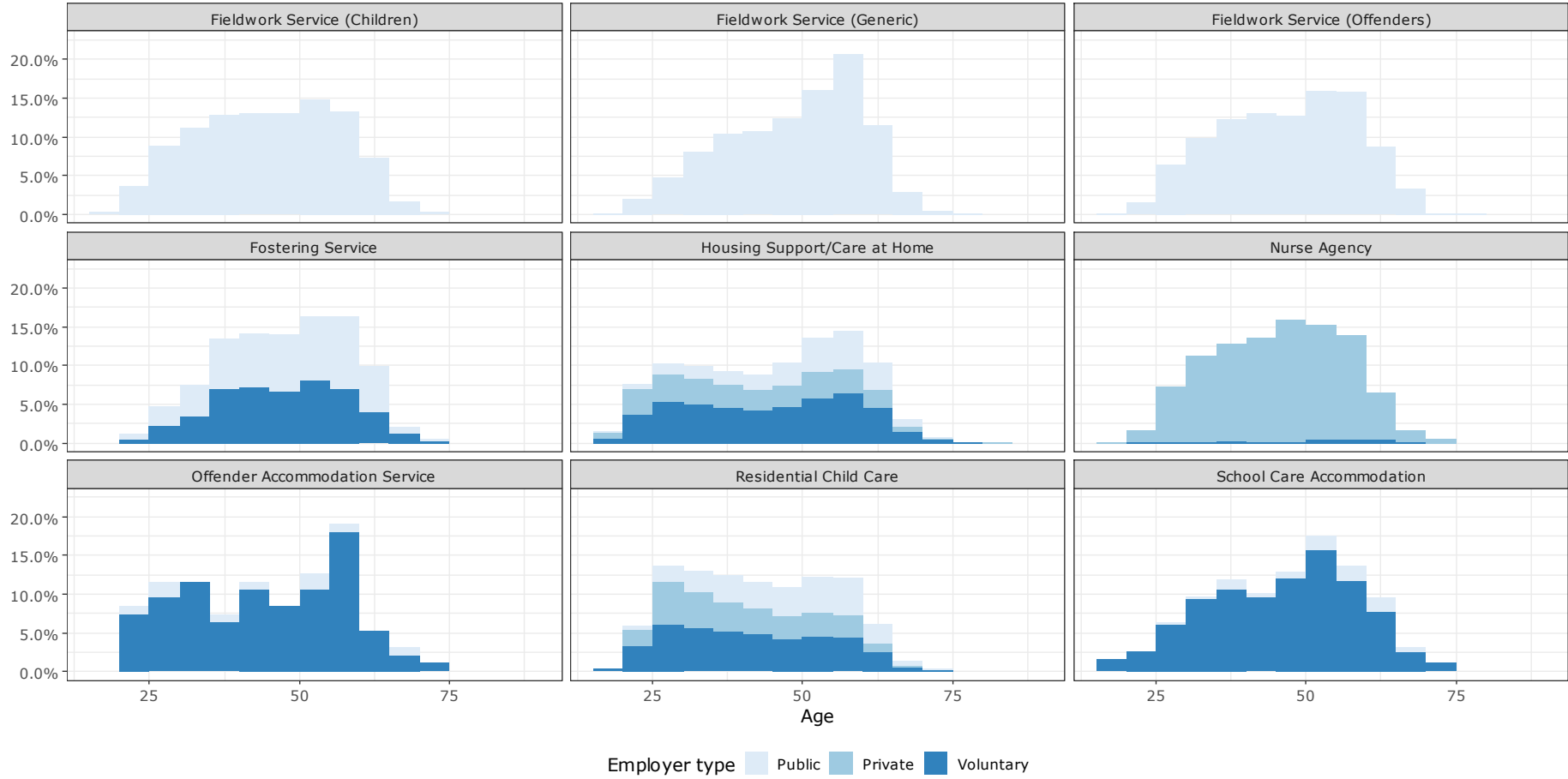
Some sub-sectors show little difference between different types of employer in the age distribution while others show a marked difference. For instance, in day care of children, the private sector has a heavy concentration of younger workers whereas the public sector has a majority of older workers. The voluntary sector has two different peaks (or modes¹³) of workers with a noticeable gap in between.

While in most sub-sectors the mode age appears to be in the mid to late forties, there are some sub-sectors (such as care homes for adults and housing support) where a significant proportion of younger workers are employed (mainly in the private sector). In such cases we have identified two separate peaks (or modes).

¹³ The definition of mode is in the glossary (p68).

Figure 9: Histograms of the age of the workforce by employer type and sub-sector, 2020





5.2 Gender

Table 14 provides data on the proportion of staff by gender in each of the sub-sectors in 2020. As a whole, the workforce has a very high proportion of female staff with only around one in six being male.

There are some areas where men have a higher representation, namely criminal justice (fieldwork services for offenders and offender accommodation services) and residential children's services (residential child care and school care accommodation), where they make up around one third or more of people working in those sub-sectors.

Non-residential children's services (adoption services, child care agencies, childminders, day care of children and fostering services) have the highest proportion of female workers at 88% or higher.

Table 14: Percentage of staff by gender and sub-sector, 2020

Sub-sector	Female	Male	Other	Unknown
Adoption services	88	12	0	0
Adult day care	77	23	0	0
Adult placement services	86	14	0	0
Care homes for adults	85	15	0	0
Central and strategic staff	79	20	0	0
Child care agencies	95	5	0	0
Childminding	98	2	0	0
Day care of children	96	4	0	0
Fieldwork service (adults)	81	19	0	0
Fieldwork service (children)	85	14	0	0
Fieldwork service (generic)	73	26	0	0
Fieldwork service (offenders)	67	33	0	0
Fostering services	88	12	0	0
Housing support/care at home	77	17	0	6
Nurse agencies	83	17	0	0
Offender accommodation services	76	24	0	0
Residential child care	70	30	0	0
School care accommodation	62	38	0	0
All	83	15	0	2

5.3 Ethnicity

The Scottish Government produces a detailed classification of ethnicity which is used to underpin data collections. This is incorporated into the CMDS and has been used in both the local authority census and the Care Inspectorate annual

returns. For the purposes of presentation, we show the aggregated high-level categories (for example White or Asian) in this report.

This data item has a high proportion of unknown responses (including not disclosed). This creates some difficulty in interpreting the data; however, it is still possible to be confident of a minimum proportion. Table 15 shows that the sector is mainly white and that ethnic minorities seem to have a higher representation in the private sector. Overall, 3% of the workforce reported as belonging to an ethnic minority which ranged from 2% in the public sector to 5% in the private sector. Note that summing the figures in the table may not equal the combined figures above due to rounding.

Table 15: Percentage of staff by ethnic classification and employer type, 2020

Employer type	White	Mixed	Asian	Black¹⁴	Other	Unknown
Public	76	0	1	0	0	23
Private	73	0	2	2	1	22
Voluntary	72	0	1	1	0	25
All	74	0	1	1	0	23

Table 16 provides the ethnic mix of each of the sub-sectors. The three sectors with the largest proportion of ethnic minorities (care homes for adults, child care agencies and nurse agencies) are ones with a large private sector presence. The data here also shows a wider variation in the percentage of unknowns, which makes it more difficult to interpret. Despite this, we can say that a minimum of 5% of staff working in care homes for adults, 8% of child care agency staff, and 22% of nurse agency staff are from ethnic minorities.

