Early Learning and Childcare - Equalities data
(last updated 12/02/2021)

Scottish Government
Riaghaltas na h-Alba
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Available Data for Protected Characteristics

Protected Characteristics	2014		2015		2016		2017		2018		2019		2020	
	Children	Workforce	Children	Workforce	Children	Workforce	Children	Workforce	Children	Workforce	Children	Workforce	Children	Workforce
Age	-	T/C/S		T/C/S		T/C/S		T/C/S		T/C/S		T/C/S		T
Disability	-	C/S	-	C/S	-	C/S		C/S		C/S		T/C/S		-
Gender	-	T/C/S	-	T/C/S	-	T/C/S	-	T/C/S	-	T/C/S	-	T/C/S	-	T
Ethnicity		C/S		C/S		C/S	-	C/S	-	C/S	-	C/S		-
Marriage and Civil Partnership	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pregnancy and Maternity	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Children home language is not English		-		-		-		-		-		-		-
Religion or Belief	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gender reassignment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sexual orientation.	-	-	-	-	-	-	-	-	-	-	-	-	-	-

T-Teachers

C-Childminders

S-Staff

- Data not available

Data Available

Definitions

Day care of children: Childcare provided to infants and toddlers, pre-schoolers and school-aged children in a centre-based facility, such as a nursery, playgroup or afterschool club.

Early Learning and Childcare (ELC): ELC services are a subset of day care of children services that receive Scottish Government funding to provide 600 hours of funded ELC per year to children before they go onto primary school. All children are entitled to funded ELC the term after their 3rd birthday, and some two-year-olds are also eligible. However, ELC services also provide childcare to infants and toddlers before they are entitled to funding, and parents can also pay to 'top up' their funded hours. ELC is provided by local authority settings, and private and voluntary providers working in partnership with local authorities. Annual entitlement will rise from 600 to 1,140 hours from August as part of the Scottish Government's ELC expansion.

Childminding: Childcare provided in a domestic setting, rather than the 'formal setting' provision of day care of children. A minority of childminders provide funded ELC: 16% are approved to provide funded ELC for two-year-olds and 13% are approved to provide funded ELC for three- and four-year-olds, and a smaller proportion are currently delivering funded ELC (see the latest Scottish Childminding Association audit here:

Children by age

Funded ELC uptake dropped across all age groups between 2019 and 2020 but the number of deferral registrations and proportion of deferral uptake rose slightly. **The overall decrease in the uptake of funded ELC this year may be due to the effects of COVID-19, with some parents choosing not to register their children.**

Registrations for and Uptake of Early Learning and Childcare by age

	2014		2015		2016		2017		2018		2019		2020	
	Number of registrations	% Uptake*	Number of registrations	% Uptake*	Number of registrations	% Uptake*	Number of registrations	% Uptake*	Number of registrations	% Uptake*	Number of registrations	% Uptake*	Number of registrations	% Uptake*
Under 2 yr olds^	3,108	3	1,223	1	792	1	748	1	539	0	609	1	425	0
2 yr olds^	5,774	10	4,321	7	5,256	9	5,363	10	5,701	10	5,990	11	4,863	9
3 yr olds	35,246	117	29,933	99	29,384	102	29,287	103	29,010	100	28,964	100	26,561	95
4 yr olds	53,464	89	57,327	95	57,053	98	55,585	97	56,415	98	55,486	97	52,337	95
Deferred entries	3,871	13	4,458	15	4,476	15	4,910	17	4,884	17	5,326	19	5,940	21

* Uptake figures are based on estimates of the child population eligible for funded ELC in September for 3 and 4 year olds, and all children of that age for other categories. Figures should be interpreted as e.g. in 2019, registrations suggest that around 97% of 4 year-olds were registered for funded ELC. Age refers to academic year - 3 and 4 year olds were previously referred to as 'ante pre-school' and 'pre-school' respectively.

[1] Children are counted once for each centre they are registered with, so the same child may be counted multiple times if they attend more than one centre.
^ Figures refer to the entire population and should be interpreted as e.g. in 2020, 9% of all two-year-olds were registered for funded ELC.

Source: SG ELC census. **The latest report and data are available at**: https://www.gov.scot/publications/summary-statistics-schools-scotland-2020/

Staff by age

The median age of childminding staff has been consistently higher than day care of children staff and the ELC workforce.

Median age of ELC workforce by type of service (%)

	2014	2015	2016	2017	2018	2019
Day care of children	36	36	36	36	36	36
Childminding	45	45	45	46	46	47
ELC workforce	N/A	N/A	37	37	37	N/A

Sources:
*SSSC workforce data. **The latest report is available at***:
https://data.sssc.uk.com/images/WDR/WDR2019.pdf
*SSSC Children's Services Workforce Tables. **The latest tables are available at***:
https://data.sssc.uk.com/data-publications/228-the-children-s-services-workforce-2018

Staff by age

Younger staff are more likely to work in the private sector, while older staff are more likely to work in local authority settings.

