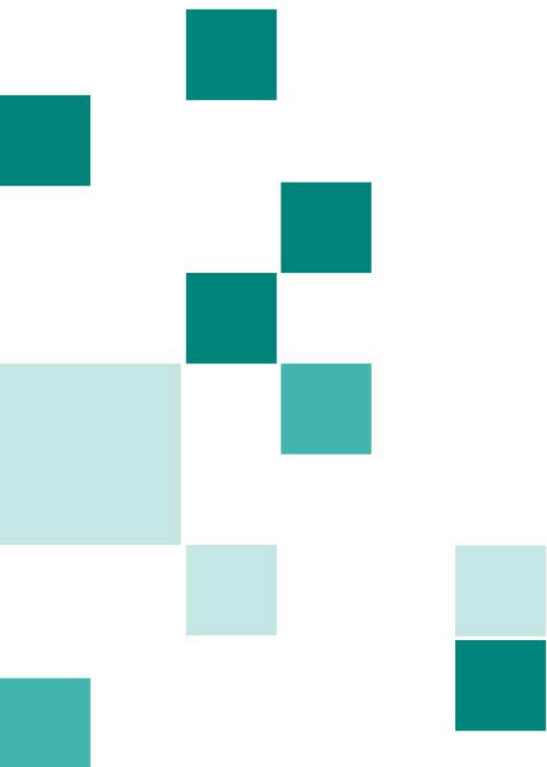


Scottish Social Service Sector: Report on 2021 Workforce Data

An Official Statistics Publication for Scotland

Published 30 August 2022



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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, 2022) the term 'home care' is used to refer housing support tasks while retaining a similar 'housing support' term. Work to improve the consistency of statistics on the sector is underway.

1 Executive summary

This is the 14th workforce data report published by the SSSC and the 11th which are a 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 2021.

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 2008-2020.

As well as this report, the SSSC will publish more detailed tables in late 2022, 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 dropped slightly to 208,360, a fall of 0.6% since 2020. The social service workforce makes up approximately 7.9% of all Scottish employment.
- This decrease has been driven mainly by decreases to the care homes for adults and housing support/care at home sub-sectors, while the day care of children sub-sector grew greatly in contrast.
- The whole time equivalent (WTE) measure of the workforce is 159,150, a decrease of 0.1% since 2020.
- The stability index of the workforce is 75.5%. This means just over three-quarters 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 (28).
- The percentage of men working in the sector is 15%, although it is around double or greater that proportion in criminal justice social work 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 33 and 53% of the workforce work full time (more than 30 hours per week).

2 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 2021.

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.

2.1 Context

The calendar year 2021 was an unprecedented year of challenge and change for the social service sector in Scotland including:

- The continuing 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 2021 (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. Changes to registration rules¹ allowed a wider pool of people to become part of

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

the workforce, and deployed quickly where needs arose, but these were ended in April 2022.

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.

2.2 Changes to this report

There have been no changes to this report this year.

2.3 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.

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. We identified an issue with a provider of services across a range of sub-sectors involved in the care of children. It was found that a primary service reported on behalf of the group and we had imputed staffing figures for the other services, causing some double counting – around 170 extra staff in 2020. These services now report individually, and the double counting is no longer present.

2.3.1 Local Authority Social Work Services (LASWS) Census

Angus Council noted that any sickness absence related to COVID-19 is recorded separately and therefore will not be reflected in the employee status.

Dumfries and Galloway Council may have provided an overestimate of business support staff due to a change in structure within the council. It was also identified that 17 other staff had been omitted from the council's 2020 return in error.

East Renfrewshire Council noted a significant increase in staff this was because during the pandemic previously vacant roles were filled or realigned to create additional capacity across the HSCP. In addition to this the HSCP invested in services to ensure continued delivery of frontline services during a time of increased demand.

City of Edinburgh Council noted a significant increase in business support staff due to new areas of support being provided. In addition, some senior social workers have been reclassified from generic to children's fieldwork services. Highland Council recorded a large fall in fieldwork services for children at a headcount level, but not in WTE where it was a modest fall.

Orkney Islands Council noted an increased WTE due to staff taking up additional hours to cover COVID-19 pressures.

2.4 Corrections

There are no corrections to note.

3 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.

3.1 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 2 and Appendix A for more details.

Figure 1: Time series showing the total Scottish social service workforce, 2012-2021

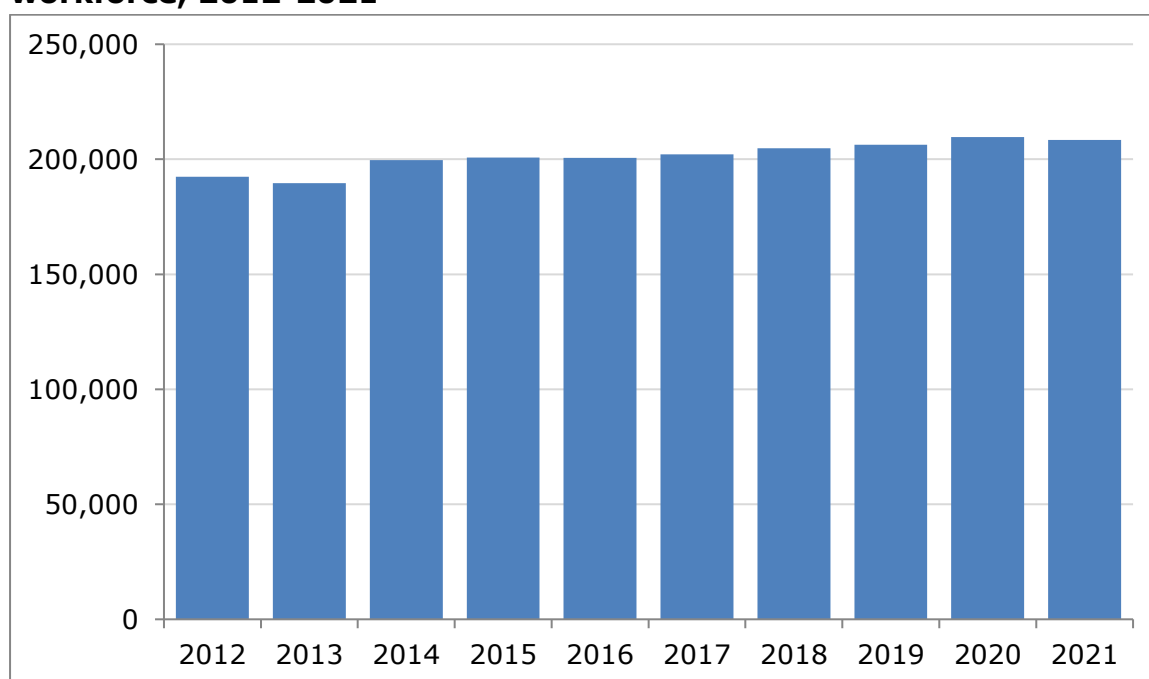


Table 1 presents an overview of the sector's workforce by sub-sector for 2012, 2020 and 2021, as well as the percentage change over the 10 yearly snapshots since 2012. Some sub-sectors have grown while others have shrunk quite markedly in contrast to the overall picture shown in Figure 1.

Table 1: Headcount² of the Scottish social service workforce 2012, 2020 and 2021

Sub-sector	2012	2020	2021	Change since 2012
Adoption services	430	420	440	2.3%
Adult day care	8,420	6,650	6,170	-26.7%
Adult placement services	170	200	180	4.7%
Care homes for adults	54,220	52,920	51,010	-5.9%
Central and strategic staff	3,370	2,450	2,800	-16.9%
Child care agencies	400	140	120	-69.2%
Childminding	5,810	4,300	3,960	-31.9%
Day care of children	30,630	38,300	41,180	34.5%
Fieldwork service (adults)	5,280	5,340	5,480	3.7%
Fieldwork service (children)	5,550	5,920	5,820	5.0%
Fieldwork service (generic)	2,840	2,140	2,200	-22.5%
Fieldwork service (offenders)	2,070	1,950	2,050	-1.1%
Fostering services	980	840	840	-15.0%
Housing support/care at home	62,230	74,870	73,120	17.5%
Nurse agencies	1,440	3,270	3,420	137.8%
Offender accommodation services	140	100	110	-24.8%
Residential child care	7,170	8,650	8,200	14.4%
School care accommodation	1,200	1,240	1,260	4.6%
Total	192,360	209,690	208,360	8.3%

Table 1 shows that between 2020 and 2021 the number of staff in the sector decreased by approximately 0.6% (-1,330) to 208,360. Despite this reduction the size of the workforce is still at its second largest level, giving an overall increase in the workforce of 8.3% in the 10 yearly snapshots since 2012. The decrease in the workforce between 2020 and 2021 is comprised of a large net decrease in the workforce of continuing services (-2,150) opposing a modest net increase in the headcount of services that are new or no longer operating (+250) and a modest increase in the local authority social work service workforce (+560). The official estimate for total Scottish employment for the fourth quarter of 2021 is 2,647,000 (Scottish Government, 2022). As a result, the social service sector makes up 7.9% of employment in Scotland, or roughly 1 in 13 jobs.

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.

Between 2020 and 2021, half of the sub-sectors (9 of 18) recorded a decrease in the estimated headcount. The largest absolute decrease was in care homes for adults with a decrease of 1,910 while the largest relative decrease was in adult placement services with a decrease of 11.5%. The largest absolute increase in the workforce was in day care of children, with an increase of 2,880, while the largest relative increase was in local authority central and strategic staff with an increase of around 14.1%.

The large fall in the care homes for adults sub-sector means the size of the sub-sector is now the lowest since these reports began and contributes to a shrinkage of the workforce of 5.9% since 2012. The housing support/care at home sub-sector saw a similarly sized fall of 1,750 but it has still seen significant growth since 2012.

The very large increase in the day care of children sub-sector continues the growth seen in recent years due to the implementation of increased provision of free early learning and childcare. It is the largest the sub-sector has been and there has been a growth of 34.5% since 2012. The growth has primarily been in public sector provision.

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 63% of the workforce and childcare services (child care agencies, childminding and day care of children) account for around 22% of the workforce.

Since 2012, some sub-sectors have seen a large amount of growth, while others have shrunk dramatically. Adult day care and childminding both had more than 3,000 staff in 2012 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). Local authority central and strategic staff and generic fieldwork services have also seen sizeable falls since 2012. 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.

The number of active childminders has continued to fall this year, below 4,000 for the first time, and overall has fallen by almost 32% since 2012, when the sub-sector was at its largest. 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 2020' (Care Inspectorate, 2022).

Day care of children, housing support/care at home and residential child care all had workforces of more than 3,000 in 2012 and have seen an increase of 14% 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, however, the rise of the day care of children's sub-sector is now of a similar absolute size.