¹⁴ This combines the new census categories, 'African' and 'Caribbean or Black'.

Table 16: Percentage of staff by ethnic classification and sub-sector, 2020

Sub-sector	White	Mixed	Asian	Black¹⁵	Other	Unknown
Adoption services	78	0	1	0	0	20
Adult day care	84	0	1	0	0	14
Adult placement services	84	0	1	0	0	16
Care homes for adults	73	0	3	2	1	22
Central and strategic staff	82	0	1	0	0	16
Child care agencies	85	1	6	0	1	7
Childminding	94	0	1	0	0	4
Day care of children	89	0	1	0	0	9
Fieldwork service (adults)	79	0	1	1	0	19
Fieldwork service (children)	64	0	1	1	0	34
Fieldwork service (generic)	74	1	1	1	1	22
Fieldwork service (offenders)	74	0	1	0	0	24
Fostering services	82	0	1	0	0	16
Housing support/care at home	65	0	1	1	0	32
Nurse agencies	48	1	5	15	1	30
Offender accommodation services	77	0	1	0	0	22
Residential child care	82	0	0	1	0	16
School care accommodation	48	0	0	0	0	52
Total	74	0	1	1	0	23

5.4 Disability

As with ethnicity, the data on whether workers regard themselves as having a disability is difficult to interpret due to a large proportion of unknown responses,

¹⁵ This combines the new census categories, 'African' and 'Caribbean or Black'.

though this varies by sub-sector. However, the proportion of the workforce reported as having a disability is low in all sub-sectors, ranging from 0 to 4%.

Table 17: Percentage of staff by disability and sub-sector, 2020

Sub-sector	No disability	Disability	Unknown
Adoption services	86	1	12
Adult day care	88	3	9
Adult placement services	85	1	14
Care homes for adults	89	2	10
Central and strategic staff	56	4	40
Child care agencies	94	2	4
Childminding	96	1	2
Day care of children	95	2	3
Fieldwork service (adults)	52	4	44
Fieldwork service (children)	43	2	54
Fieldwork service (generic)	45	5	50
Fieldwork service (offenders)	51	3	46
Fostering services	85	2	13
Housing support/care at home	76	2	23
Nurse agencies	95	1	4
Offender accommodation services	78	3	19
Residential child care	88	1	11
School care accommodation	46	0	54
Total	82	2	17

5.5 Key messages

- Public sector services tend to have the oldest workforces, while the private sector has the youngest.
- Non-residential children's services (except for adoption services) have the youngest workforce and also the greatest proportion of female workers.
- Men account for 15% of the overall workforce but have around double or greater representation in criminal justice services and residential children's services.
- At least 3% of the workforce is from an ethnic minority.
- At least 2% of the workforce report having a disability.

6 Post characteristics analysis

This chapter focuses on the characteristics of the posts that members of the workforce hold. It looks at the job function classification, contract type and typical weekly hours.

6.1 Job function

The job function classification categorises posts according to the function and level of responsibility. The codes are set out in the CMDS and the high-level codes and descriptions are in Table 18.

Table 18: Job function codes and their descriptions

Code	Description
C0	Administrative/support staff - for example, clerical, finance and HR.
C1	Ancillary staff – for example, catering, domestic, gardening.
C2	Care staff - provide direct care and support (for example, support workers in day care of children services).
C3	Care staff – may supervise work of C2 staff and contribute to assessment of care needs and development and implementation of care plans (for example, senior residential care workers).
C4	Care staff – responsible for assessment of care needs (for example, social workers, occupational therapists, registered nurses).
C5	Unit/project managers – have responsibility for the management of care and service provision in a discrete service delivery area.
C6	Group managers – have overall responsibility for the management of care and service provision in two or more discrete service delivery areas (for example, a group of care homes, a care home comprising a number of service delivery units).
C7	Directors/chief executives – have highest level of overall responsibility for the management of care and service provision. Staff at this level are on the organisation’s governing body.

For the purposes of this report we have aggregated the eight sub-classes into three main classes, namely: auxiliary (C0 and C1), care (C2-C4) and managerial (C5-C7). Table 19 shows the proportions in each of these groups by sub-sector. The completion rate of this data item was very good, with only a small number of unknowns.

Table 19: Percentage of staff by job function and sub-sector¹⁶, 2020

Sub-sector	Auxiliary	Care	Managerial	Unknown
Adoption services	8	77	15	0
Adult day care	12	82	6	0
Adult placement services	9	66	24	1
Care homes for adults	23	75	2	0
Central and strategic staff	85	1	14	0
Child care agencies	12	76	12	0
Day care of children	4	86	10	0
Fieldwork service (adults)	18	68	14	0
Fieldwork service (children)	14	70	16	0
Fieldwork service (generic)	41	42	17	0
Fieldwork service (offenders)	12	73	15	0
Fostering services	15	69	16	0
Housing support/care at home	4	93	3	0
Nurse agencies	3	94	3	0
Offender accommodation services	17	67	16	0
Residential child care	8	87	5	0
School care accommodation	31	64	5	0
All	12	83	6	0

The majority of staff in each sub-sector are employed in frontline care roles with the exception of central and strategic staff and generic fieldwork services who are predominantly staffed with auxiliary roles. Generic fieldwork services have been quite variable over time as some local authorities have implemented and subsequently reversed the centralisation of some support staff from these services. This and other types of fieldwork, adoption, adult placement and fostering services have a higher proportion of staff classified as managerial (between two and three times that of the overall proportion). This is thought to reflect the requirements for specific qualifications and experience required to perform some of the functions delivered by those services. In particular, the role of senior social worker which features in these sub-sectors sits at the C5 level.

Since 2011 there has been a six percentage point (pp) increase in the proportion of staff in care roles, while auxiliary (-5 pp), managerial (-1 pp) and unknowns (-0 pp) have all decreased.

6.2 Contract type

The data gathered includes details of the way people are employed and their types of contracts of employment. Table 20 shows that around five-sixths of the

¹⁶ We have excluded childminding since no job function classification exists for it.
Scottish Social Services Council

sector were employed on a permanent contract in 2020, a proportion that is largely replicated across the sub-sectors. The obvious exceptions are child care and nurse agencies which, as might be expected, have the highest proportion of staff employed on agency, casual and sessional¹⁷ contracts.

Some contract types have two codes in our definitions to account for contracts with no guaranteed hours (NGH). This is a type of zero-hours contract (ZHC), though they come in many forms which can cause some confusion (Freeman, 2014). The data items permanent, temporary, fixed term, sessional and trainee all have counterpart selections to record when guaranteed hours are not provided, for example, there are options 'permanent (with guaranteed hours)' and 'permanent (no guaranteed hours)'. We have recorded the no guaranteed hours percentages in the table in brackets after the figure for the overall amount. For example, for day care of children services 84% of the workforce was employed on permanent contracts, of which 0% had no guaranteed hours permanent contracts. The highest proportions of NGH contracts occur in the child care agencies and housing support/care at home sub-sectors. Overall, 4% of the workforce is identified as having an NGH contract. When combined with the other contract types that may also be considered a ZHC (bank and casual/relief), they make up roughly 11% of the contracts in the workforce.

