

Welcome to PATA's Fees and Wages Survey

Thank you in advance for taking part in this year's PATA Annual Survey of Fees and Wages. We've tended to run the survey early in the new year, but that has meant that you haven't had the results until quite close to April and the pay rises for National Minimum Wage. As the new wage rises have just been announced we know that you might not have had time to factor them in, but please answer to the best of your ability and complete as much as you can.

The statistics and graphs produced do not identify settings but show trends within local areas, Gloucestershire and beyond. We hope all Ofsted-registered PATA member settings from all sectors (early years and school age) take part. The more settings that respond, the more meaningful are the statistics, graphs and information produced.

A downloadable/printable copy of the survey is available on the news page of our website and you can complete that and return it to us if you prefer, or use that to gather the information and input it here. You will need to input all of your answers in one go so it's worth running through to check what information you will need before you start.

Many thanks for your co-operation, your contribution is greatly appreciated. If you have any queries about this survey or if you would like us to send you a paper copy to complete please contact membership@pataglos.org.uk.

*** 1. Name of your setting (this is used for admin purposes only and will not appear on any survey reports).**

General setting information

2. How many weeks per year are you open?

3. How many hours a week is your setting open for?

4. What is the earliest age that children can attend your setting unaccompanied?

- ☐ Less than 2 years
- ☐ 2 years
- ☐ 2 years 6 months
- ☐ 2 years 9 months
- ☐ 3 years
- ☐ Other (please specify)

5. Have your salary/wage costs changed in the last 12 months?

Increased

☐

Decreased

☐

Remained the same

☐

Don't know

☐

Not applicable

☐

6. Contingency Fund/Reserves:

Yes

No

Don't know

Do you have a
contingency fund or
reserves?

☐☐☐

Do you have a
reserves policy?

☐☐☐

7. Have you used your reserves to support any shortfall in income in the last 12 months?

- ☐ Yes
- ☐ No

Other (please comment)

8. Have you recalculated your redundancy liability in the past 12 months?

- ☐ Yes
- ☐ No
- ☐ Don't know

Fees

9. For non-funded places, what are your fees per child per hour for:

Children **younger than 3 years?**

Children **3 years and over?**

Out of School - breakfast clubs? (If you charge a session fee please average it to an hourly rate)

Out of School - after school clubs?

Out of School - holiday clubs?

10. When did you last increase your fees?

11. How likely is it that you will raise fees in the next 12 months?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

12. If you do intend to increase your fees please indicate the amount per hour that you intend to raise them by for:

Children **younger than 3 years?**

Children **over 3 years?**

Out of School - breakfast clubs?

Out of School - after school clubs?

Out of School - holiday clubs?

13. Do you accept Universal Nursery Education Funding (15 hours NEF?)

- ☐ Yes
- ☐ No

14. Do you accept Extended Nursery Education Funding (30 hours NEF)?

- ☐ Yes
- ☐ No

15. If yes, do you accept the full 30 hours or do you offer a smaller number of hours?

- ☐ Full hours
- ☐ Smaller number of hours

16. Approximately what percentage of your children use funded hours?

- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-100%

17. Roughly what percentage of your income for the year is from Nursery Education Funding (NEF)

- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-100%

18. Approximately what percentage of children pay for additional hours on top of their NEF funding?

- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-100%

Wages

19. Staff roles have different titles in different settings. Please match your staff to the nearest title. If a staff member is paid a salary please give the hourly rate. If you have multiple staff at one level who are paid different rates please give an average.

What is the pay per hour (in £s and pence) for:

Senior person, e.g.

manager or
playleader?

Deputy

manager/playleader?

Practitioner, assistant
or playworker?

Apprentice?

Administrator?

Other (please specify
job title)

20. Do you make additional payments? (examples might be: SENDCo role, H&S role, lead practitioner enhanced rate, different rates for training and planning etc.)

☐ Yes

☐ No

If YES Please give as much detail as possible about how much for each role.