3.2 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, 2021

Sub-sector	WTE (37.5 hours)	Headcount (HC)	Ratio
Adoption services	330	440	0.76
Adult day care	4450	6,170	0.72
Adult placement service	140	180	0.79
Care homes for adults	39,870	51,010	0.78
Central and strategic staff	2,390	2,800	0.85
Child care agencies	40	120	0.32
Childminding	3,710	3,960	0.94
Day care of children	31,900	41,180	0.77
Fieldwork services (adults)	4,680	5,480	0.85
Fieldwork services (children)	5,050	5,820	0.87
Fieldwork services (generic)	1,640	2,200	0.74
Fieldwork services (offenders)	1,780	2,050	0.87
Fostering services	690	840	0.82
Housing support/care at home	52,630	73,120	0.72
Nurse agencies	1,880	3,420	0.55
Offender accommodation services	90	110	0.83
Residential child care	6,800	8,200	0.83
School care accommodation	1,090	1,260	0.87
All	159,150	208,360	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 before rising again over the last couple of years. While the headcount decreased by 0.6% between 2020 and 2021 the WTE only saw a marginal decrease, by 0.1%. Since 2012, the headcount has increased by 8.3% while the WTE has increased by 9.3%.

Table 3: WTE and headcount figures for the Scottish social service workforce, 2012-2021

Year	WTE (37.5 hours)	Headcount (HC)	Ratio of WTE to HC
2012	145,670	192,360	0.76
2013	143,410	189,670	0.76
2014	150,050	199,670	0.75
2015	150,310	200,710	0.75
2016	150,540	200,650	0.75
2017	150,960	202,090	0.75
2018	153,390	204,710	0.75
2019	155,270	206,320	0.75
2020	159,260	209,690	0.76
2021	159,150	208,360	0.76

3.3 Services

The number of active registered services at the time of data collection is in Table 4. Since 2020, the total number of services has fallen slightly. Of the 13 sub-sectors covered by registered services, five had fewer services, three had a larger number of services and five remained constant between 2020 and 2021. There was a sizeable fall in the number of childminding services between 2020 and 2021 (-8.1%), contributing to the 33.0% fall since 2012. This is discussed in the previous section.

Since 2012, there has been an 15.0% reduction in services overall, though this varies quite markedly by sub-sector. Of note is that there are 17.5% fewer care homes for adults services despite the workforce only falling by 5.9%, and there are 8.9% fewer day care of children services despite an increase in the workforce of 34.5%.

Table 4: Number of active services registered with the Care Inspectorate at 31 December 2012, 2020 and 2021

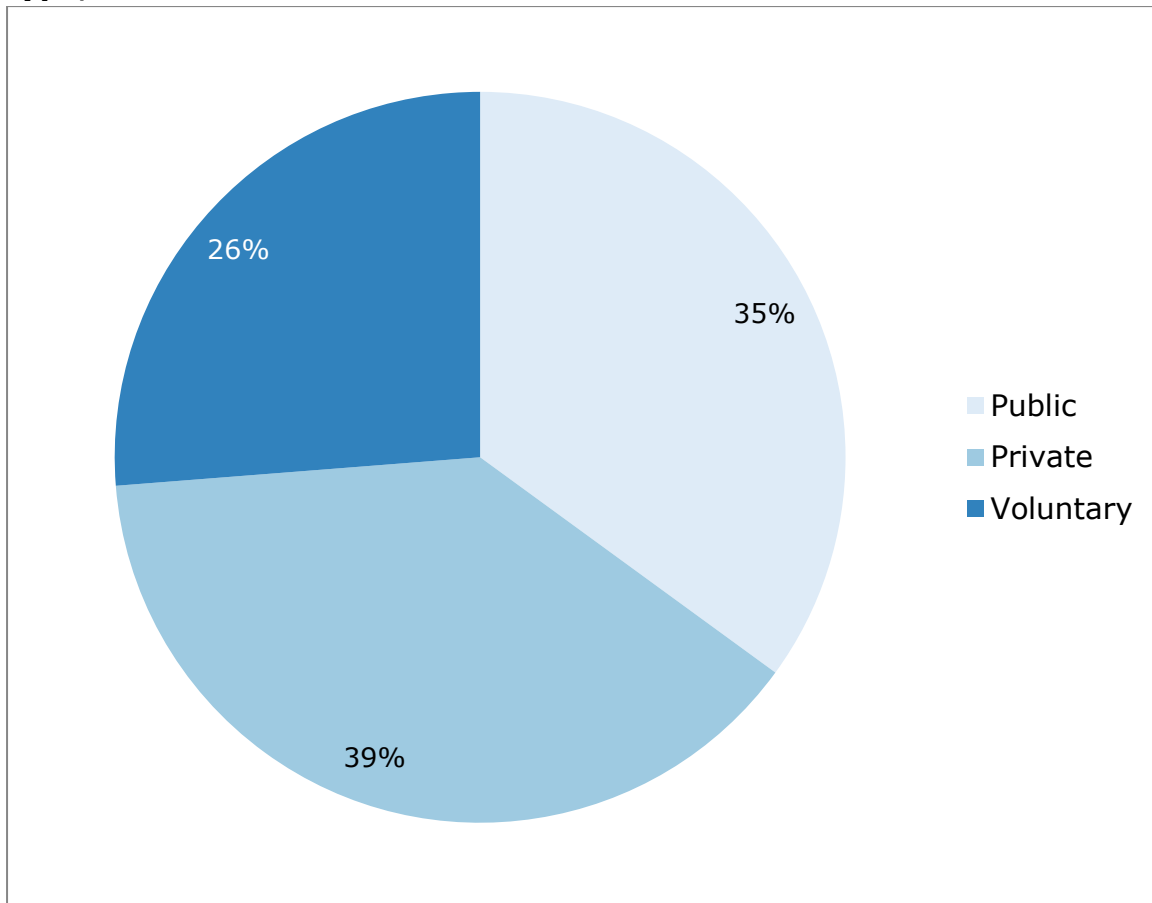
Sub-sector	2012	2020	2021	Change since 2012
Adoption services	39	38	38	-2.6%
Adult day care	536	412	393	-26.7%
Adult placement services	37	71	71	91.8%
Care homes for adults	1,278	1,072	1,054	-17.5%
Child care agencies	35	18	17	-51.4%
Childminding³	5,807	4,236	3,891	-33.0%
Day care of children	3,880	3,554	3,536	-8.9%
Fostering services	62	59	59	-4.8%
Housing support/care at home	1,851	2,093	2,151	16.2%
Nurse agencies	44	112	117	165.9%
Offender accommodation services	9	5	5	-44.4%
Residential child care	285	365	375	31.6%
School care accommodation	27	27	27	0.0%
Total	13,810	12,062	11,734	-15.0%

3.4 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 similar to last year, though the public sector share has increased and the voluntary has decreased. The public sector saw large absolute and relative increases (2,300, +3.2%), while sizable decreases are seen in both the private (-1140, -1.4%) and voluntary (-2,490, -4.4%) sectors. The drivers of these changes differ however, with day care of children primarily responsible in the public sector, care homes for adults in the private sector and housing support/care at home in the voluntary sector. We provide greater detail on breakdowns by employer type later in chapter 5.

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.

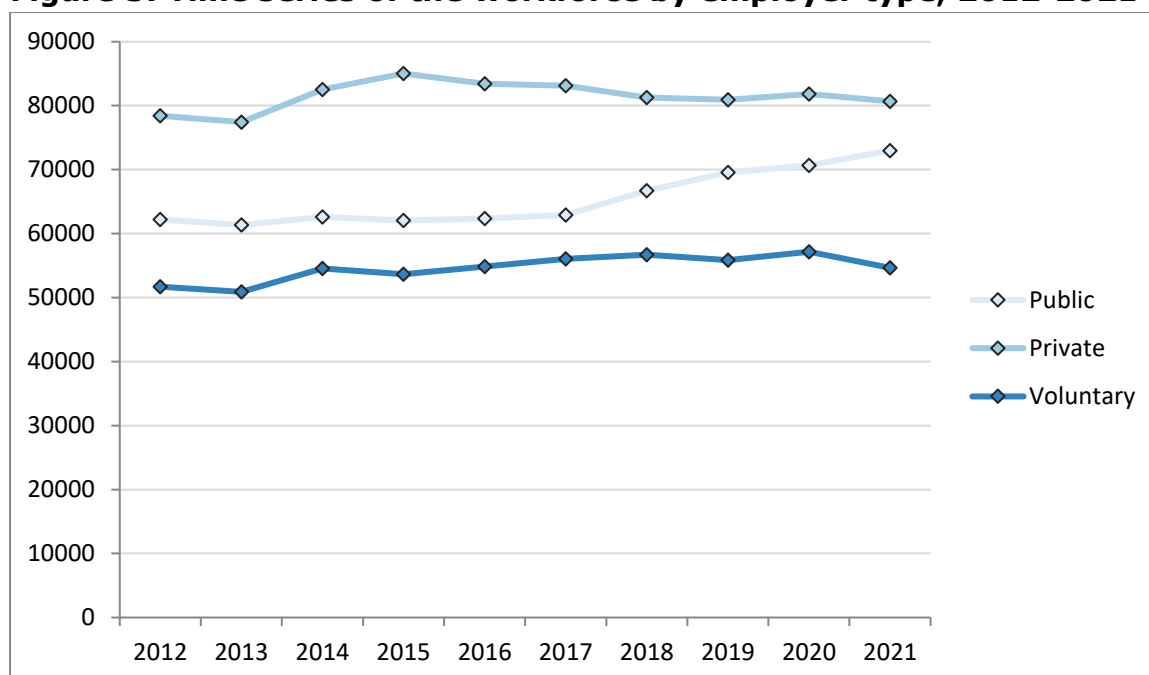
Figure 2: Scottish social service workforce - estimated split by employer type, 2021



The trends in provision over time differ by employer type. The public sector has been relatively flat until a rapid growth since 2017. The private sector has seen a steady fall in size since 2015. The voluntary sector has fluctuated somewhat, but has seen a modest rise over time, despite the large fall this year.

The public sector is now the largest it has been since these reports began, with early declines now reversed due to increases in day care of children provision and, to some extent, reclassification when ALEOs got brought back in-house in recent years. This can be seen in Figure 3.

Figure 3: Time series of the workforce by employer type, 2012-2021



3.5 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 2021 the 11,734 active registered services were distributed among 6,429 service providers. Excluding childminders there were 7,843 active registered services under 2,538 service providers.

3.6 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, 2021

Group	Estimate
Childminding assistants	470
Volunteers (public)⁴	120
Volunteers (private)	160
Volunteers (voluntary)	1,460

⁴ Registered services only

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.

3.7 Key messages

- The estimate for the number of people working in the sector in 2021 is 208,360.
- This represents a fall of 0.6% on the 2020 figure.
- The estimate for the WTE of people working in the sector is 159,150.
- The day care of children sub-sector saw the largest actual rise in headcount.
- Care homes for adults 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.
- Only the public sector grew in size; this was driven by the rise in the day care of children sub-sector.
- The private sector shrunk largely due to falls in the care homes for adults sub-sector, while the voluntary sector shrunk largely due to changes in the housing support/care at home sub-sector.

4 Geographic analysis

This chapter provides a picture of the geographical distribution of the workforce in 2021. 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.

4.1 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 number of public and voluntary sector staff, while Edinburgh is the area with the largest number of private sector staff. Fife, North Lanarkshire and South Lanarkshire are the only other areas with workforces of more than 10,000.