¹⁷ Someone not employed under a contract of employment but paid for doing work or providing a service on the basis of an agreed range of hours worked.

Table 20: Percentage of staff by contract type and sub-sector¹⁸, 2020

Sub-sector	Permanent	Temp	Agency	Bank	Fixed term	Sessional	Casual/relief	Trainee	Other	Unknown	All NGH ¹⁹
Adoption services	94(0)	3(0)	0	0	2(0)	0(0)	0	0(0)	0	0	0
Adult day care	82(0)	4(0)	0	2	2(0)	3(1)	7	0(0)	1	0	1
Adult placement services	91(0)	3(0)	0	0	0(0)	0(0)	0	0(0)	5	1	0
Care homes for adults	88(0)	1(0)	0	7	0(0)	0(0)	2	0(0)	0	0	1
Central and strategic staff	89(0)	7(0)	0	0	2(0)	0(0)	1	0(0)	0	1	0
Child care agencies	30(0)	2(0)	26	1	0(0)	40(9)	0	0(0)	2	0	9
Day care of children	84(0)	6(0)	0	1	2(0)	2(1)	1	2(0)	1	0	2
Fieldwork service (adults)	93(0)	5(0)	0	0	1(0)	0(0)	1	0(0)	0	0	0
Fieldwork service (children)	80(0)	4(0)	0	0	1(0)	0(0)	9	0(0)	0	5	0
Fieldwork service (generic)	80(0)	11(0)	0	0	1(0)	1(1)	5	0(0)	0	2	1
Fieldwork service (offenders)	87(0)	5(0)	0	0	1(0)	1(1)	4	0(0)	0	2	1
Fostering services	96(0)	3(0)	0	0	1(0)	0(0)	0	0(0)	0	0	0
Housing support/care at home	85(8)	2(0)	0	3	1(0)	2(1)	6	0(0)	0	0	9
Nurse agencies	11(1)	3(2)	81	4	0(0)	0(0)	0	0(0)	0	0	3
Offender accommodation services	95(3)	0(0)	0	0	3(0)	2(1)	0	0(0)	0	0	4
Residential child care	81(0)	3(0)	0	3	1(0)	5(2)	8	0(0)	0	0	2
School care accommodation	90(1)	1(0)	0	1	2(0)	0(0)	2	0(0)	1	2	1
Total	83(3)	3(0)	1	3	1(0)	2(0)	4	1(0)	0	2	4

¹⁸ Numbers in parentheses indicate no guaranteed hours (NGH) contracts within that contract type.

¹⁹ All no guaranteed hours contracts (this may be different to the sum of individual elements due to rounding).

6.3 Hours

We can also present information on the typical weekly hours worked by the sector. Table 21 shows the breakdown of the median weekly hours staff work by employer type and sub-sector in 2020.

Table 21: Median weekly hours by employer type and sub-sector, 2020

Sub-sector	Public	Private	Voluntary	All
Adoption services	35	-	35	35
Adult day care	32.5	24	28	30
Adult placement services	35	0	36.3	35
Care homes for adults	30	33	32	33
Central and strategic staff	35	-	-	35
Child care agencies	-	10	5	10
Childminding	-	37.5	-	37.5
Day care of children	35	36	21.3	35
Fieldwork service (adults)	35	-	-	35
Fieldwork service (children)	35	-	-	35
Fieldwork service (generic)	35	-	-	35
Fieldwork service (offenders)	35	-	-	35
Fostering services	35	-	35	35
Housing support/care at home	28	30	30	30
Nurse agencies	-	15	11	15
Offender accommodation services	36	-	37	37
Residential child care	36	39	37	37
School care accommodation	29.5	-	37.5	37
All	35	33	30	32.5

Linking with the data on contract types, it is clear the sub-sectors with the lowest median hours are those that employ the fewest permanent contracts, namely the two agency sub-sectors. All other sub-sectors have close to full time median hours, except for day care of children services in the voluntary sector. The two largest sub-sectors (care homes for adults and housing support/care at home) both have slightly lower median hours than most other sub-sectors.

Figure 10 presents charts with the distribution of hours worked in each sub-sector and by employer type (each bar is five hours wide). We have set out the histograms by sub-sector and the bars stacked by employer type to allow comparison across these data items. This means each bar will have up to three colours representing the proportion of each employer type in that hours band.

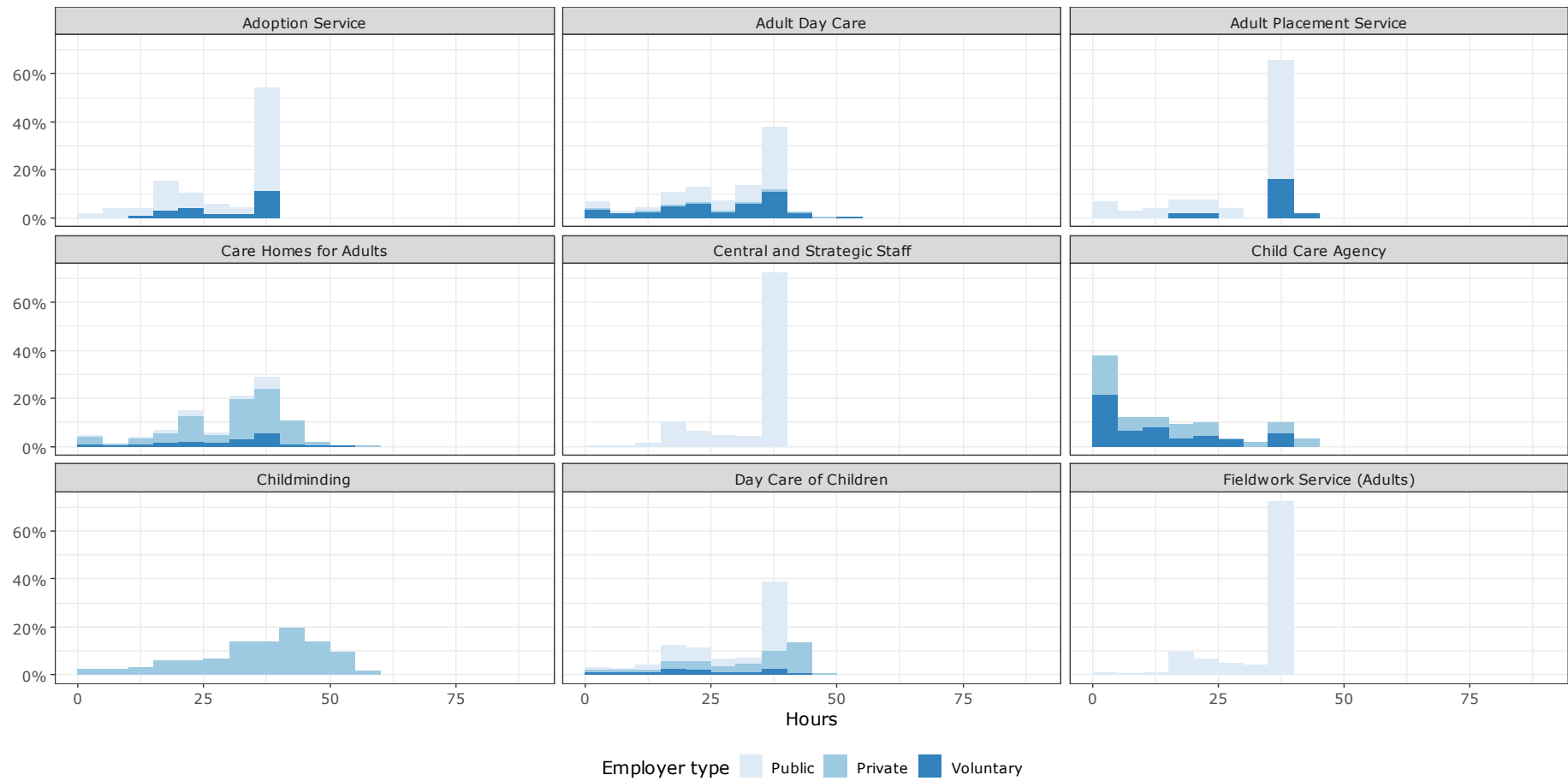
In most sub-sectors there is a clear concentration of people working in the 35-40 hour range. However, in some sub-sectors there is a greater spread and evidence of two modes in the distribution, one at around 20 hours and the other at around 35 hours (this is particularly so in the larger sub-sectors: care homes

