**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](mailto: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](mailto: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.