In 15 of the 32 local authority areas the size of the workforce increased between December 2020 and December 2021. The South Lanarkshire area saw the largest absolute rise, Highland saw the largest absolute fall. The size of the changes varies from almost none to around 570. The increase in South Lanarkshire is driven largely by increases in the size of the voluntary sector while the decrease in Highland is spread across all employer types. The voluntary sector in Dumfries and Galloway (-720) has shrunk notably, making the private sector the largest there once again.

Table 6: Headcount by local authority area and employer type, 2021

Local authority area	Public	Private	Voluntary	Total
Aberdeen City	1780	3630	2530	7940
Aberdeenshire	3770	4040	1700	9500
Angus	1520	1860	760	4140
Argyll and Bute	1270	1110	710	3090
Clackmannanshire	610	990	500	2100
Dumfries and Galloway	1460	2370	1540	5370
Dundee City	2120	2430	1960	6510
East Ayrshire	2270	1840	1220	5330
East Dunbartonshire	1210	1920	710	3840
East Lothian	1120	1560	1500	4180
East Renfrewshire	1260	1280	560	3100
Edinburgh, City of	4610	8970	7370	20950
Falkirk	2180	2160	810	5150
Fife	4860	6030	2420	13320
Glasgow City	9600	7190	10090	26880
Highland	3180	3580	2090	8840
Inverclyde	1540	1190	880	3610
Midlothian	1100	1520	700	3320
Moray	1320	1220	1270	3810
Na h-Eileanan Siar	860	90	290	1240
North Ayrshire	2590	2340	900	5840
North Lanarkshire	4120	4430	3310	11850
Orkney Islands	1060	80	120	1260
Perth and Kinross	1570	2470	1810	5850
Renfrewshire	2330	2750	2390	7480
Scottish Borders	1480	1180	1270	3930
Shetland Islands	1470	30	170	1670
South Ayrshire	1600	2420	940	4960
South Lanarkshire	4240	4710	2000	10950
Stirling	1040	1350	970	3360
West Dunbartonshire	1990	920	420	3330
West Lothian	1830	2760	760	5340
Outwith Scotland⁵	0	290	10	300
Total	72980	80700	54680	208360

4.2 Employer types

Figure 4 shows the proportion of staff in each local authority area from the different employer types in 2021. The three island areas, Orkney, Shetland and Na h-Eileanan Siar, continue to have the highest proportion of staff working in

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

the public sector. In each of these authorities the public sector employs over 69% 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, the smallest being City of Edinburgh and Aberdeen City at 22%, the latter being 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, 2021

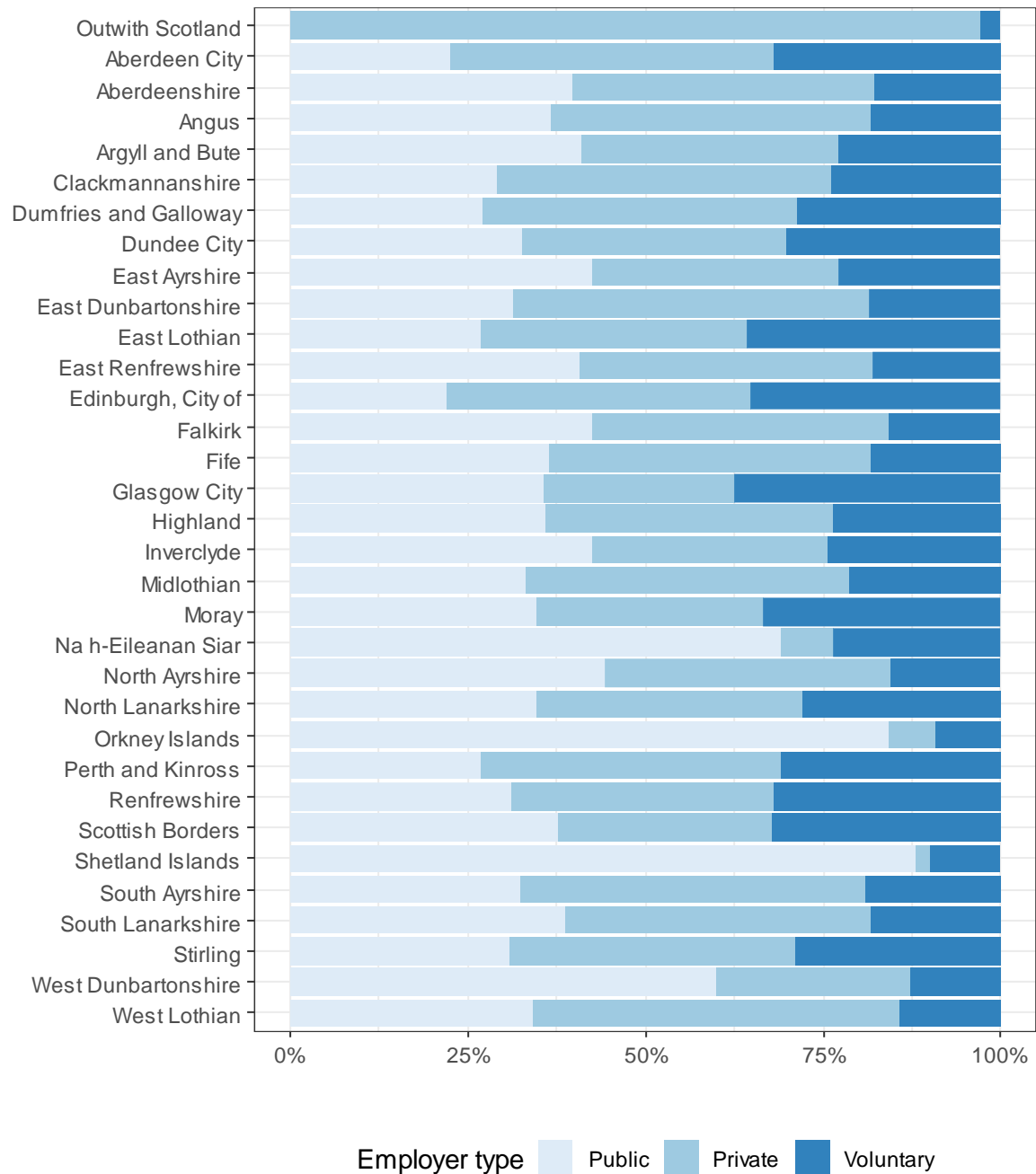
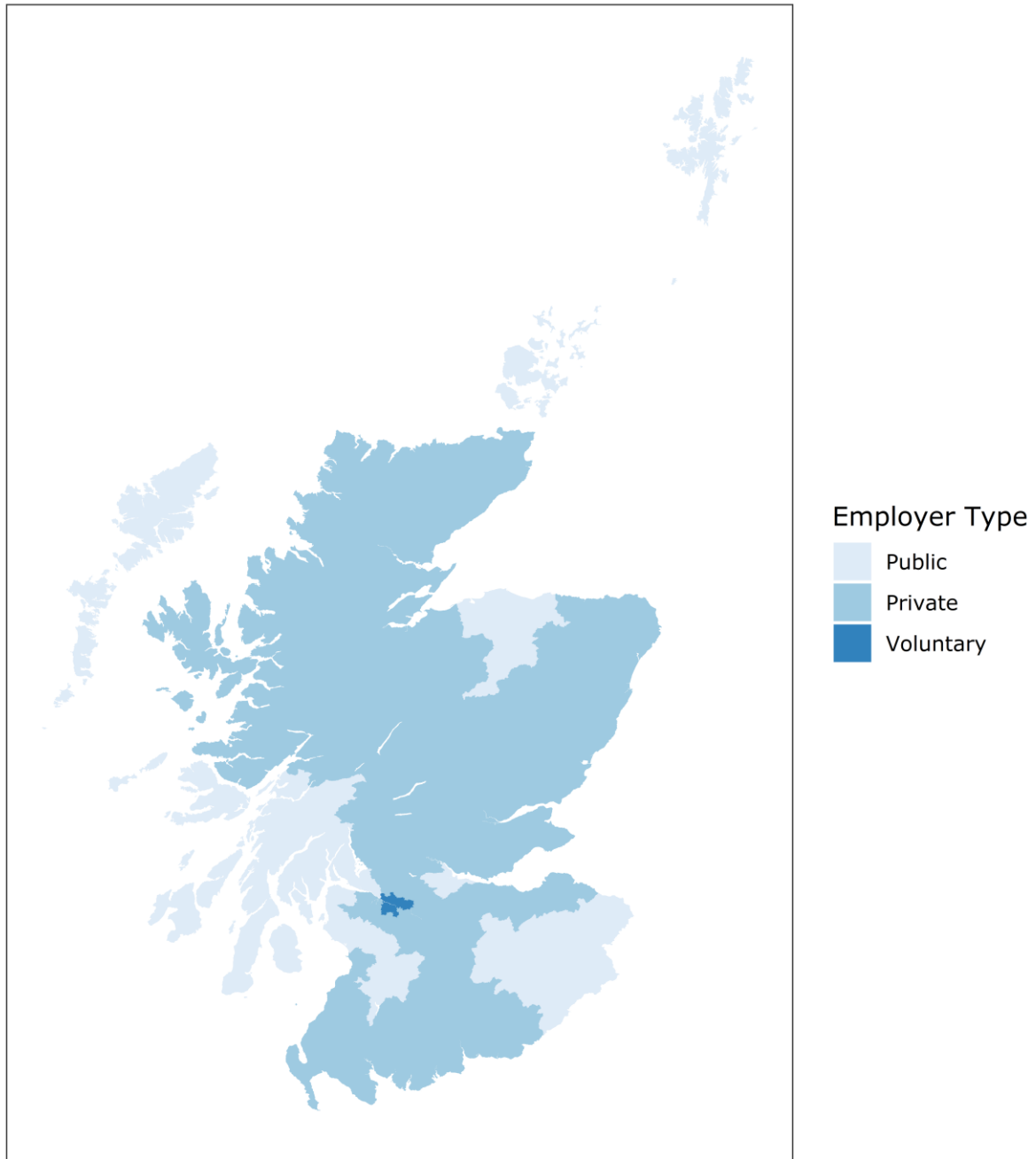


Figure 5 shows the largest employer type by local authority area. In total, the public sector is the largest employer in 11 areas, 20 have the private sector as

the largest employer and one (Glasgow City) has the voluntary sector. This is a slight change from last year. Falkirk and Moray now have the public sector as the largest employer rather than the private sector. Dumfries and Galloway has the private sector as the largest employer instead of the voluntary.

Figure 5: Map of Scotland with local authority areas coloured by largest employer type, 2021



4.3 WTE density

We can use the 2021 mid-year population estimates (National Records of Scotland, 2022) 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 greatest to the smallest is just over 1.8 to 1. Table 7 shows the data used in this figure.