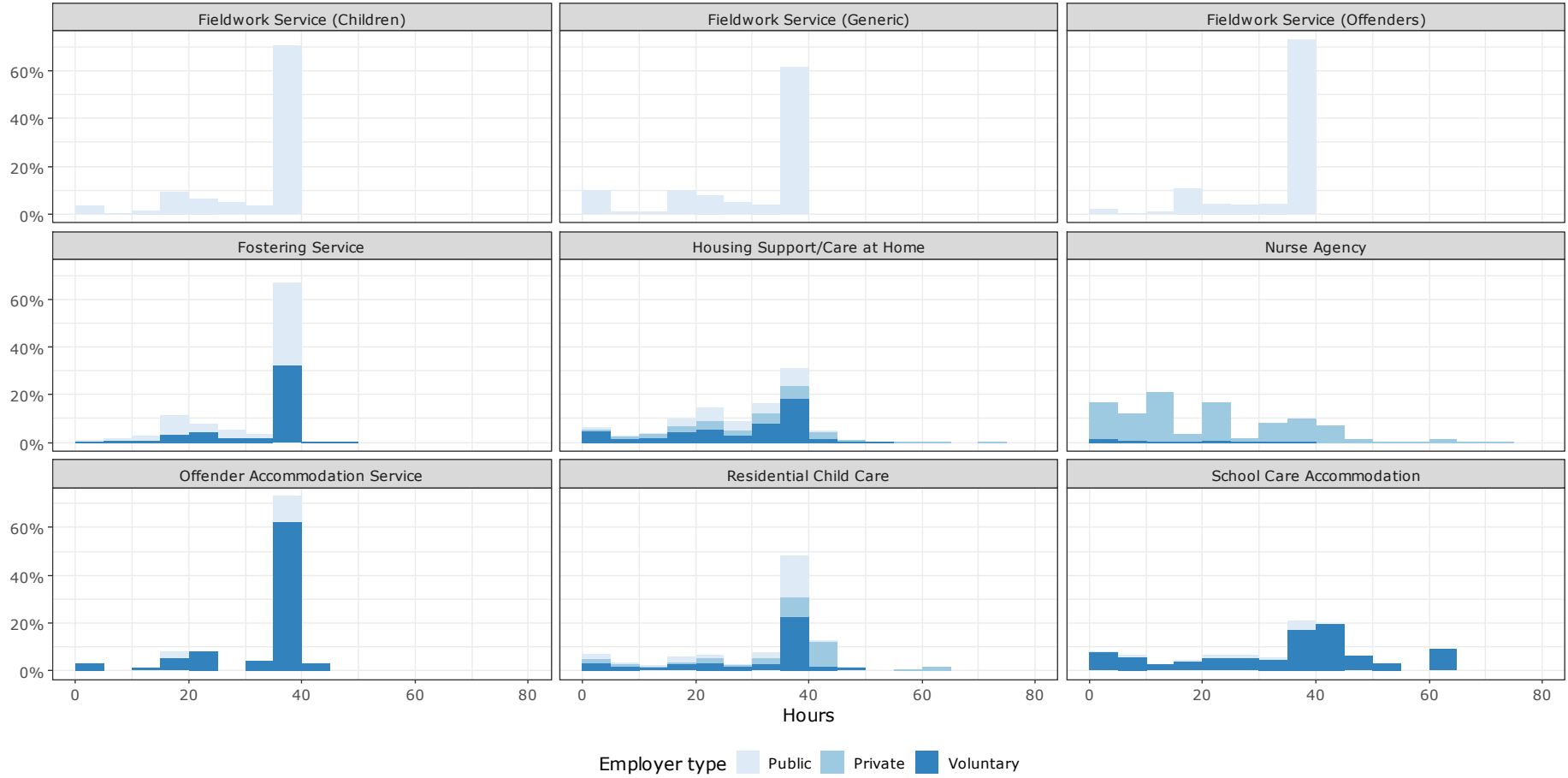
for adults, day care of children and housing support/care at home). These are due to separate groupings of staff working full time or part time in these sub-sectors.

In day care of children, it is clear there are more part time roles in the voluntary sector. This is likely to be due to the fact many day care of children services the voluntary sector provides operate for less than a full day (for example, out of school clubs and playgroups). However, the bulk of private and public sector employees in day care of children services work in nurseries. We will provide more detailed datasets later to illustrate this.

There is a slight overall difference in median hours between employer types but this is likely to reflect the sub-sectors that employer types operate in most rather than the employer type itself.