Median age of day care of children workforce by employer (%)

Source: SSSC workforce data. **The latest report is available at**:
https://data.sssc.uk.com/images/WDR/WDR2019.pdf
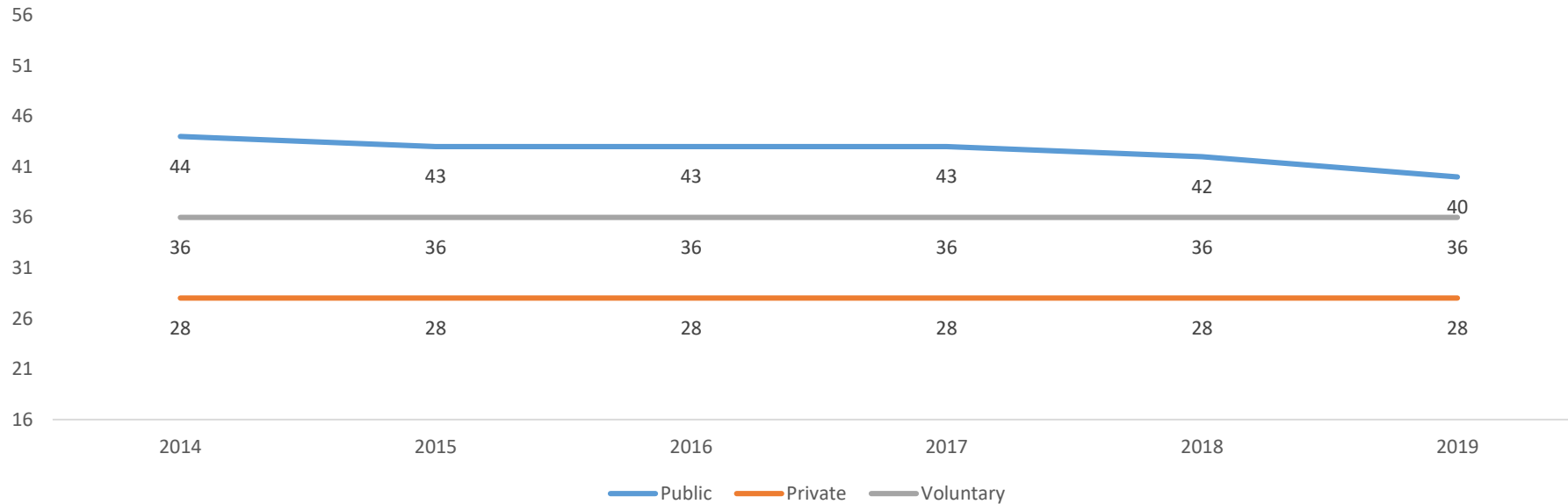
Staff by age

The mean age of GTCS (General Teaching Council of Scotland) registered teachers has remained stable since 2014, although the proportion aged between 35 and 54 has been steadily rising.

GTCS registered teachers employed or working peripatetically in Early Learning and Childcare centres (%)

	2014	2015	2016	2017	2018	2019	2020
25 and under	1	1	1	1	1	1	1
25 to 34	20	21	18	18	16	15	15
35 to 44	24	26	28	28	31	33	32
45 to 54	28	29	31	33	33	33	34
55 and over	23	23	22	20	19	18	19
Unknown	4	0	0	0	0	0	0
Mean age	45.0	44.6	45.1	44.7	44.8	44.7	45.0

*Source: SG ELC census. **The latest report and data are available at**: https://www.gov.scot/publications/summary-statistics-schools-scotland-2020/*

Children by disability

The number of registrations for funded ELC from children with disabilities dropped between 2019 and 2020, but their proportion of registrations remains stable at around **1%. The overall decrease in the uptake of funded ELC this year may be due to the effects of COVID-19, with some parents choosing not to register their children.**

Children registered with early learning and childcare centres who have been assessed/declared disabled

	2017	2018	2019	2020
Number of children	1130	1050	1250	950
Percentage of total children*	1	1	1	1

This figure should be interpreted as e.g. in 2020, 1% of registrations for funded ELC were children who were assessed/declared disabled.

*Source: SG ELC census. **The latest report and data are available at**: https://www.gov.scot/publications/summary-statistics-schools-scotland-2020/*

Staff by disability

Only a small percentage of staff working in this sector have a disability.

Percentage of staff with a disability by type of service						
	2014	**2015**	**2016**	**2017**	**2018**	**2019**
Day care of children	2	2	2	2	2	2
Childminding	1	1	1	1	1	1

*Source: SSSC workforce data. **The latest report is available at**:*
https://data.sssc.uk.com/images/WDR/WDR2019.pdf

Staff by gender

GTCS (General Teaching Council of Scotland) registered teachers working in funded ELC are predominantly female.