Figure 6: Map of Scotland with local authority areas coloured by WTE density, 2021

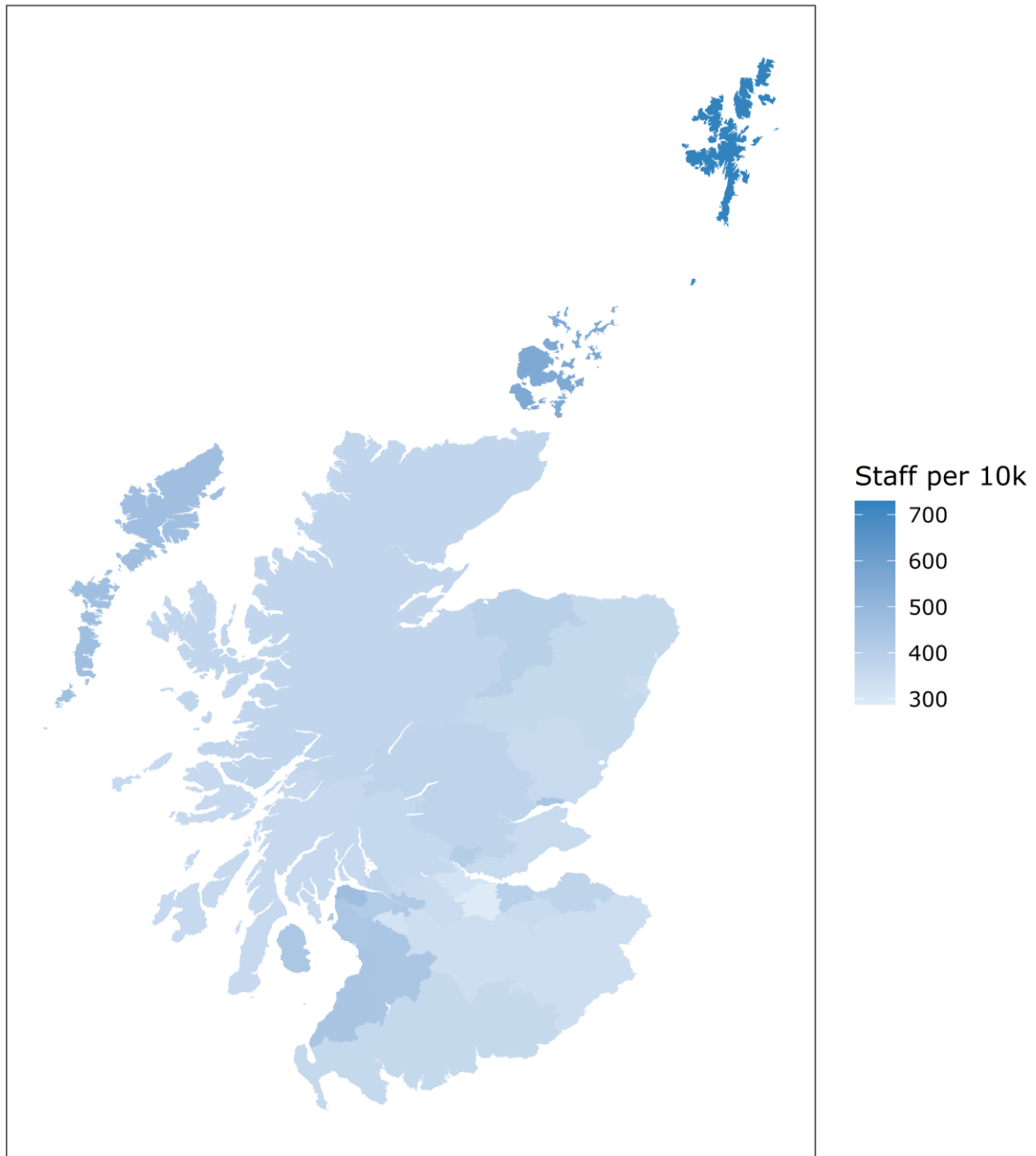


Table 7: WTE densities by local authority area, 2021

Local authority	Population	WTE	Density (per 10k)
Aberdeen City	227,430	6,150	270
Aberdeenshire	262,690	6,760	257
Angus	116,120	3,170	273
Argyll and Bute	86,220	2,200	255
Clackmannanshire	51,540	1,670	325
Dumfries and Galloway	148,790	3,980	267
Dundee City	147,720	5,120	346
East Ayrshire	122,020	4,040	331
East Dunbartonshire	108,900	2,980	274
East Lothian	109,580	3,170	289
East Renfrewshire	96,580	2,410	249
Edinburgh, City of	526,470	16,050	305
Falkirk	160,700	4,080	254
Fife	374,730	10,240	273
Glasgow City	635,130	20,510	323
Highland	238,060	6,520	274
Inverclyde	76,700	2,690	351
Midlothian	94,680	2,650	280
Moray	96,410	2,740	284
Na h-Eileanan Siar	26,640	780	295
North Ayrshire	134,220	4,550	339
North Lanarkshire	341,400	9,320	273
Orkney Islands	22,540	720	320
Perth and Kinross	153,810	4,680	304
Renfrewshire	179,940	5,980	332
Scottish Borders	116,020	2,780	240
Shetland Islands	22,940	960	420
South Ayrshire	112,450	3,820	339
South Lanarkshire	322,630	8,850	274
Stirling	93,470	2,600	278
West Dunbartonshire	87,790	2,550	291
West Lothian	185,580	4,300	231
Scotland	5,479,900	159,030	290

4.4 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 11 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 local authority areas (Orkney Islands, Shetland Islands and Na h-Eileanan Siar).
- The private sector is the largest employer in most (20) of the local authority areas.
- The voluntary sector is the largest employer in one local authority area (Glasgow City).

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

5 Sub-sectoral analysis

This chapter provides a detailed examination and comparison of the different sub-sectors in the Scottish social service sector in 2021.

5.1 Employer types

Figure 7. Treemap of headcount by employer type and sub-sector, 2021

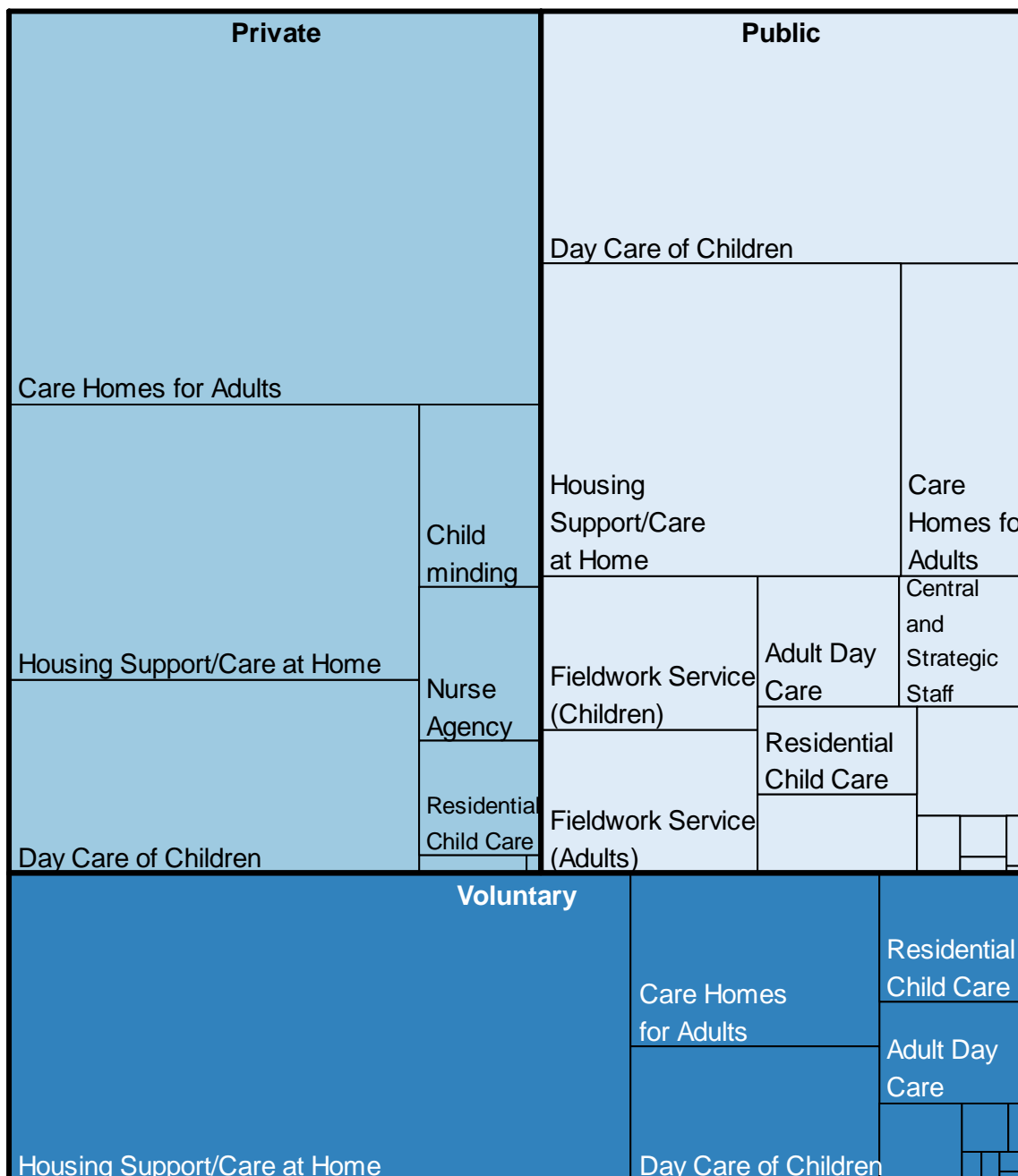


Table 8 gives a breakdown by sub-sector and employer type (public, private and voluntary sectors). All but three sub-sectors have fewer than 10,000 staff and also all but two sub-sectors have a dominant employer type (with more than

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, 2021

Sub-sector	Public	Private	Voluntary	Total
Adoption services	340	-	100	440
Adult day care	3,280	350	2,540	6,170
Adult placement services	140	-	40	180
Care homes for adults	6,700	36,750	7,560	51,010
Central and strategic staff	2,800	-	-	2,800
Child care agencies	0	50	70	120
Childminding	-	3,960	-	3,960
Day care of children	21,330	14,020	5,830	41,180
Fieldwork service (adults)	5,480	-	-	5,480
Fieldwork service (children)	5,820	-	-	5,820
Fieldwork service (generic)	2,200	-	-	2,200
Fieldwork service (offenders)	2,050	-	-	2,050
Fostering services	440	-	400	840
Housing support/care at home	19,730	19,820	33,570	73,120
Nurse agencies	-	3,300	120	3,420
Offender accommodation services	20	-	90	110
Residential child care	2,500	2,450	3,240	8,200
School care accommodation	130	-	1,130	1,260
Total	72,980	80,700	54,680	208,360

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 child care agency, fostering, offender accommodation, residential child care and school care accommodation sub-sectors. Around 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 this sub-sector is the largest part of the public workforce.