Figure 10: Histograms of hours by employer type and sub-sector, 2020





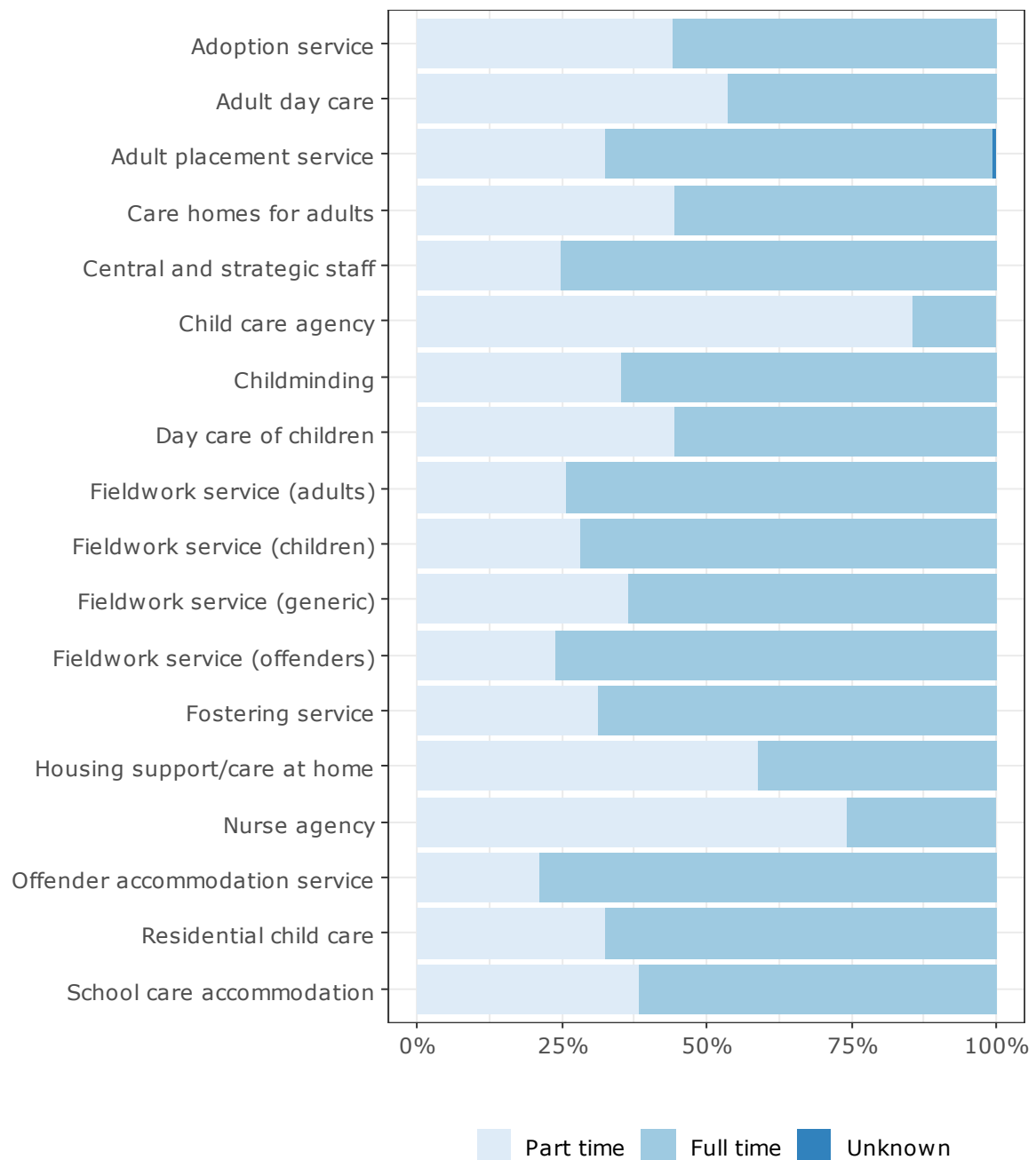
While we can informally identify groups of part time and full time workers in the histograms, we can also use the hours variable to formally classify the workforce. The formal definition of part time working for statistical purposes is 30 hours or less per week (van Bastelaer, Lemaître, & Marianna, 1997), while full time working is more than 30 hours per week.

Table 22 and Figure 11 show that while overall there is only a slight majority working full time, there are significant differences between the sub-sectors. Of the 18 sub-sectors, 14 have full time workers as the largest group. Local authority central and strategic staff, all types of fieldwork service except generic, and offender accommodation services have the highest at over 70% of their workforces employed on a full time basis. Of the four sub-sectors with part time working as the most common, childcare and nurse agencies have the highest proportions at 85% and 74% respectively.

Table 22: Percentage of part time and full time workers by sub-sector, 2020

Sub-sector	Part time	Full time	Unknown
Adoption service	44	56	0
Adult day care	54	46	0
Adult placement service	32	67	1
Care homes for adults	44	56	0
Central and strategic staff	25	75	0
Child care agency	85	15	0
Childminding	35	65	0
Day care of children	44	56	0
Fieldwork service (adults)	26	74	0
Fieldwork service (children)	28	72	0
Fieldwork service (generic)	36	64	0
Fieldwork service (offenders)	24	76	0
Fostering service	31	69	0
Housing support/care at home	59	41	0
Nurse agency	74	26	0
Offender accommodation service	21	79	0
Residential child care	32	68	0
School care accommodation	38	62	0
Total	48	52	0

Figure 11. Percentage of part time and full time workers by sub-sector, 2020



6.4 Key messages

- As expected, frontline care roles are the most common types of roles in the sector although in some sub-sectors a high managerial presence is thought to reflect the demand for particular qualifications, skills and experience.
- Around five-sixths of the workforce is employed on permanent contracts.

- No guaranteed hours contracts make up around 4% of all contracts, though it is around two to three times higher for child care agencies and housing support/care at home.
- The median typical weekly hours for most sub-sectors is at least 35, though for the largest sub-sectors it is slightly less than this, due to greater proportions of part time working.
- Roughly half of the workforce is employed full time, though this varies from 15% to 79% by sub-sector.

7 Key groups

This chapter looks in detail at four key professional groups of workers: social workers, occupational therapists, nurses and teachers.

7.1 Social workers

We identify social workers in two ways; one is social workers in local authority fieldwork services who perform statutory duties and the other is people registered on the social worker part of the SSSC Register. This group includes people working in private and voluntary organisations as well as those who work in non-practising roles and those not working but who wish to maintain their professional registration.

Table 23 shows a time series of local authority social workers in 2011, 2019 and 2020. The number of social workers increased by 1.5% between 2019 and 2020 and has risen by 5.8% since 2011. At 6,049, it is the highest level recorded in these reports. The two WTE measures of social workers presented have a smaller percentage change since 2011, indicating fewer hours being worked per post. However, the annual change for these measures is roughly the same as the headcount figure. The number of social workers on the SSSC Register has increased by 3.0% between 2019 and 2020 and by 3.3% since 2011, reversing the recent decreases, but it must be noted that the 2020 figure includes temporary registrants who were accommodated under COVID-19 measures. Note that this includes people who maintain a registration but do not work in front line social work roles and some who are retired.

Table 23: Numbers of social workers, 2011, 2019 and 2020

	2011	2019	2020	Change since 2011
Local authority – headcount	5717	5957	6049	5.8%
Local authority – (WTE)²⁰	5220	5395	5466	4.7%
Local authority – (WTE 37.5 hours)²¹	4974	5128	5191	4.4%
SSSC Register^{22,23}	10571	10599	10919	3.3%

²⁰ Rounded to nearest whole number, using LA measure of WTE, not 37.5 hour measure.

²¹ Rounded to nearest whole number, using 37.5 hour measure of WTE.

²² During the census week. Active registrants only.

²³ During the COVID-19 pandemic, temporary registrations were allowed for social workers. The figures for 2020 are therefore not entirely comparable with those before. <https://news.sssc.uk.com/news/changes-to-the-law-support-social-services>.

When interpreting these figures, please be aware of the following that affect the comparability of the local authority figures.

- The integration of health and social care services in the Highland area saw a number of social workers in adult fieldwork services move into the NHS so they have not been part of our data collection since 2012.

Table 24 shows the headcount and WTE of social workers in the various local authority fieldwork services for 2020. Fieldwork services for children continue to employ the most social workers although the growth since 2019 has largely been fieldwork services for adults. Generic fieldwork services have a significantly smaller WTE compared to their headcount than the other three types of fieldwork service.

Table 24: Number and WTE of local authority social workers, 2020

Sub-sector	Headcount	WTE²⁴	WTE (37.5 hours)²⁵
Fieldwork service (adults)	1978	1790	1696
Fieldwork service (children)	2745	2537	2413
Fieldwork service (generic)	389	281	265
Fieldwork service (offenders)	937	858	816
Total	6049	5466	5191

You can find more detail on social workers in the interactive social worker tool, on our website: data.sssc.uk.com/swtool

7.2 Occupational therapists

We identify occupational therapists working on local authority social work services by specific post types in that data collection.