GTCS registered teachers employed or working peripatetically in Early Learning and Childcare centres by gender (%)							
	2014	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**
Female	94	97	95	94	94	94	93
Male	4	3	5	6	6	6	7
Unknown	2	0	0	0	0	0	0

Source: SG ELC census. **The latest report and data are available at***: https://www.gov.scot/publications/summary-statistics-schools-scotland-2020/*

Staff by gender

The funded ELC workforce is predominantly female.

	ELC workforce by gender (%)		
	2016	**2017**	**2018**
Female	98	98	98
Male	2	2	2
Unknown	0	0	0

*Source: SSSC Children's Services Workforce Tables. **The latest tables are available at**:*
https://data.sssc.uk.com/data-publications/228-the-children-s-services-workforce-2018

Staff by gender

Childminding and day care of children staff are predominantly female

Childminding staff by gender (%)	2014	2015	2016	2017	2018	2019
Female	100	100	100	100	100	100
Male	0	0	0	0	0	0
Unknown	0	0	0	0	0	0

Day care of children staff by gender (%)	2014	2015	2016	2017	2018	2019
Female	96	96	96	96	96	96
Male	4	4	4	4	4	4
Unknown	0	0	0	0	0	0

*Source: SSSC workforce data. **The latest report is available at**:*
https://data.sssc.uk.com/images/WDR/WDR2019.pdf

Children by home language

The number of registrations for funded ELC from children whose Home Language is not English dropped between 2019 and 2020, but their proportion of registrations remains stable at around **9%. The overall decrease in the uptake of funded ELC this year may be due to the effects of COVID-19, with some parents choosing not to register their children.**

Children registered with early learning and childcare centres whose home language is not English
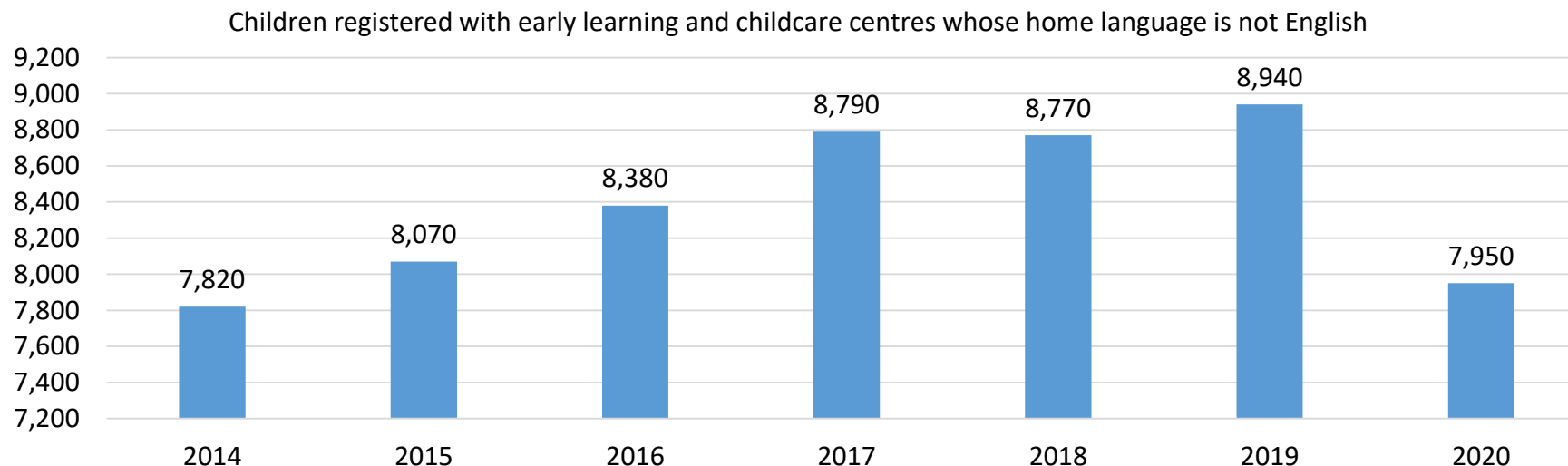
Children registered with early learning and childcare centres whose home language is not English

	2014	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**
Number of children	7,820	8,070	8,380	8,790	8,770	8,940	7,950
Percentage of total children*	8	8	9	9	9	9	9

*This figure should be interpreted as e.g. in 2020, 9% of registrations for funded ELC were from children who had a home language other than English.

*Source: SG ELC census. **The latest report and data are available at**: https://www.gov.scot/publications/summary-statistics-schools-scotland-2020/*

Workforce by ethnicity

The vast majority of the childcare workforce is White across both childminding services and day care of children settings.