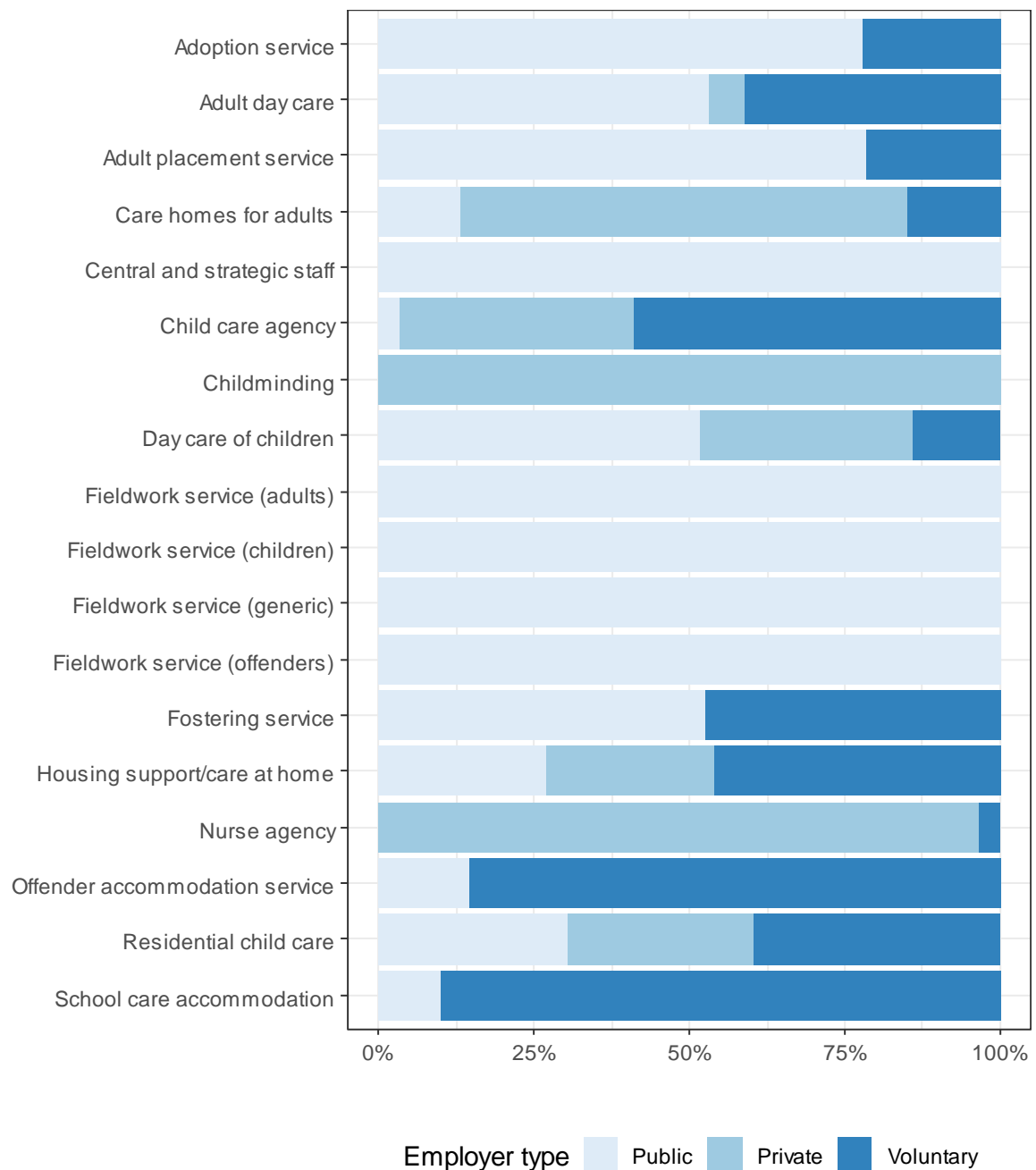
Services that are primarily for children (adoption, child care agency, childminding, day care of children, fieldwork service (children), fostering, residential child care and school care accommodation) account for almost 30% of the workforce.

The private sector is the largest employer type for adults' services at 42%, and second in services for children at 33%, largely reflecting its overall share of the workforce. The public and voluntary sectors differ, with the public sector having

a 49% share of services for children and 28% of services for adults, and the voluntary sector with 17% 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 housing support/care at home and residential child care have a more even mix.

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



5.2 Stability index

It is not possible to calculate turnover as the annual collections do not capture data on staff who join and leave a service wholly between the reference dates. 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 2020 are present in the same post in 2021. More information on how this statistic is calculated can be found in Appendix A.

Table 9 shows the stability index by employer type for 2019, 2020 and 2021. For 2021, 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 75.5%, which means just over three-quarters of staff have been retained in the same service and post type since last year. These figures have decreased compared to the 2020 figures, closer to but still lower than the 2019 ones pre-COVID-19.

Table 9: Stability index by employer type, 2019-2021

Employer type	2019 (%)	2020 (%)	2021 (%)
Public	83.0	84.9	80.9
Private	72.3	76.5	71.6
Voluntary	75.7	81.9	74.0
All	76.8	80.8	75.5

The stability index by sub-sector is given in Table 10. More variation can be seen here than between the employer types. In 2019 and 2020, a stability index for adult placement services could not be calculated. This is due to the adult placement continuing care services issue noted in last year's report. School care accommodation has the highest stability index at 87.6% while nurse agencies have the lowest at 68.9%.

Table 10: Stability index by sub-sector, 2019-2021

Sub-sector	2019 (%)	2020 (%)	2021 (%)
Adoption services	83.9	87.8	87.5
Adult day care	80.5	83.4	77.2
Adult placement service⁷	NA	NA	77.4
Care homes for adults	78.4	81.0	76.0
Central and strategic staff	70.1	73.1	75.9
Child care agencies	43.3	72.0	76.9
Childminding⁸	NA	NA	NA
Day care of children	76.4	78.9	77.0
Fieldwork services (adults)	73.7	84.8	74.6
Fieldwork services (children)	80.3	80.6	70.6
Fieldwork services (generic)⁹	69.6	71.5	71.9
Fieldwork services (offenders)	67.1	84.9	74.6
Fostering services	80.4	85.6	83.8
Housing support/care at home	76.7	82.2	75.4
Nurse agencies	64.7	83.3	68.9
Offender accommodation services	83.7	79.0	81.0
Residential child care	75.9	79.6	71.5
School care accommodation	82.9	83.2	87.6
All	76.8	80.8	75.5

5.3 Staffing levels

Table 11 shows the median staffing levels by sub-sector in registered services in 2021. We can see, for example, that half of all private sector care homes for adults have 49 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 Adult Placement and Continuing Care (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, 2021

Sub-sector	Public	Private	Voluntary
Adoption services	9	-	14
Adult day care	14	9	12
Adult placement services	3	-	3
Care homes for adults	41	49	22
Child care agencies	4	2	14
Childminding¹⁰	-	1	0
Day care of children	10	12	6
Fostering services	12	-	12
Housing support/care at home	32	29	25
Nurse agencies	-	12.5	55
Offender accommodation services	16	-	18
Residential child care	20	11	20
School care accommodation	15	-	20.5

Table 12 shows the distribution of registered services by staffing size band and sub-sector. The largest services (250+) are almost all in the housing support/care at home sub-sector. Care homes for adults are mainly medium to large in size (10-249), while day care of children services are largely small to medium in size (1-24).

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 staffing size band and sub-sector, 2021

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	112	167	56	11	0
Adult placement services	22	7	6	0	0	0
Care homes for adults	11	31	227	359	425	1
Child care agencies	11	2	3	1	0	0
Childminding	3,891	0	0	0	0	0
Day care of children	648	1,149	1,431	296	12	0
Fostering services	6	16	30	6	1	0
Housing support/care at home¹¹	71	183	418	381	385	37
Nurse agencies	23	29	40	9	14	2
Offender accommodation services	0	2	1	1	1	0
Residential child care	8	62	235	50	19	1
School care accommodation	0	7	9	4	6	1
All	4,744	1,613	2,584	1,165	874	42

5.4 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 30% of the sector's workforce.
- Just over three-quarters 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.

¹¹ Only the service that provided staffing data in combined services is counted here. Therefore the sum of these services is lower than the total presented in Table 4.

6 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 97% return rate (approximately 202,000 records), although this does differ between sub-sectors and data items. More details of these differences are set out in Appendix A.

6.1 Age

Table 13 shows the median¹² age of the workforce in the different sub-sectors and by type of employer in 2021 based on the date of birth data we receive.

Table 13: Median age of the workforce by sub-sector and employer type, 2021

Sub-sector	Public	Private	Voluntary	All
Adoption services	50	-	50	50
Adult day care	52	50	44	50
Adult placement services	53	-	50	53
Care homes for adults	50	43	46	45
Central and strategic staff	49	-	-	49
Child care agencies	36.5	38	32	35
Childminding	-	49	-	49
Day care of children	40	28	36	36
Fieldwork service (adults)	49	-	-	49
Fieldwork service (children)	45	-	-	45
Fieldwork service (generic)	50	-	-	50
Fieldwork service (offenders)	47	-	-	47
Fostering services	48	-	47	47
Housing support/care at home	52	41	45	46
Nurse agencies	-	45	54	45
Offender accommodation services	41	-	45	45
Residential child care	47	38	40	42
School care accommodation	54.5	-	47	48
All	47	40	44	43

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

¹² The definition of median is in the glossary (p68).

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 16 and over is 49 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, 2022). 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.

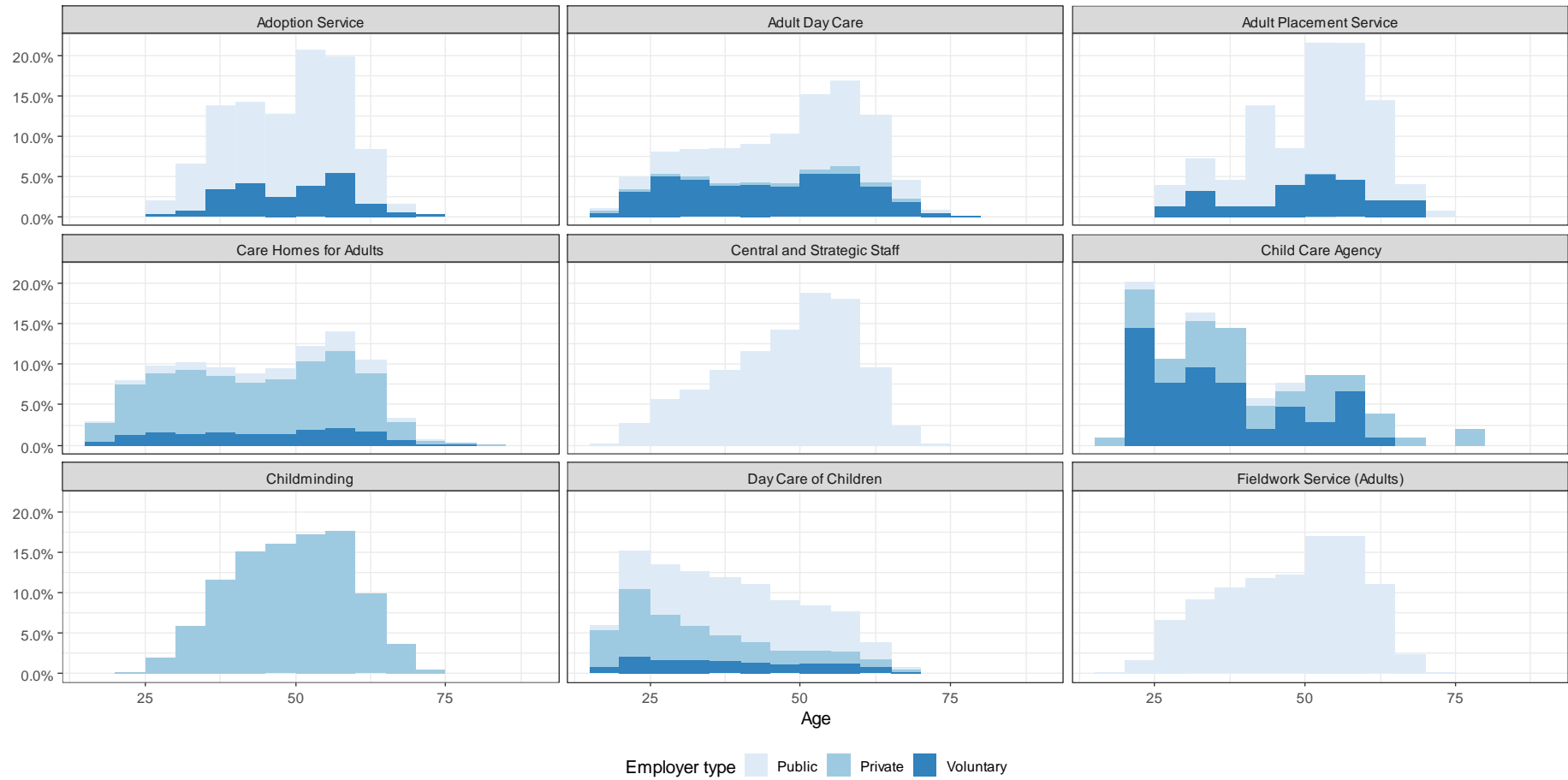
The data in Table 13 presents only a single characteristic of a sometimes complex distribution. Figure 9 however shows the age profile for the workforce for each sub-sector and by employer type. The bars in each chart represent five-year age bands, for example people aged 25-29 are represented by one 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.

