**Childcare Sufficiency Assessment 2021/2022**

**Your Views on Childcare**

**Employers Survey**

The information that you provide in completing this form will be treated as confidential and only be processed for the purposes of this survey in compliance with Data Protection Law (UK GDPR/Data Protection Act 2018). For further information on how we process your information and your Rights please [see attached Caerphilly privacy statement](https://www.caerphilly.gov.uk/caerphillyDocs/children-and-families/early-years/Privacy-Notice-CSA-consutations_cy).

You can also contact the Data Protection Officer via email: dataprotection@caerphilly.gov.uk or call 01443 864322. Please ensure that you provide personal data only when personal data is clearly requested and be careful not to provide any information that could be used to identify any other persons when filling in the text boxes.

Dear Employer

Please find below a brief survey regarding Your Views on Childcare.

Caerphilly County Borough Council is required to consult with employers as part of their statutory duty under the Childcare Act 2006. Any information you are able to provide will help us with the future development of childcare.

The Childcare Sufficiency Assessment evaluates the supply and demand for future childcare in Caerphilly, with the ongoing pandemic your views are pertinent to shaping the future demand of childcare in Caerphilly.

Please complete and return by **12th November 2021** to Fiona Santos in the Early Years team at fis@caerphilly.gov.uk. Please do not hesitate to contact me on 07810438505 if you have any queries or wish to discuss.

 bout your Organisation

1. **What is the name of your organisation?**

Click or tap here to enter text.

1. **What is the postcode of your organisation?**

Click or tap here to enter text.

1. **Is this organisation**: [ ]  Private [ ]  Public [ ]  Third Sector
2. **How many people do you employ in your organisation?**

Click or tap here to enter text.

1. **Approximately what percentage of your staff live in Caerphilly?**

[ ]  0-20% [ ]  21-40% [ ]  41-60% [ ]  61-80% [ ]  81-100%

1. **Approximately what percentage of your workforce are parents with children aged 18 years or under?**

[ ]  0-20% [ ]  21-40% [ ]  41-60% [ ] 61-80% [ ]  81-100%

1. **Do you offer any of the following flexible working arrangements for employees? Please tick all that apply**

[ ]  Part-time [ ]  Annualised working [ ]  Compressed working [ ]  Job-share [ ]  Flexi-time

[ ]  Phased return to work [ ]  Voluntary reduced working time [ ]  Term-time/school hours

[ ]  Home working [ ]  Career break [ ]  9 day fortnight [ ]  Temporarily reduced hours

[ ]  Other - if other please specify:

Click or tap here to enter text.

1. **During the Covid-19 pandemic have you seen a change in the way your employees access flexible working arrangements?**

[ ]  Yes [ ] No

1. **Please tell us what changes you have seen.**

**During the Covid-19 pandemic, what percentage of your workforce accessed the Furlough**

**Scheme?**

[ ]  0-20% [ ]  21-40% [ ]  41-60% [ ]  61-80% [ ]  81-100%

Section B: Recruitment & Retention

1. **Please state whether you agree or disagree with the following statements:**

**It has been difficult to retain or attract new employees**

[ ]  Strongly agree [ ]  Agree [ ]  Neither [ ]  Agree nor Disagree [ ]  Disagree [ ]  Strongly

Disagree [ ]  Not Applicable

1. **In your experience, has childcare been a big factor in preventing employees taking-up employment or continuing to work in the organisation. During the Covid-19 Pandemic?**

[ ]  Yes [ ]  No [ ]  Unsure

1. **When considering childcare and the effects of employing or retaining staff, do you think there are sufficient childcare provisions within Caerphilly to meet the requirements of your employees?**

[ ]  Yes [ ]  No [ ]  Unsure

1. **What improvements do you think are needed to childcare to help improve recruitment and retention of staff? Please select all that apply**

[ ]  Available at different times [ ]  More flexible sessions, e.g. drop ins or a few hours

[ ]  More affordable [ ]  Different location [ ]  Childcare that is better at meeting child’s additional needs or disability [ ]  Access to different type of childcare [ ]  Better quality provision [ ]  More Welsh language / bilingual childcare provision

[ ]  Other -If other please state:

Click or tap here to enter text.

1. **Which times would work the best?** Please select all that apply

[ ]  Before 7am [ ]  7am-8am [ ]  8am-9am [ ]  9am-4pm [ ]  4pm-6pm [ ]  After 6pm

1. **Which locations would work best?** Please select all that apply

[ ]  Closer to home [ ]  Closer to work or study [ ]  Employer-based childcare on premises

[ ]  Closer to child’s school [ ]  Other - If other please specify

Click or tap here to enter text.

1. **Which types of childcare would work best?** Please select all that apply

[ ]  Childminder [ ]  Day nursery [ ]  Playgroup [ ]  Cylch Meithrin [ ]  Crèche

[ ]  Nanny or au pair [ ]  Breakfast club [ ]  After school club [ ]  Holiday club

[ ]  Cylch Meithrin [ ]  Other - If other please specify

Click or tap here to enter text.

1. **How frequently do you experience problems with employees not continuing to work in your organisation following a Maternity/Paternity leave?**

[ ]  Never [ ]  Rarely [ ]  Sometimes [ ]  Often [ ]  Very often

Section C: Childcare Related Benefits for Employees

1. **For each of the following benefits, please would you tell us whether you currently offer the benefit, are thinking about providing them, or have previously provided them but do not do so any longer.**

[ ]  **Childcare vouchers** –

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **On-site nursery** –

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **On-site crèche -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **On-site holiday playscheme -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **On-site after-school club -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **Financial assistance towards childcare -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **Information about childcare provision -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **Information about tax credits -**

[ ]  Currently provide [ ]  Considering providing [ ]  Previously provided but no longer

[ ]  **Other - If other please specify**

1. **For each of those benefits you currently provide, please tell us about the level of take-up.**

[ ]  **Childcare vouchers** [ ]  Low [ ]  Medium [ ]  High

[ ]  **On-site nursery** [ ]  Low[ ]  Medium [ ]  High

[ ]  **On-site crèche** [ ]  Low [ ]  Medium [ ]  High

[ ]  **On-site holiday playscheme** [ ]  Low [ ]  Medium [ ]  High

[ ]  **On-site after-school club** [ ]  Low [ ]  Medium [ ]  High

[ ]  **Financial assistance towards childcare** [ ]  Low [ ]  Medium [ ]  High

[ ]  **Information about childcare provision** [ ]  Low [ ]  Medium [ ]  High

[ ]  **Information about tax credits** [ ]  Low [ ]  Medium [ ]  High

[ ]  **Other - If other please specify** [ ]  Low [ ]  Medium [ ]  High

1. **What factors do you think affect the take-up of these benefits and what can be done to improve this?**

Click or tap here to enter text.

1. **Do you know about the Childcare Offer for Wales?**

[ ]  Yes [ ]  No [ ]  Unsure

1. **Do you think that the Childcare Offer for Wales has helped unemployed families with 3 – 4 year olds gain or increase their employment?**

Click or tap here to enter text.

1. **Please tell us any concerns you have for the current and future childcare market**

Click or tap here to enter text.

1. **If you have any other comments about childcare in Caerphilly or about how Caerphilly can improve childcare, please tell us below**

Click or tap here to enter text.

**In the future we may need to contact you about changes to childcare or new benefits**

**available, please tick the box below if you would wish to be contacted.**

[ ]  I wish to be contacted in future about changes

Please provide an email address we can use to contact you

Click or tap here to enter text.