Childminding staff by ethnicity (%)						
	2014	**2015**	**2016**	**2017**	**2018**	**2019**
White	97	98	97	98	98	98
Mixed	0	0	0	0	0	0
Asian	1	0	1	1	1	1
Black*	0	0	0	0	0	0
Other	0	0	0	0	0	0
Unknown	1	1	1	1	1	1

Day care of children staff by ethnicity (%)						
	2014	**2015**	**2016**	**2017**	**2018**	**2019**
White	92	91	91	91	88	88
Mixed	0	0	0	0	0	0
Asian	1	1	1	1	1	1
Black*	0	0	0	0	0	0
Other	0	0	0	0	0	0
Unknown	6	7	7	7	10	10

'Black' combines the categories 'African' and 'Caribbean or Black'

*Source: SSSC workforce data. **The latest report is available at**:*
https://data.sssc.uk.com/images/WDR/WDR2019.pdf

Children by SIMD

The 10th decile (i.e. the least deprived areas) has the highest proportion of children registered for childcare.

Children (0-15) registered with all childcare services (excluding childminding and crèche) as a rate per 100 population of the service specific population, by SIMD decile
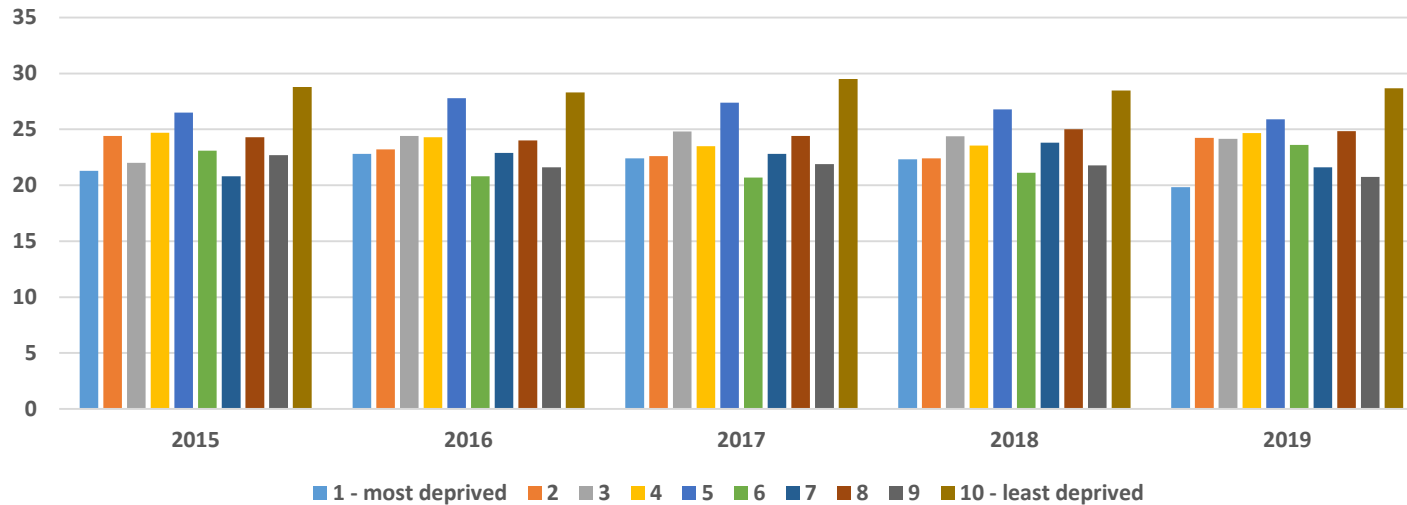
Children (0-15) registered with all childcare services (excluding childminding and crèche) as a rate per 100 population of the service specific population, by SIMD decile