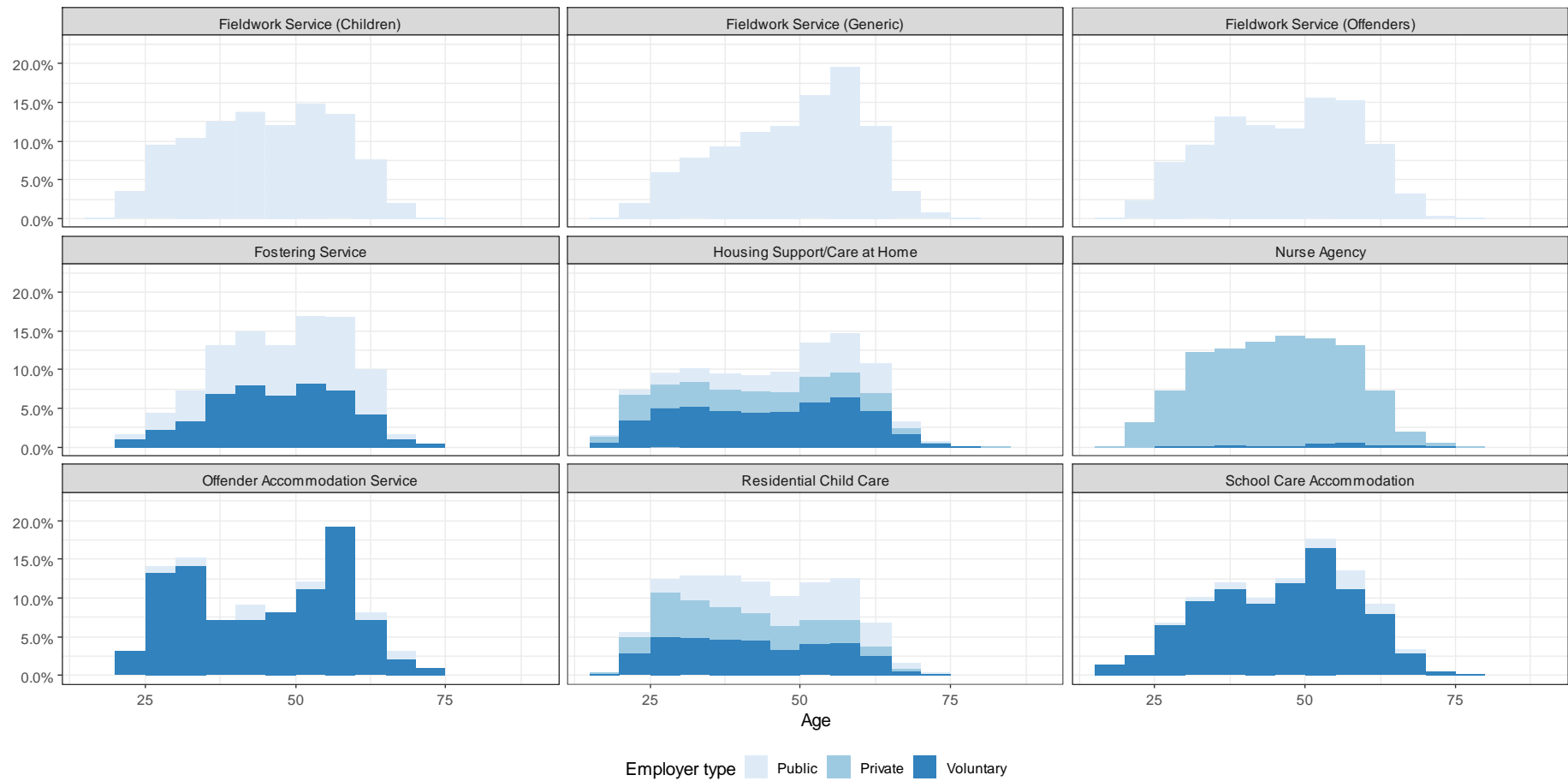
Some sub-sectors show little difference between different types of employer in the age distribution while others show a marked difference. For instance, in day care of children, the private sector has a heavy concentration of younger workers whereas the public sector has a majority of older workers. 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, 2021





6.2 Gender

Table 14 provides data on the proportion of staff by gender in each of the sub-sectors in 2021. 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 can 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, 2021

Sub-sector	Female	Male	Other	Unknown
Adoption services	89	11	0	0
Adult day care	78	22	0	0
Adult placement services	84	16	0	0
Care homes for adults	85	15	0	0
Central and strategic staff	79	21	0	1
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	15	0	0
Fieldwork service (generic)	74	26	0	0
Fieldwork service (offenders)	68	31	0	0
Fostering services	88	12	0	0
Housing support/care at home	77	18	0	5
Nurse agencies	82	18	0	0
Offender accommodation services	79	21	0	0
Residential child care	66	28	0	6
School care accommodation	61	39	0	0
All	83	15	0	2

6.3 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, 4% of the workforce reported as belonging to an ethnic minority which ranged from 2% in the public sector to 6% 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, 2021

Employer type	White	Mixed	Asian	Black¹⁴	Other	Unknown
Public	77	0	1	0	0	21
Private	73	0	2	2	0	22
Voluntary	71	0	1	2	0	26
All	74	0	2	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 6% of staff working in care homes for adults, 6% of child care agency staff, and 20% 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, 2021

Sub-sector	White	Mixed	Asian	Black¹⁵	Other	Unknown
Adoption services	78	0	1	0	0	20
Adult day care	83	0	1	0	0	14
Adult placement services	88	0	0	0	0	12
Care homes for adults	72	0	3	2	1	22
Central and strategic staff	83	1	1	0	0	15
Child care agencies	91	1	2	2	1	3
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	18
Fieldwork service (children)	69	0	1	0	0	29
Fieldwork service (generic)	79	1	1	0	1	18
Fieldwork service (offenders)	77	0	0	0	0	21
Fostering services	82	0	1	0	0	17
Housing support/care at home	65	0	1	2	0	32
Nurse agencies	44	1	4	14	0	36
Offender accommodation services	72	0	1	0	0	28
Residential child care	79	0	0	1	0	19
School care accommodation	45	0	0	0	0	55
Total	74	0	2	1	0	23

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

6.4 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, 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, 2021

Sub-sector	No disability	Disability	Unknown
Adoption services	86	2	12
Adult day care	87	4	9
Adult placement services	82	3	15
Care homes for adults	88	2	11
Central and strategic staff	51	3	46
Child care agencies	86	4	11
Childminding	97	1	2
Day care of children	94	2	4
Fieldwork service (adults)	49	4	47
Fieldwork service (children)	44	3	54
Fieldwork service (generic)	33	4	64
Fieldwork service (offenders)	48	2	49
Fostering services	86	2	12
Housing support/care at home	76	2	23
Nurse agencies	94	1	5
Offender accommodation services	60	4	37
Residential child care	83	1	16
School care accommodation	46	0	54
Total	81	2	17

6.5 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 4% of the workforce is from an ethnic minority.
- At least 2% of the workforce report having a disability.

7 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.

7.1 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 (see Appendix A, Table 30).

Table 19: Percentage of staff by job function and sub-sector¹⁶, 2021

Sub-sector	Auxiliary	Care	Managerial	Unknown
Adoption services	7	78	14	0
Adult day care	12	82	6	0
Adult placement services	16	63	20	0
Care homes for adults	24	74	2	0
Central and strategic staff	85	0	15	0
Child care agencies	12	77	11	0
Day care of children	4	86	10	0
Fieldwork service (adults)	18	66	16	0
Fieldwork service (children)	12	70	18	0
Fieldwork service (generic)	42	45	13	0
Fieldwork service (offenders)	11	75	14	0
Fostering services	14	70	16	0
Housing support/care at home	4	92	3	0
Nurse agencies	4	92	3	0
Offender accommodation services	17	70	14	0
Residential child care	6	88	6	0
School care accommodation	28	68	4	0
All	12	82	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 2012 there has been a four percentage point (pp) increase in the proportion of staff in care roles, while auxiliary (-4 pp), managerial (-1 pp) and unknowns (-0 pp) have all decreased.

7.2 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 2021, 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 83% 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, 3% 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 10% 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, 2021

Sub-sector	Permanent	Temp	Agency	Bank	Fixed term	Sessional	Casual/relief	Trainee	Other	Unknown	All NGH ¹⁹
Adoption services	92(0)	5(0)	0	0	2(0)	0(0)	0	0(0)	0	0	1
Adult day care	83(1)	5(0)	0	1	2(0)	3(1)	6	0(0)	0	0	2
Adult placement services	91(0)	6(1)	0	0	0(0)	0(0)	0	0(0)	3	0	1
Care homes for adults	88(0)	1(0)	0	7	0(0)	0(0)	3	0(0)	0	0	0
Central and strategic staff	88(0)	7(0)	0	0	3(0)	0(0)	1	0(0)	0	1	0
Child care agencies	31(0)	1(0)	16	0	0(0)	46(4)	4	0(0)	2	0	4
Day care of children	83(0)	7(0)	0	1	2(0)	2(1)	1	3(0)	1	0	2
Fieldwork service (adults)	92(0)	5(0)	0	0	2(0)	0(0)	1	0(0)	0	0	0
Fieldwork service (children)	82(0)	5(0)	0	0	2(0)	0(0)	5	0(0)	0	5	0
Fieldwork service (generic)	78(0)	13(0)	0	0	2(0)	2(2)	4	0(0)	0	1	2
Fieldwork service (offenders)	85(0)	7(0)	0	0	3(0)	0(0)	3	0(0)	0	2	0
Fostering services	95(0)	3(0)	0	0	1(0)	0(0)	0	0(0)	0	0	0
Housing support/care at home	84(7)	2(0)	1	4	1(0)	2(1)	6	0(0)	1	0	7
Nurse agencies	12(1)	3(2)	80	4	0(0)	0(0)	0	0(0)	0	0	3
Offender accommodation services	85(3)	0(0)	0	0	4(0)	5(2)	6	0(0)	0	0	5

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).