21. Do you offer any additional benefits for your staff?

☐ Contractual/Enhanced sick pay (i.e. more than Statutory Sick Pay)

☐ Additional paid leave (above the statutory minimum of 20 days plus bank/public holidays)

☐ Additional maternity pay

☐ Enhanced pension scheme

☐ Support with childcare

☐ Other e.g. bonus, paid days out, insurances such as Death in Service, free food/drink etc. Please give details

22. Have you given any pay rises in the past year?

☐ Yes

☐ No

23. If you have given pay rises, were these

	Yes	No
due to living/minimum wage increases?	<input type="radio"/>	<input type="radio"/>
a decision made generally/performance related?	<input type="radio"/>	<input type="radio"/>
both?	<input type="radio"/>	<input type="radio"/>

Other (please specify)

24. What were the level of rises that you gave per hour and how many staff received this?

	Number of staff
Less than 20 pence per hour	<input type="text"/>
20-29 pence per hour	<input type="text"/>
30-49 pence per hour	<input type="text"/>
50 pence plus per hour	<input type="text"/>
50 - 75 pence per hour	<input type="text"/>
76 pence - £1.00 per hour	<input type="text"/>
Over £1.00 per hour	<input type="text"/>

25. If you gave pay rises due to the increase in living/minimum wages did you give other staff members a pay rise to maintain your existing pay structure?

- ☐ Yes
- ☐ No
- ☐ N/A

26. Are you aware of the rates set for statutory wage rises in April?

- ☐ Yes
- ☐ No

27. Have you factored these wage rises into your budget?

- ☐ Yes
- ☐ No

Non-contact time

28. How many **hours a week** are your staff allocated for non-contact time? (usually planning, assessment and record keeping)

Senior person, e.g.
playleader or manager

Deputy playleader

Practitioner, assistant
or playworker

29. Is non-contact time paid at the usual hourly rate?

	Yes	No
Senior person, e.g. playleader or manager	<input type="radio"/>	<input type="radio"/>
Deputy playleader	<input type="radio"/>	<input type="radio"/>
Practitioner, assistant or playworker	<input type="radio"/>	<input type="radio"/>

If no, please give details:

30. Are staff paid when attending training?

	Yes (additional hours paid in wages)	Yes (TOIL given)	No
Senior person, e.g. playleader or manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deputy playleader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practitioner, assistant or playworker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other, please give details:

31. Are staff paid when attending committee meetings?

	Yes (additional hours paid in wages)	Yes (TOIL given)	No	Not applicable
Senior person, e.g. playleader or manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deputy playleader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practitioner, assistant or playworker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Any comments

32. Are staff paid for attending/helping at fundraising events?

- ☐ Yes (additional hours paid in wages)
- ☐ Yes (TOIL given)
- ☐ No

33. In general do you pay additional hours to your employees?

- ☐ Yes
- ☐ No

34. If yes, do you pay holiday entitlement on overtime hours?

- ☐ Yes
- ☐ No

35. If you have an administrator, how many **hours a week** do they work?

36. If you have an administrator is their main duty finance related?

- ☐ Yes
- ☐ No

Qualifications

37. What is the highest level qualification held by your leader/manager, deputy and other staff? Please indicate how many staff you have at each level.

	Leader/Manager	Deputy	Other staff
Early Years Professional Status/QTS/EYTS	<input type="text"/>	<input type="text"/>	<input type="text"/>
Degree or higher (in a related subject)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Degree or higher (in an unrelated subject)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Foundation Degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
Level 5	<input type="text"/>	<input type="text"/>	<input type="text"/>
Level 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Level 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Level 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Unqualified	<input type="text"/>	<input type="text"/>	<input type="text"/>

38. Do you employ anyone as an apprentice?

☐ Yes

☐ No

If Yes, please indicate how many you employ and if they are working towards Level 2 or Level 3

39. Have you recruited staff in the last 12 months? If yes please comment on the process (availability of suitably qualified applicants etc.)

General questions and other comments

40. What has been the most difficult issue faced by your setting over the last 12 months?

41. What do you think will be your greatest challenge as a setting for the next twelve months?

42. Any other comments?

Thank you for completing this questionnaire. The statistics and graphs produced do not identify settings but show trends within local areas, Gloucestershire and beyond. A summary of the results will be published to PATA members.