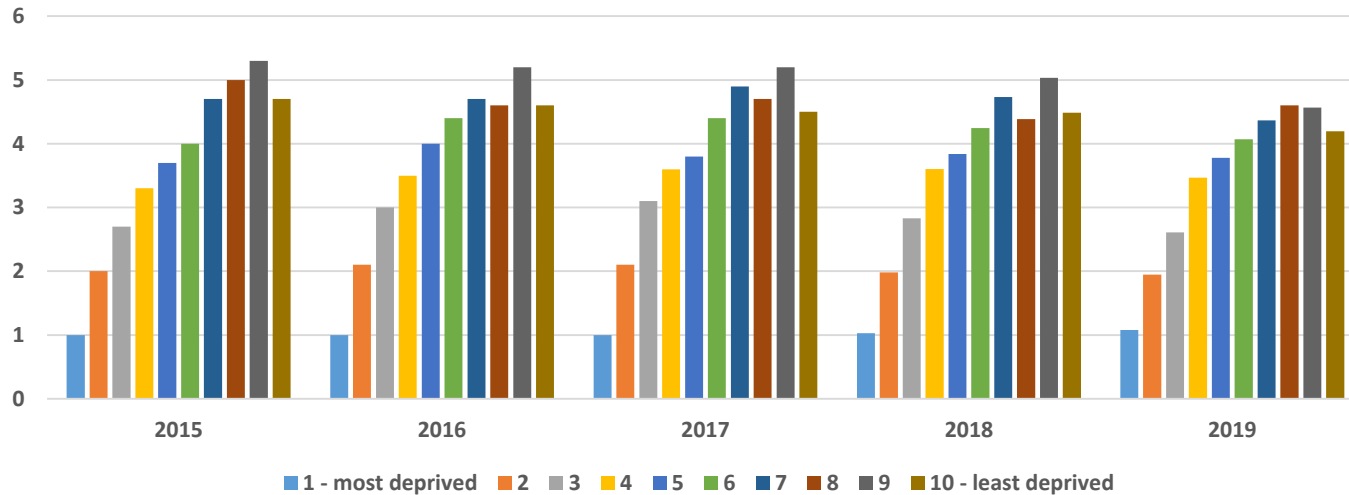|	2015	2016	2017	2018	2019
1 - most deprived	21.3	22.8	22.4	22.3	19.8
2	24.4	23.2	22.6	22.4	24.2
3	22	24.4	24.8	24.4	24.2
4	24.7	24.3	23.5	23.6	24.7
5	26.5	27.8	27.4	26.8	25.9
6	23.1	20.8	20.7	21.1	23.6
7	20.8	22.9	22.8	23.8	21.6
8	24.3	24	24.4	25.0	24.8
9	22.7	21.6	21.9	21.8	20.7
10 - least deprived	28.8	28.3	29.5	28.5	28.7
Scotland	23.8	24	24	23.9	23.8

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at**:*
https://www.careinspectorate.com/index.php/statistics-and-analysis

Children by SIMD

Children in less deprived areas are consistently more likely to be registered with childminding services than children in more deprived areas.

Children (0-15) registered with childminders as a rate per 100 population of the service specific population, by SIMD decile

Children (0-15) registered with childminders as a rate per 100 population of the service specific population, by SIMD decile

	2015	2016	2017	2018	2019
1 - most deprived	1	1	1	1.0	1.1
2	2	2.1	2.1	2.0	1.9
3	2.7	3	3.1	2.8	2.6
4	3.3	3.5	3.6	3.6	3.5
5	3.7	4	3.8	3.8	3.8
6	4	4.4	4.4	4.2	4.1
7	4.7	4.7	4.9	4.7	4.4
8	5	4.6	4.7	4.4	4.6
9	5.3	5.2	5.2	5.0	4.6
10 - least deprived	4.7	4.6	4.5	4.5	4.2
Scotland	3.6	3.7	3.7	3.6	3.4

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at**:*
https://www.careinspectorate.com/index.php/statistics-and-analysis
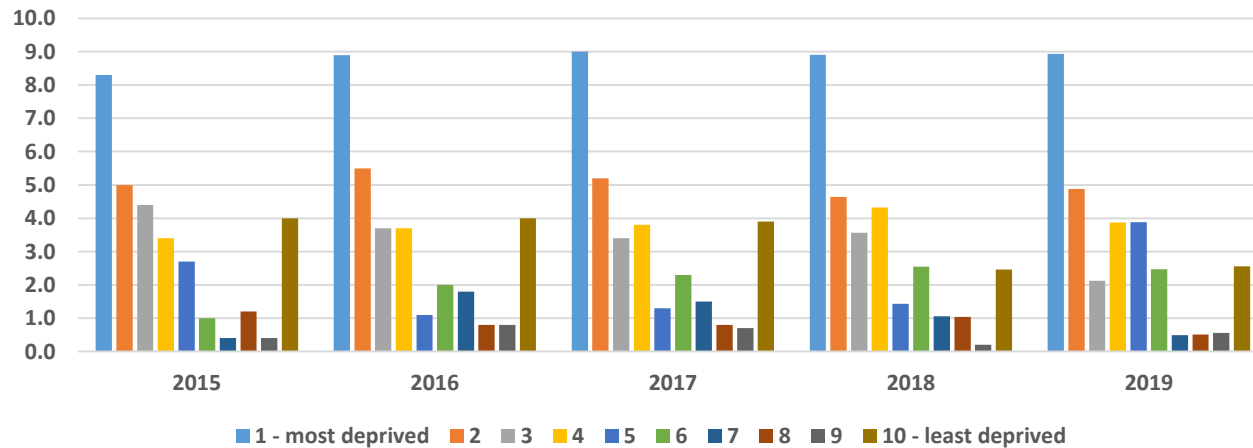
Children by SIMD

Children in more deprived areas are consistently more likely to be registered with Children and Family Centres than children in less deprived areas.