Residential child care	81(0)	3(0)	0	3	1(0)	5(1)	7	0(0)	0	0	2
School care accommodation	91(0)	2(0)	0	2	2(0)	1(0)	2	0(0)	0	0	0
Total	83(3)	3(0)	1	4	1(0)	1(0)	4	1(0)	0	2	3

7.3 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 2021.

Table 21: Median weekly hours by employer type and sub-sector, 2021

Sub-sector	Public	Private	Voluntary	All
Adoption services	35	-	30.5	35
Adult day care	34.5	23.75	30	30
Adult placement services	35	-	37	35
Care homes for adults	29.8	33	32	33
Central and strategic staff	35	-	-	35
Child care agencies	0	15	4	5.5
Childminding	-	38	-	38
Day care of children	35	36	22	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	-	20	9	20
Offender accommodation services	36	-	37	37
Residential child care	36	39	37	37
School care accommodation	29.5	-	37.5	37.5
All	35	33	30	33

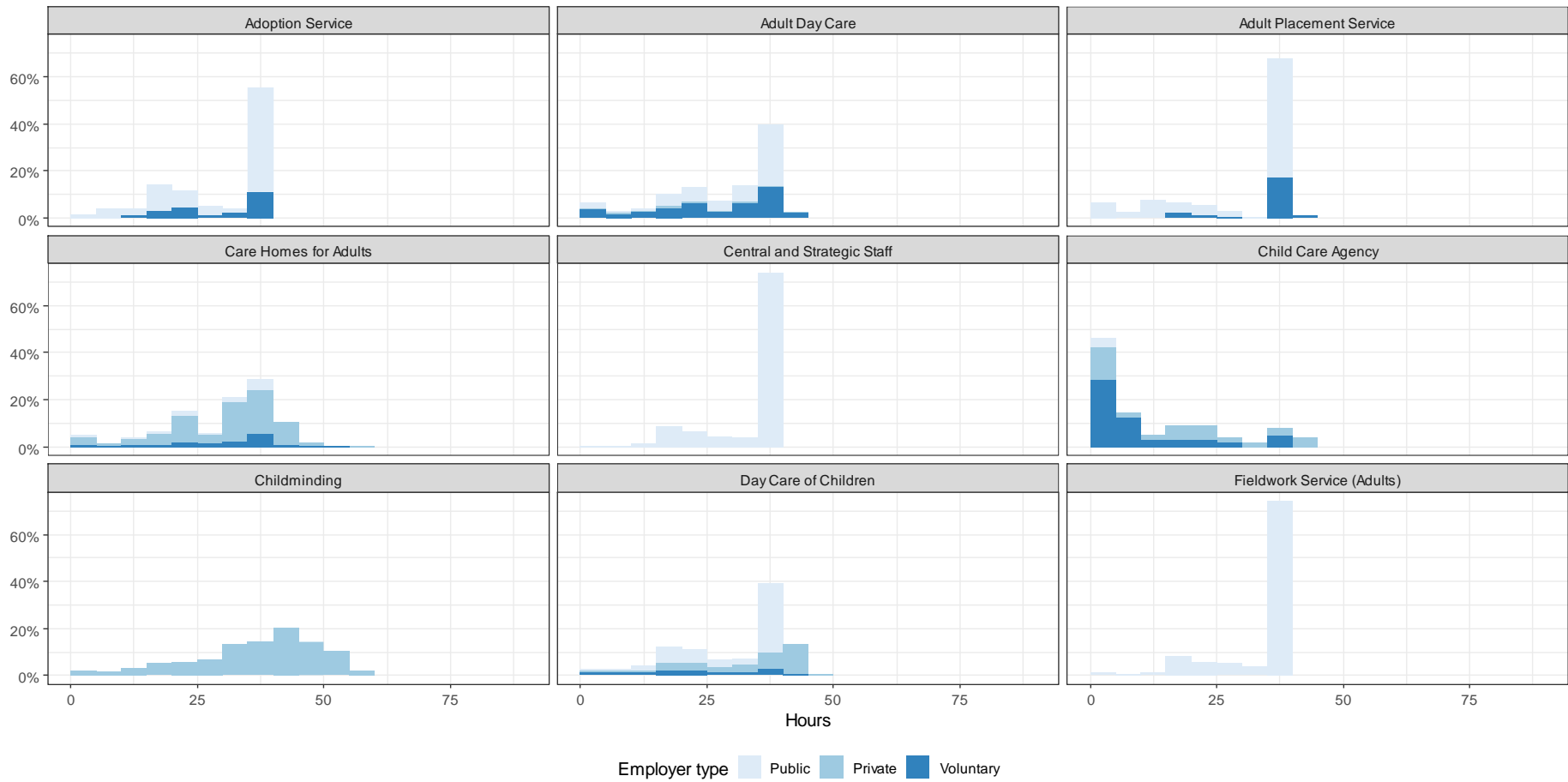
Linking with the data on contract types, it is clear the sub-sectors with the lowest median hours are those that employ the fewest permanent contracts, namely the two agency sub-sectors. All other sub-sectors have close to full time median hours, except for day care of children services in the voluntary 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

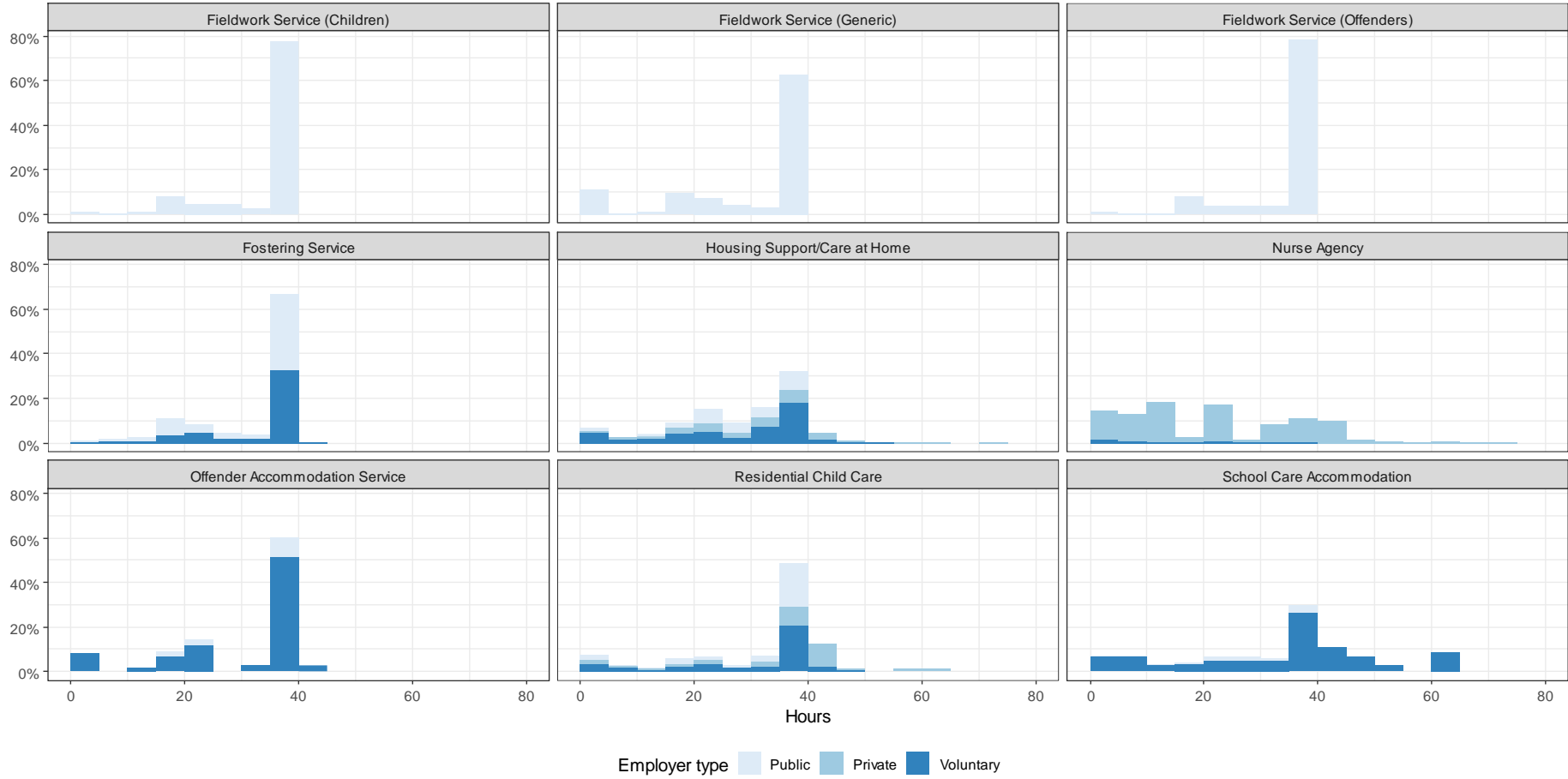
at around 35 hours (this is particularly so in the larger sub-sectors: care homes for adults, day care of children and housing support/care at home). These are due to separate groupings of staff working full time or part time in these sub-sectors.