Table 25 shows a time series of local authority occupational therapists (OTs) in 2011, 2019 and 2020. The numbers of OTs increased between 2019 and 2020 and have increased by 6.5% since 2011.

²⁴ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²⁵ Rounded to nearest whole number, using 37.5 hour measure of WTE.

Table 25: Number of occupational therapists, 2011, 2019 and 2020

	2011	2019	2020	Change since 2011
Local authority – headcount	541	561	576	6.5%
Local authority – (WTE)²⁶	459	466	491	7.0%
Local authority – (WTE 37.5 hours)²⁷	442	444	466	5.4%

Table 26 shows the headcount and WTE of occupational therapists in the various local authority fieldwork services for 2020. Fieldwork services for adults employ the most occupational therapists. There is under one-tenth the number of occupational therapists as there are social workers. There were no occupational therapists based in fieldwork services for offenders in 2020.

Table 26: Number and WTE of local authority occupational therapists, 2020

Sub-sector	Headcount	WTE²⁸	WTE (37.5 hours)²⁹
Fieldwork service (adults)	413	353	336
Fieldwork service (children)	14	13	13
Fieldwork service (generic)	149	125	117
Fieldwork service (offenders)	0	0	0
Total	576	491	466

7.3 Nurses

To identify nurses working in the sector we need to use the job function classification. Due to missing data and incomplete responses we have to gross up the figures so you should interpret them with caution. The overall grossing factor is 1.09.

Table 27 shows the estimated number of nurses by sub-sector and employer type for 2020. It is clear the vast majority of nurses in the sector (around three-fifths) work in private care homes for adults. Naturally, nurse agencies employ a large number of nurses too and these are also largely private services.

²⁶ Rounded to nearest whole number, using LA measure of WTE, not 37.5 hour measure.

²⁷ Rounded to nearest whole number, using 37.5 hour measure of WTE.

²⁸ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²⁹ Rounded to nearest whole number, using 37.5 hour measure of WTE.

Table 27: Estimated number of nurses by sub-sector and employer type, 2020

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	-	0	0
Adult day care	10	0	0	10
Adult placement services	0	-	0	0
Care homes for adults	30	3890	320	4230
Central and strategic staff	0	-	-	0
Child care agencies	0	0	0	0
Childminding	-	0	-	0
Day care of children	10	0	0	10
Fieldwork service (adults)	0	-	-	0
Fieldwork service (children)	50	-	-	50
Fieldwork service (generic)	0	-	-	0
Fieldwork service (offenders)	0	-	-	0
Fostering services	0	-	0	0
Housing support/care at home	0	40	110	150
Nurse agencies	-	2550	110	2670
Offender accommodation services	0	-	10	10
Residential child care	20	0	10	40
School care accommodation	0	-	20	20
Total	120	6490	580	7190

7.4 Teachers

Teachers are identified in a similar way to nurses by using the job function variable and grossing up accordingly for missing data and incomplete responses. The overall grossing factor is 1.03. Any misclassification in job function classification will lead to an incorrect identification of teachers here as we cannot validate against other data reliably. Please use appropriate caution when interpreting these figures.

Table 28 shows the estimated number of teachers by sub-sector and employer type for 2020. Almost two-thirds of the teachers identified work in public sector day care of children. Almost all the teachers work in services for children, specifically, day care of children, residential child care and school care accommodation, with the teachers in the latter two mainly working in the voluntary sector. A small number of teachers have been identified working in care homes for adults, although this may be a misclassification.

Table 28. Estimated number of teachers by sub-sector and employer type, 2020

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	-	0	0
Adult day care	0	0	0	0
Adult placement services	0	-	0	0
Care homes for adults	0	10	0	20
Central and strategic staff	0	-	-	0
Child care agencies	0	0	0	0
Childminding	-	0	-	0
Day care of children	980	90	70	1140
Fieldwork service (adults)	0	-	-	0
Fieldwork service (children)	0	-	-	0
Fieldwork service (generic)	0	-	-	0
Fieldwork service (offenders)	0	-	-	0
Fostering services	0	-	0	0
Housing support/care at home	0	0	0	10
Nurse agencies	-	0	0	0
Offender accommodation services	0	-	0	0
Residential child care	0	50	110	170
School care accommodation	0	-	330	330
Total	990	160	520	1670

8 Conclusion

8.1 Summary

This report presents a comprehensive view of those in paid employment in the Scottish social service sector at the end of 2020³⁰. The sector has seen a 1.6% increase in the headcount figure to 209,690. This is a rise of around 3,380 since 2019 and is the highest recorded since 2008, when these reports began.

Over half of the sub-sectors recorded a fall in headcount. The main sub-sector accounting for the overall rise is housing support/care at home, while adult day care saw the largest fall. The rise in day care of children has been in the public sector, cancelling out falls in the private and voluntary sector by around 2:1.

The largest employer type is the private sector with 39% of the employment. This is followed by the public sector with 34% and the voluntary sector with 27%. However, in some local authority areas, the public sector accounts for more than 70% of employment.

The WTE figure for the sector is around 0.76 of the headcount estimate at 159,260 – a rise of 2.6% since 2019.

The stability index statistic is at 80.8% for the whole workforce which suggests more than four-fifths of people stayed in the same post since the 2019 data collection. It is higher in the public sector and lower in the private sector.

By far the largest sub-sectors continue to be housing support/care at home, care homes for adults and day care of children.

The median age of the workforce is 44 but this varies significantly by sub-sector and employer type. Workers in the private sector tend to be younger than those in other employer types and those in the public sector tend to be older.

The sector's workforce is characterised as predominantly female (83%). There are, however, certain sub-sectors where men are more prevalent (for example, in services for offenders).

Ethnicity and disability data is difficult to interpret due to high levels of non-response but we can say that at least 3% of the workforce is from an ethnic minority and at least 2% has a disability.

Almost five-sixths of the workforce is employed in direct care roles. Some sub-sectors have a higher proportion of managerial staff, reflecting the higher

³⁰ As identified in the report a small number of those in paid employment are not currently covered, including personal assistants employed under self-directed support (SDS), childminding assistants and central and strategic staff working for private and voluntary sector care providers.

proportions of more senior staff working in those sub-sectors. Other sub-sectors have higher proportions of ancillary staff, reflecting the nature of those sub-sectors which may have more of a support role or have physical infrastructure to maintain.

Most of the workforce have permanent contracts (83%) and around 11% of the workforce appear to be on zero hours contracts or equivalent.

Slightly more than half are in full time positions (52%) and the median number of hours worked is 32.5.

Of the key job groups investigated in this report, local authority social workers are most numerous in fieldwork services for children while occupational therapists are most numerous in fieldwork services for adults. Nurses are most commonly employed in the care homes for adults sub-sector and with private employers. Teachers are most prevalent in day care of children and with public employers.

8.2 What next?

In winter 2021 we will release detailed data tables to accompany this report so employers and others can analyse data in local authority areas. The tables will allow an in-depth analysis at the level of individual local authority areas. These will be available on our website: <https://data.sssc.uk.com>

We will also publish further datasets in the following months. One will go into more detail on the workforce of children's services and the other will go into more detail on adults' services.