Children (0-5) registered with Children and Family Centres as a rate per 100 population of the service specific population, by SIMD decile

Children (0-5) registered with Children and Family Centres as a rate per 100 population of the service specific population, by SIMD decile
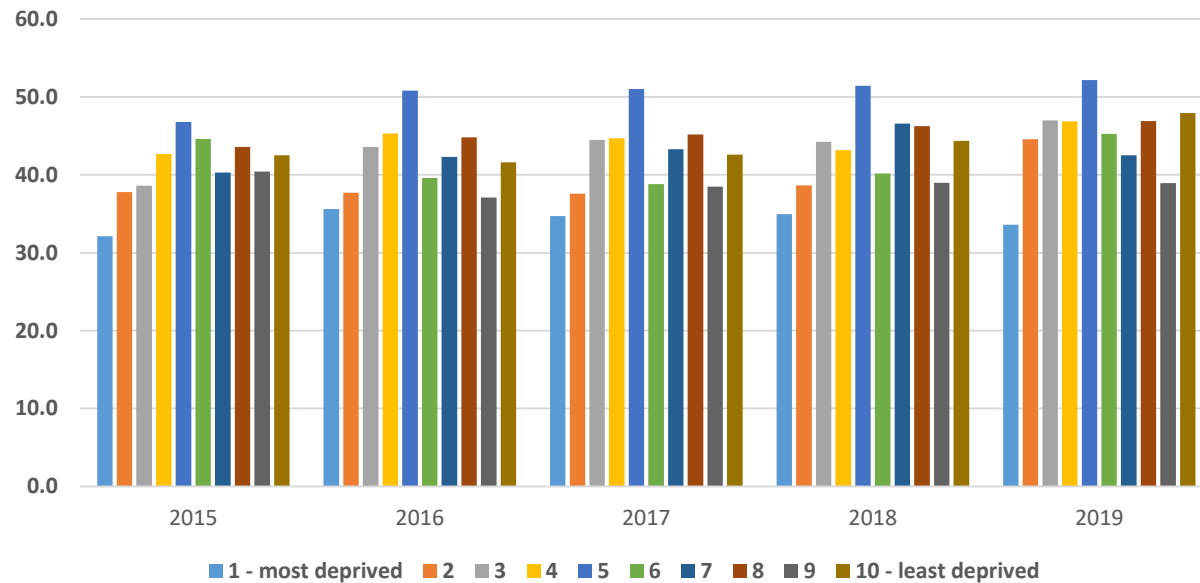
	2015	2016	2017	2018	2019
1 - most deprived	8.3	8.9	9.0	8.9	8.9
2	5.0	5.5	5.2	4.6	4.9
3	4.4	3.7	3.4	3.6	2.1
4	3.4	3.7	3.8	4.3	3.9
5	2.7	1.1	1.3	1.4	3.9
6	1.0	2.0	2.3	2.5	2.5
7	0.4	1.8	1.5	1.1	0.5
8	1.2	0.8	0.8	1.0	0.5
9	0.4	0.8	0.7	0.2	0.6
10 - least deprived	4.0	4.0	3.9	2.5	2.6
Scotland	3.2	3.4	3.4	3.2	3.2

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at**:*
https://www.careinspectorate.com/index.php/statistics-and-analysis

Children by SIMD

There is not a clear relationship between the proportion of nursery registrations and area of deprivation.

Children (0-5) registered with a nursery as a rate per 100 population of the service specific population, by SIMD decile