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, 2021





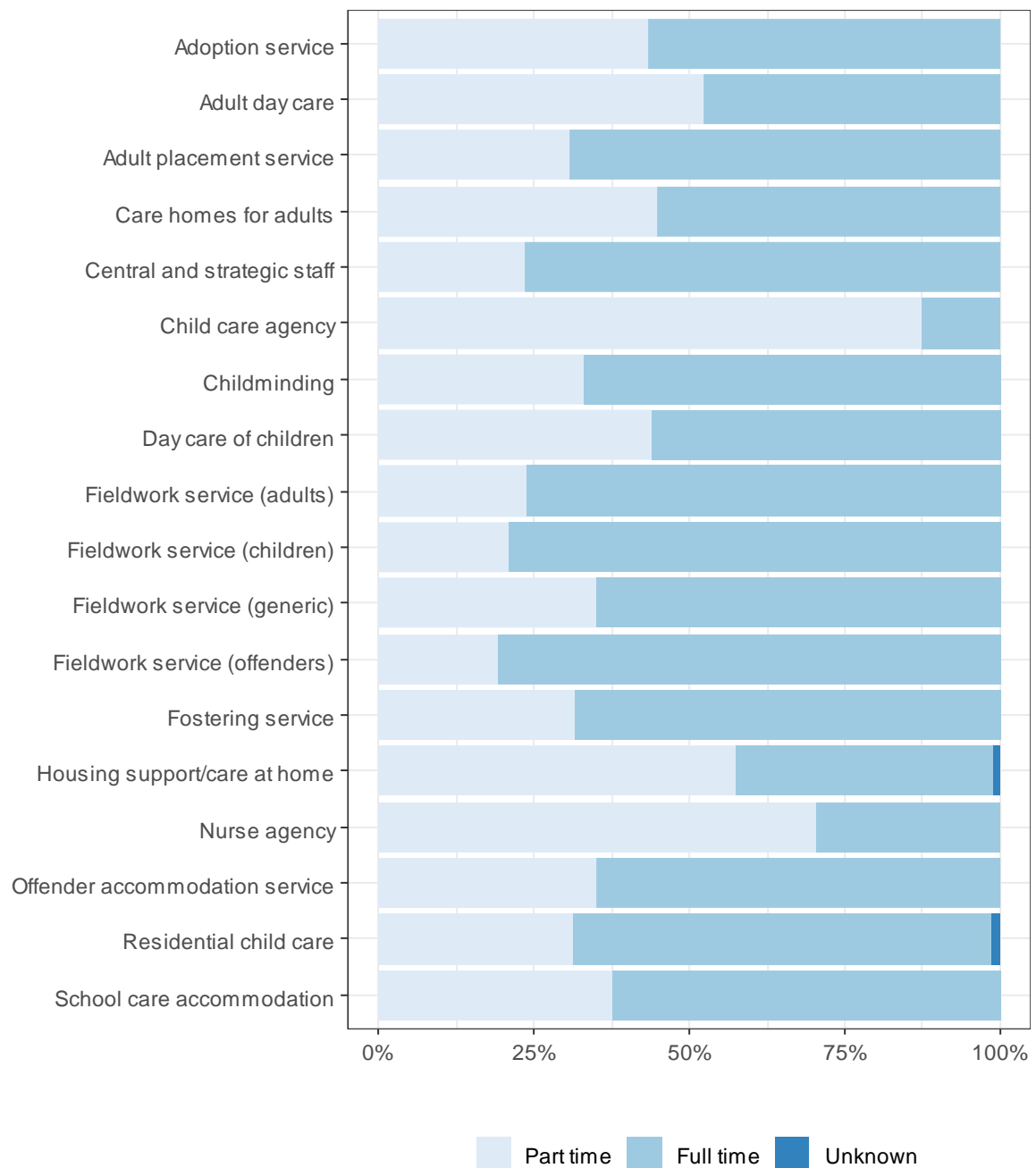
While we can informally identify groups of part time and full time workers in the histograms, we can also use the hours variable to formally classify the workforce. The formal definition of part time working for statistical purposes is 30 hours or less per week (van Bastelaer, Lemaître, & Marianna, 1997), 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 and all types of fieldwork service except generic have the highest at over 75% 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 88% and 71% respectively.

Table 22: Percentage of part time and full time workers by sub-sector, 2021

Sub-sector	Part time	Full time	Unknown
Adoption service	43	57	0
Adult day care	52	48	0
Adult placement service	31	69	0
Care homes for adults	45	55	0
Central and strategic staff	23	77	0
Child care agency	88	12	0
Childminding	33	67	0
Day care of children	44	56	0
Fieldwork service (adults)	24	76	0
Fieldwork service (children)	21	79	0
Fieldwork service (generic)	35	65	0
Fieldwork service (offenders)	19	81	0
Fostering service	31	69	0
Housing support/care at home	57	42	1
Nurse agency	71	29	0
Offender accommodation service	35	65	0
Residential child care	31	67	1
School care accommodation	38	62	0
Total	47	53	0

Figure 11. Percentage of part time and full time workers by sub-sector, 2021



7.4 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 3% 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 12% to 81% by sub-sector.

8 Key groups

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

8.1 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 2012, 2020 and 2021. The number of social workers increased by 3.1% between 2020 and 2021 and has risen by 9.8% since 2012. At 6,235, it is the highest level recorded in these reports. The two WTE measures of social workers presented have a smaller percentage change since 2012, indicating fewer hours being worked per post. However, the annual change for these measures is slightly higher than the headcount figure which means the average hours worked has increased. The number of social workers on the SSSC Register has increased by 0.6% between 2020 and 2021 and by 2.9% since 2012, reversing the recent decreases, but it must be noted that the 2020 and 2021 figures include 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, 2012, 2020 and 2021

	2012	2020	2021	Change since 2012
Local authority – headcount	5,676	6,049	6,235	9.8%
Local authority – (WTE)²⁰	5,183	5,466	5,666	9.3%
Local authority – (WTE 37.5 hours)²¹	4,938	5,191	5,395	9.3%
SSSC Register^{22,23}	10,676	10,919	10,987	2.9%

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 and 2021 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 2021. Fieldwork services for children continue to employ the most social workers. 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, 2021

Sub-sector	Headcount	WTE²⁴	WTE (37.5 hours)²⁵
Fieldwork service (adults)	2,036	1,851	1,755
Fieldwork service (children)	2,861	2,650	2,527
Fieldwork service (generic)	360	252	239
Fieldwork service (offenders)	978	914	872
Total	6,235	5,666	5,395

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

8.2 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 2012, 2020 and 2021. The numbers of OTs shrunk between 2020 and 2021 and have decreased by 9.4% since 2012.

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, 2012, 2020 and 2021

	2012	2020	2021	Change since 2012
Local authority – headcount	627	576	568	-9.4%
Local authority – (WTE)²⁶	531	491	484	-8.8%
Local authority – (WTE 37.5 hours)²⁷	511	466	459	-10.1%

Table 26 shows the headcount and WTE of occupational therapists in the various local authority fieldwork services for 2021. 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 was only one occupational therapist based in fieldwork services for offenders in 2021 but did not provide enough WTE to round above 0.

Table 26: Number and WTE of local authority occupational therapists, 2021

Sub-sector	Headcount	WTE ²⁸	WTE (37.5 hours) ²⁹
Fieldwork service (adults)	402	342	326
Fieldwork service (children)	13	12	12
Fieldwork service (generic)	152	129	121
Fieldwork service (offenders)	1	0	0
Total	568	484	459

8.3 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 2021. It is clear the vast majority of nurses in the sector (just over half) 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, 2021

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	0	0	0
Adult day care	10	0	0	10
Adult placement services	0	0	0	0
Care homes for adults	30	3,600	260	3,880
Central and strategic staff	0	0	0	0
Child care agencies	0	0	0	0
Childminding	0	0	0	0
Day care of children	10	10	0	10
Fieldwork service (adults)	0	0	0	0
Fieldwork service (children)	110	0	0	110
Fieldwork service (generic)	0	0	0	0
Fieldwork service (offenders)	0	0	0	0
Fostering services	0	0	0	0
Housing support/care at home	0	40	110	160
Nurse agencies	0	2,610	110	2,720
Offender accommodation services	0	0	10	10
Residential child care	20	0	20	40
School care accommodation	0	0	20	20
Total	170	6,260	530	6,970

8.4 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 1.01. 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 as working in care homes for adults, although this may be a misclassification.

Table 28. Estimated number of teachers by sub-sector and employer type, 2021

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	0	0	0
Adult day care	0	0	0	0
Adult placement services	0	0	0	0
Care homes for adults	0	10	0	10
Central and strategic staff	0	0	0	0
Child care agencies	0	0	0	0
Childminding	0	0	0	0
Day care of children	960	90	70	1,120
Fieldwork service (adults)	0	0	0	0
Fieldwork service (children)	0	0	0	0
Fieldwork service (generic)	0	0	0	0
Fieldwork service (offenders)	0	0	0	0
Fostering services	0	0	0	0
Housing support/care at home	0	0	0	10
Nurse agencies	0	0	0	0
Offender accommodation services	0	0	0	0
Residential child care	0	60	120	180
School care accommodation	0	0	370	370
Total	960	170	570	1,700

9 Conclusion

9.1 Summary

This report presents a comprehensive view of those in paid employment in the Scottish social service sector at the end of 2021³⁰. The sector has seen a 0.6% decrease in the headcount figure to 208,360. This is a fall of around 1,330 since 2020 but remains at the second highest level since these reports began.

Over half of the sub-sectors recorded a fall in headcount. The main sub-sector accounting for the overall rise is day care of children, while care homes for adults saw the largest fall, closely followed by housing support/care at home. The rise in day care of children has continued recent trends and means it has grown by over a third since 2012.

The largest employer type is the private sector with 39% of the employment. This is followed by the public sector with 35% and the voluntary sector with 26%. However, in some local authority areas, the public sector accounts for more than 69% of employment.

The WTE figure for the sector is around 0.76 of the headcount estimate at 159,150 – a marginal fall of 0.1% since 2020.

The stability index statistic is at 75.5% for the whole workforce which suggests more than three-quarters of people stayed in the same post since the 2020 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 43 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 4% of the workforce is from an ethnic minority and at least 2% has a disability.

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.

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 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 10% of the workforce appear to be on zero hours contracts or equivalent. Slightly more than half are in full time positions (53%) and the median number of hours worked is 33.

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.

9.2 What next?

In winter 2022 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 2022 in August 2023.

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Appendix A – Background notes

Data sources

Care Inspectorate service lists (as at 1 January 2009-2022) 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 full 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 2008-2021) 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.

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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 6 December 2021) 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 2021, 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 under 3% of services needed an estimated/corrected total staff figure as at December 2021, 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, 2021

Sub-sector	Response
Adoption services	97.4
Adult day care	89.6
Adult placement services	98.6
Care homes for adults	97.5
Child care agencies	76.5
Childminding	100.0
Day care of children	97.1
Fostering services	98.3
Housing support/care at home	94.6
Nurse agencies	69.2
Offender accommodation services	100.0
Residential child care	96.3
School care accommodation	96.3
Overall	97.1

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 183,230 records, 96% 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 201,590 staff records (97% 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, 2021

Sub-sector	Age	Gender	Ethnicity	Disability	Job function	Contract	Hours	Start date in post
Adoption services	90	99	79	87	99	99	99	99
Adult day care	89	93	79	85	93	93	93	93
Adult placement services	86	99	88	85	99	99	99	99
Care homes for adults	91	98	76	88	98	98	98	98
Central and strategic staff	100	99	85	54	100	99	100	91
Child care agencies	84	84	81	75	84	84	84	84
Childminding	82	82	78	80	82	0	82	0
Day care of children	95	98	90	95	98	98	98	98
Fieldwork service (adults)	100	100	82	53	100	100	100	95
Fieldwork service (children)	100	100	71	46	100	95	100	96
Fieldwork service (generic)	100	100	82	36	100	99	100	99
Fieldwork service (offenders)	100	100	79	51	100	98	100	96
Fostering services	93	99	83	87	100	100	100	99
Housing support/care at home	86	91	65	74	96	96	95	96
Nurse agencies	77	82	53	79	83	83	83	83
Offender accommodation services	91	100	72	63	100	100	100	100
Residential child care	86	92	79	82	98	98	96	97
School care accommodation	98	99	45	46	99	99	99	99
Overall	90	95	75	80	97	95	96	95

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 208,360 means that we can estimate the total number of individuals in the sector to be around 204,190.

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.

This report is an Official Statistics publication from the Scottish Social Services Council.

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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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This report was published on 30 August 2022.



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