The SSSC will continue to collect the information from the local authority census and receive data from the Care Inspectorate. We will publish an updated report on the workforce as of December 2021 in August 2022.

9 Bibliography

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Appendix A – Background notes

Data sources

Care Inspectorate service lists (as at 1 January 2009-2021) have been used to provide data on:

- the total number of registered services
- whether services were active or inactive
- whether services were run by local authority, private or voluntary organisations
- the postcode of the service, from which we have derived the local authority area where the service is based (we can also present this data at the level of individual health boards).

Annual returns submitted by registered services to the Care Inspectorate (as at 31 December 2008-2020) provided data for the following.

- The total number of staff per registered service (note that these figures include estimates where services did not submit annual returns).
- The characteristics (age, gender, and ethnicity etc) of employees (note that these figures are used as submitted in the employee details sections of the annual returns and no estimation has been carried out to cater for non-response). We use percentages in this report to present these data items; the detailed data tables and online visualisation on our website gross up this data to account for the non-response.

Please see the notes below for more details of the estimates for missing data and what this means for interpreting the figures presented in this report.

The SSSC does not count the data from inactive services as part of the workforce. This differs from the way the Care Inspectorate reports on services, such as in its early learning and childcare publications. So, there may be a difference between figures produced by the two organisations.

The Care Inspectorate collects annual returns primarily to assist with inspection purposes for individual services, however, you can also aggregate the data collected to produce summary information and provide a statistical overview of services. We supplement this with the Staff of Scottish Local Authority Social Work Services Census data that we collect directly from local authorities. We use this to provide figures on the number of filled posts (as at 7 December 2020) in non-registered local authority social work services and the characteristics (age, gender, ethnicity etc) of employees in these non-registered services.

Notes: Care Inspectorate annual returns

Not all services have submitted an annual return to the Care Inspectorate. This means there are some gaps in the data which we need to take account of or be aware of.

For the total number of staff as at December 2020, we corrected or estimated figures for around 3% of the returns received from services. We based these estimates on either:

- historic data for the same service where this was available, or
- the median value of staff figures for similar services, or
- capacity ratios (people who use services/staff) or WTE/staff-count ratios for the service.

The aim of these estimates is to fill in the gaps in a logical and structured way so we can produce overall estimates for total staff numbers per service across each sub-sector and employer type.

Overall, a little over 3% of services needed an estimated/corrected total staff figure as at December 2020, this proportion varied by type of service. See Table 29 for more details.

Table 29: Percentage of services by sub-sector that provided a current staffing figure, 2020

Sub-sector	Response
Adoption services	100.0
Adult day care	88.3
Adult placement services	93.0
Care homes for adults	96.8
Child care agencies	77.8
Childminding	100.0
Day care of children	96.4
Fostering services	98.3
Housing support/care at home	94.1
Nurse agencies	64.3
Offender accommodation services	100.0
Residential child care	94.0
School care accommodation	88.9
Overall	96.6

The data on characteristics of employees (age, gender, ethnicity etc) comes from the staff details section of the annual returns. It is important to note that not every submitted annual return will contain a completed staff details section. We received 183,240 records, 95% of the employment estimate within the annual returns data. There has been no estimating carried out to attempt to fill

in these missing employee records due to the level of complexity involved. This means that the employee characteristic figures in this report are only representative of the services that have provided employee-level returns. So the figures presented may not be entirely representative of the social service sector as a whole. You should use figures on age, ethnicity or gender with caution and as indicative totals only. We combine the Care Inspectorate returns with the data from the local authority census to give a total of 201,030 staff records (96% of the overall staffing estimate). Table 30 provides a breakdown of the response rate for individual data items by sub-sector and also includes the response rates from the local authority census. The response rate represents the number of returns received for each data item as a percentage of the total headcount for each sub-sector.

There are differences in the levels of response rates between different sub-sectors and for different data items. The most problematic items are ethnicity and disability.

Table 30: Response rates by sub-sector, 2020

Sub-sector	Age	Gender	Ethnicity	Disability	Job function	Contract	Hours	Start date in post
Adoption services	92	100	80	88	100	100	100	100
Adult day care	87	91	78	83	91	91	91	91
Adult placement services	82	88	74	76	88	88	88	88
Care homes for adults	91	97	76	88	97	97	97	97
Central and strategic staff	100	100	84	60	100	99	100	72
Child care agencies	82	85	79	81	85	85	85	85
Childminding	82	82	79	80	82	0	82	0
Day care of children	94	98	89	94	98	98	98	97
Fieldwork service (adults)	100	100	81	56	100	100	100	85
Fieldwork service (children)	100	100	66	46	100	95	100	83
Fieldwork service (generic)	100	100	78	50	100	98	100	61
Fieldwork service (offenders)	100	100	76	54	100	98	100	83
Fostering services	88	94	79	82	94	94	94	94
Housing support/care at home	84	89	64	73	95	95	95	95
Nurse agencies	79	82	57	79	82	82	82	82
Offender accommodation services	95	100	78	81	100	100	100	100
Residential child care	90	95	79	84	95	95	95	95
School care accommodation	95	96	46	44	96	94	96	96
Overall	89	94	74	80	96	94	96	92

Notes: Local Authority Social Work Services (LASWS) Census

More formally known as the Staff of Scottish Local Authority Social Work Services census, the SSSC took responsibility for collecting this data in 2011. We changed the reference date from the first week in October to the first week in December to bring it closer to the reference date for the annual returns. We also reduced the scope of the census to remove overlap with the annual returns.

On 1 April 2012, Highland Council and NHS Highland integrated their care services, with Highland Council taking the lead role in children's services and NHS Highland taking the lead role for adult's services. Most of those previously working in adult's services for the local authority no longer appear in the census.

Many local authorities have made changes to the structure of their support services. As a result, support staff previously considered part of social work departments have moved to a central reporting structure. While they may still engage in the same tasks, the reporting systems that inform the census can no longer allocate them to the social work department. In some authorities, this has been reversed later or other reclassifications such as the reabsorption of ALEOs has taken place. This goes some way to explain the large drops in the number for central and strategic staff and generic fieldwork services over time, and sudden recoveries.

Limitations to the data

Limitations resulting from missing/estimated data

We round all estimated total staff figures to the nearest 10 to express the uncertainty inherent in these estimates. Statistical rounding (round half towards even) is used so figures of five or less will appear as zero.

Impacts resulting from definitional issues

It is important to note that figures presented on total numbers of staff from the Care Inspectorate annual returns and the LASWS census are a count of the staff working in each post within a service. If an individual works for more than one service or employer, or in more than one post, the person is likely to be counted more than once. So the figures presented on headcount are not a precise count of the number of separate individuals working in the social service sector. From Care Commission (now Care Inspectorate) annual returns data as at December 2008 we estimate that this double counting of individuals accounts for approximately 2% of the headcount figure.

Applying this 2% estimate to the total headcount figure of around 209,690 means that we can estimate the total number of individuals in the sector to be around 205,500.