Children (0-5) registered with a nursery as a rate per 100 population of the service specific population, by SIMD decile
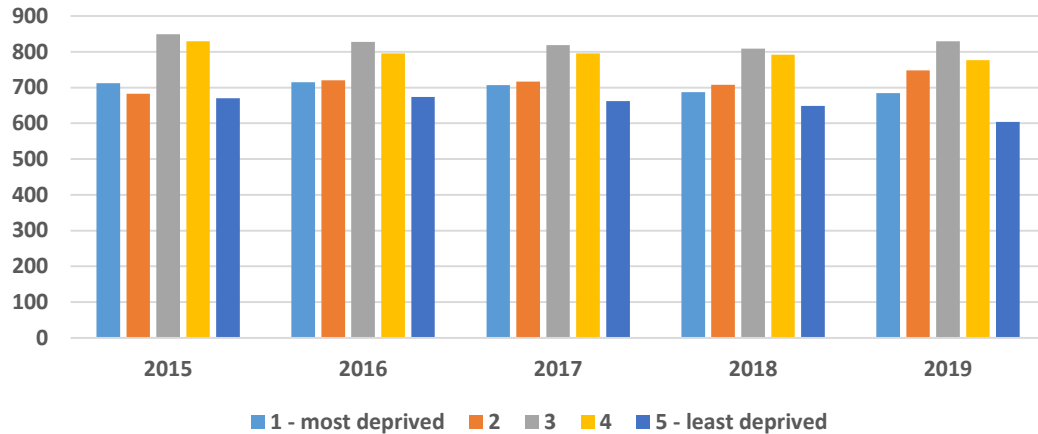
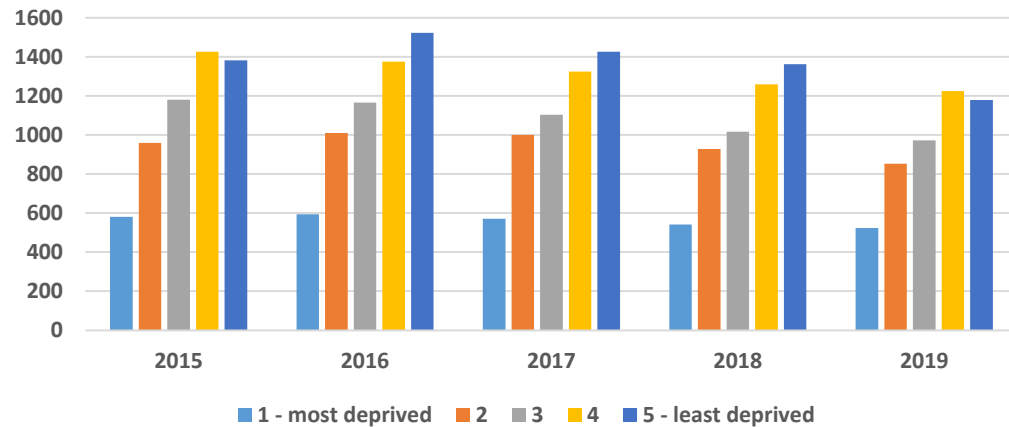|	2015	2016	2017	2018	2019
1 - most deprived	32.1	35.6	34.7	34.9	33.6
2	37.8	37.7	37.6	38.6	44.6
3	38.6	43.6	44.5	44.2	47.0
4	42.7	45.3	44.7	43.2	46.9
5	46.8	50.8	51.0	51.4	52.2
6	44.6	39.6	38.8	40.2	45.3
7	40.3	42.3	43.3	46.6	42.5
8	43.6	44.8	45.2	46.3	46.9
9	40.4	37.1	38.5	39.0	38.9
10 - least deprived	42.5	41.6	42.6	44.3	48.0
Scotland	40.6	41.6	41.8	42.5	44.3

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at**:*
https://www.careinspectorate.com/index.php/statistics-and-analysis

Services by SIMD

There is little variation between years and quintiles, but the most registered services are consistently based within the 3rd quintile.

Number of registered childcare services (excluding childminding), by SIMD quintile

Number of registered childcare services (excluding childminding), by SIMD quintile

	2015	2016	2017	2018	2019
1 - most deprived	712	715	707	687	684
2	683	720	717	708	748
3	849	828	819	809	829
4	829	795	795	792	777
5 - least deprived	670	674	662	649	604
Scotland	3743	3732	3700	3645	3642

Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at***:*
https://www.careinspectorate.com/index.php/statistics-and-analysis

Services by SIMD

There has been a relative decline in childminding services over the past three years, but they are consistently more likely to be found in the least deprived areas.

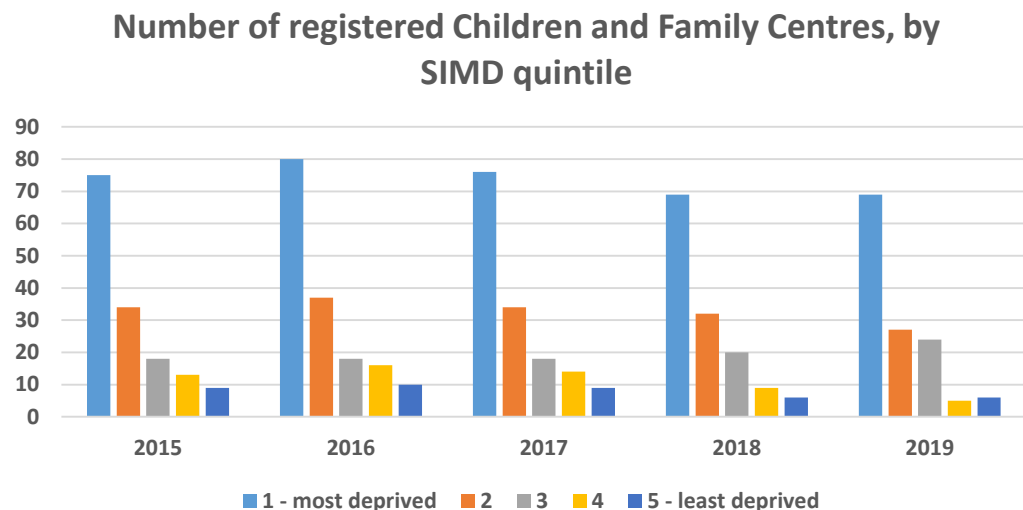**Number of registered childminding services, by SIMD quintile**