WTE calculation

We calculate WTE by computing the mean number of hours worked by each employee, dividing by 37.5 and then multiplying by the staffing estimate. Due to differential non-response rates, WTE estimates may differ when using different disaggregations. We disaggregate by sub-sector and then sum the resulting estimates to give the total estimate.

Stability index calculation

In theory, the stability index is calculated by matching records from year to year to find the percentage of people in the current year's data that were in the previous year's data. However, since we do not have a unique person identifier in the data we collect, we use an alternative formulation, using the start date in post variable.

We calculate the proportion of staff in the current year's data who have been in post for a year or more (defined as 365 days). We then multiply this by the staffing estimate for the current year divided by the staffing estimate for the previous year. This may be viewed as the proportion of staff in post for a year or more multiplied by the growth rate of staff.

It can be proven that the stability index and the turnover rate will sum to 100% if there are no in-year leavers and no overall growth rate in the staff.

Definitions of sub-sectors

It should be noted that the definitions for individual sub-sectors are those used by the SSSC, which are not in all cases the same as those used by the Care Inspectorate (for example, school care accommodation services and residential child care services).

Table 31: Definition of sub-sectors used in this report

Sub-sector	Definition
Adoption service	A service that makes arrangements in connection with the adoption of children. This does not include services in which the proposed adopter is a relative of the child.
Adult day care	Day care services can be provided from registered premises in a variety of settings.
Adult placement service	Adult placement services provide or arrange accommodation for vulnerable adults (aged 18 or over) in the homes of families or individuals, together with personal care, personal support, or counselling or other help, provided other than as part of a planned programme of care.
Care homes for adults	Care homes relating to, for example, alcohol and drug misuse, learning disabilities, mental health problems, older people, physical and sensory impairment, respite care and short breaks.
Central and strategic staff	Staff with a strategic and/or central role, including senior management, administrators and support staff.
Child care agency	Child care agencies supply or introduce to parents a carer who looks after a child or young person up to the age of 16, wholly or mainly in the home of that child's parent or parents. For example, nanny agencies and home-based childcare services or sitter services.
Childminding	A childminder is a person that looks after at least one child (up to the age of 16 years) for more than a total of two hours per day. The childminder looks after the child on domestic premises for reward but not in the home of the child's parent(s). A parent/relative/foster carer of the child cannot be regarded as his/her childminder.
Day care of children	A service which provides care for children on non-domestic premises for a total of more than two hours per day and on at least six days per year. It includes nursery classes, crèches, after school clubs and play groups. The definition does not include services which are part of school activities or activities where care is not provided such as sports clubs or uniformed activities such as Scouts or Guides.
Fieldwork service (adults)	Fieldwork staff in divisional and area offices who work mainly with adults. This includes teams who specialise in older people and learning disabilities.
Fieldwork service (children)	Fieldwork staff in divisional and area offices who work mainly with children and families. This includes teams who specialise in children at risk and youth offending.
Fieldwork service (generic)	Fieldwork staff in divisional and area offices with no specialised role. May work across other disciplines.

Fieldwork service (offenders)	Fieldwork staff in divisional and area offices who work with offenders. Also known as criminal justice social work. Elsewhere in the UK probation officers do some of this work.
Fostering service	Fostering agencies may provide substitute care where a child's family is unable to provide care. They may provide complementary care to provide additional opportunities for a child or to give parents a break. These carers are sometimes called respite or family placement carers. The term foster care describes all these situations.
Housing support/care at home	<p>Housing support: A service which provides support, assistance, advice or counselling to enable an individual to maintain their tenancy. Housing support can be for people living in ordinary homes, sheltered housing, hostels for the homeless, accommodation for the learning disabled, women's refuges and shared dwellings.</p> <p>Care at home: A service which delivers assessed and planned personal care and support which enables the person to stay in their own home.</p> <p>Many of these services register jointly with the Care Inspectorate so we present them as a combined sub-sector.</p>
Nurse agency	Nurse agencies introduce and supply registered nurses to independent and voluntary sector health care providers and to the NHS in Scotland.
Offender accommodation service	A service which provides advice, guidance or assistance to people such as ex-offenders, people on probation or those released from prison, who have been provided accommodation by a local authority.
Residential child care	These services are care homes for children and young people, special school accommodation services, and secure accommodation services for children looked after away from home.
School care accommodation	This includes boarding schools and school hostels (but not services for children looked after away from home).

The following table maps the SSSC definitions of the sub-sector to the Care Inspectorate definitions of care services and, where appropriate, subtypes if it is split. For example, the adult day care sub-sector is the 'other than care at home' subtype of the 'support service' category.

Table 32. SSSC to Care Inspectorate definitions

SSSC sub-sector	Care Inspectorate service and subtype
Adoption service	Adoption service
Adult day care	Support service: other than care at home
Adult placement service	Adult placement service
Care homes for adults	Care home service: Alcohol and drug misuse Care home service: Blood borne virus Care home service: Learning disabilities Care home service: Mental health problems Care home service: Older people Care home service: Physical and sensory impairment Care home service: Respite care and short breaks
Child care agency	Child care agency
Childminding	Child minding
Day care of children	Day care of children
Fostering service	Fostering service
Housing support/care at home	Housing support service Support service: Care at home
Nurse agency	Nurse agency
Offender accommodation service	Offender accommodation service
Residential child care	Care home service: children and young people School care accommodation service: Residential special school Secure accommodation service
School care accommodation	School care accommodation service: Mainstream residential school School care accommodation service: School hostel

Technical glossary

A number of technical terms appear in this document. Table 33 gives definitions for these terms.

Table 33: Glossary of technical terms

Term	Definition
Median	A type of average. If all the values in a data set are ranked in order, the middle value will be the median. When there is an even number of data items, the values of the two middle values are averaged using the mean. At least half of the values will be greater than or equal to the median.
Mode	A type of average. The most common value in a set of data. A peak in a distribution will be at the mode.
Histogram	A form of bar chart where the bars represent counts of items within value ranges. They are useful for describing distributions.
Economies of scale	An effect where cost savings are made in larger organisations due to fuller and more efficient use of resources.

Appendix B – Core Minimum Data Set (CMDS)

These are the common data standards underpinning the local authority social work services census and the Care Inspectorate’s annual returns from care services. We use them to ensure consistency between the two collections. We do not collect every single data item from all data sources. The data items are listed below.

- Employer data set (3):
 - unique employer identifier
 - employing organisation name
 - organisation type.
- Unit dataset (4):
 - unique unit identifier
 - unit name
 - unit postcode
 - induction training offered.
- Person dataset (11):
 - unique employee identifier
 - start date with employing organisation
 - employee status
 - gender
 - ethnic group
 - date of birth
 - disability indicator
 - home postcode
 - qualifications held:
 - year qualification awarded
 - qualifications in progress
 - target completion date (year).
- Post dataset (14):
 - start date in post
 - entry source
 - (main) focus of service provision
 - (main) employee service user group
 - job title
 - (main) job function
 - SSSC registration category
 - pay/salary:
 - gross annual wage or
 - gross hourly wage
 - contract type
 - contracted hours

- (main nature of) working hours pattern
- end date in post
- leaving destination
- main reason for leaving.

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All the SSSC's workforce data, information and intelligence have been brought together in one easily accessible data website which includes our workforce data publications, data by area and interactive data visualisations that you can customise: <https://data.sssc.uk.com/>

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