Number of registered childminding services, by SIMD quintile

	2015	2016	2017	2018	2019
1 - most deprived	581	594	571	542	524
2	960	1010	1000	928	853
3	1180	1166	1103	1017	972
4	1427	1376	1325	1259	1224
5 - least deprived	1382	1523	1427	1362	1179
Scotland	5530	5669	5426	5108	4752

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at***:
https://www.careinspectorate.com/index.php/statistics-and-analysis

Services by SIMD

There has been a decline in Children and Family Centres over the past three years, but they are consistently more likely to be found in more deprived areas.

**Number of registered Children and Family Centres, by SIMD quintile**

	2015	2016	2017	2018	2019
1 - most deprived	75	80	76	69	69
2	34	37	34	32	27
3	18	18	18	20	24
4	13	16	14	9	5
5 - least deprived	9	10	9	6	6
Scotland	149	161	151	136	131

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at***:
https://www.careinspectorate.com/index.php/statistics-and-analysis

Services by SIMD

There is little variation between years and quintiles, but the 3rd quintile consistently has the most registered nurseries based within it.

Number of registered nurseries, by SIMD quintile
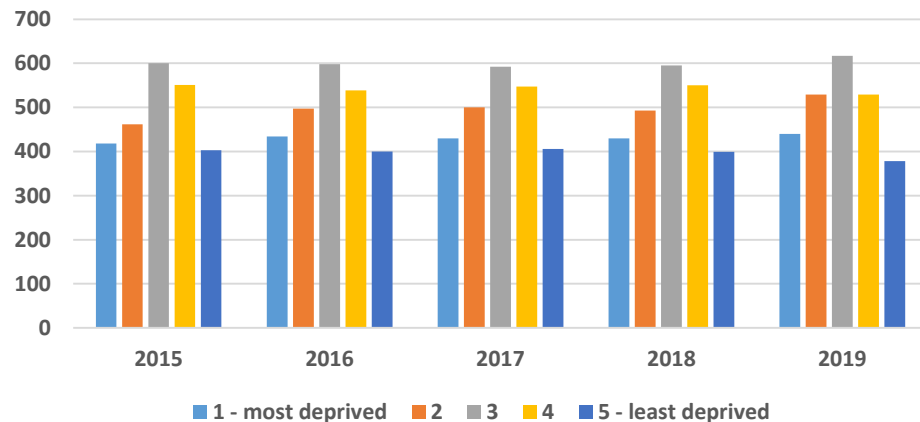
Number of registered nurseries, by SIMD quintile

	2015	2016	2017	2018	2019
1 - most deprived	418	434	430	430	440
2	462	497	500	493	529
3	600	598	592	595	617
4	551	539	547	550	529
5 - least deprived	403	400	406	399	378
Scotland	2434	2468	2475	2467	2493

*Source: Care Inspectorate Early Learning and Childcare statistics. **The latest report and data are available at**:*
https://www.careinspectorate.com/index.php/statistics-and-analysis

Estimated next publications which feed into these slides

Source	Expected next publication release
Scottish Social Services Council (SSSC) Workforce Data report	August 2021
SSSC Children's Workforce Data	March 2021
Scottish Government ELC Census	December 2021
Care inspectorate Early Learning and Childcare Statistics	TBC

Future Data Sources

The ELC census process is changing and in the future it will be an individual child level collection. More information on child characteristics of those accessing funded ELC will also be collected, including:

- Ethnicity
- Date of birth
- Sex
- Disability status
- Child's home language
- Child's home postcode

The ELC staff census process is also changing. In the future the information collected on staff will include:

- Ethnicity
- Gender
- Age

For more information on the ELC Data Transformation Project, see here:
https://www2.gov.scot/Topics/Statistics/Browse/Children/ELCData/ELCDTP

Bibliography

Care Inspectorate Early Learning and Childcare statistics

This annual publication brings together statistics on the provision and use of registered day care of children and childminding
services in Scotland.
The latest report and data are available [here](#).

Early Learning and Childcare census

This brings together information on funded early learning and childcare provision in Scotland.
The latest report and data are available [here](#).

Scottish Social Service Sector (SSSC): Annual Report on Workforce Data

The SSSC publishes this report as part of their duties under the Regulation of Care (Scotland) Act 2001. The data provides a comprehensive picture of the sector's workforce at the end of each year.
The latest report is available [here](#).

The SSSC also publish Children's services data, which provides further breakdowns of the data included in the annual workforce data report, including a breakdown for staff delivering funded ELC.
The latest data is available [here](#).