



# Making a Difference

Leading Change for  
Childminding and Families

**scma**<sup>®</sup>

Scottish  
Childminding  
Association

*committed to quality childcare*

**Annual Report 2022-2023**

# Foreword

A message from Graeme McAlister, Chief Executive, SCMA

**2022/23 represented the second year of our 3-year strategy ‘Changing the Narrative: Strengthening Childminding, Supporting Families & Increasing Choice’.**

Throughout this time, SCMA has been positively influencing many areas; strengthening the evidence in support of the need for change and piloting innovative solutions for scaling-up the recruitment of more childminders in areas where they are most needed across the country.

This has increased the value attached to our work and to childminding by a range of stakeholders. Most notably, our sustained period of influencing activity (including the publication of a series of reports and recommendations, heavily informed by members’ experiences) has been instrumental in gaining recognition of the need to increase support for childminders with parallel emphasis on both retention (reducing pressures to make workloads more sustainable) and recruitment (bringing new childminders into our workforce). Crucially, this led to the Scottish Government inviting SCMA to submit proposals / solutions to Scottish Government to address these issues.

In 2022/23, we continued to strengthen membership engagement, acting on issues of concern for our members and invest in and strengthen our childminding-specific support for members including widening learning provision.

Many challenges remain but we believe our work is bearing fruit; there are some grounds for optimism emerging, we remain committed to supporting members and to developing childminding and will shortly be developing our next 3-year strategy to continue our journey. Recently, Scottish Government published its Programme for Government for 2023/24 putting childcare at the heart of this, recognising its vital role in enabling parents to work and reduce poverty and including a number of important commitments to scale-up support for childminding.

As ever, I would like to thank the SCMA team of staff for their work in supporting members; our Elected Members and of course, SCMA Childminder Members who continue to go above and beyond and without whose support, our activities would not be possible.

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“We continued to strengthen membership engagement, acting on issues of concern for our members and invest in and strengthen our childminding-specific support for members including widening learning provision.”

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**Graeme McAlister**  
Chief Executive, SCMA



## Annual Finance Report 2022-2023

Income and Expenditure Accounts for the Year Ended 31 March 2023

### Incoming Resources

Incoming resources from generated funds

	2022	2023
<b>Voluntary Income</b>		
Memberships and Subscriptions and Gift Aid	173,192	294,231
Other Grants	100,466	94,342
CYPFEIF Core Funding	285,000	299,250
<b>Activities for Generating Funds</b>		
Project and Service Agreement and Administration	274,780	286,794
Income from Insurance Sales	121,900	-
Sales of Publications	29,490	28,390
Delivering Training to SCMA Members	89,347	71,097
<b>Investment Income</b>		
Deposit Account Interest	3,083	8,044
<b>Incoming Resources from Charitable Activities</b>		
Project and Service Agreement Funding (excluding fees)	1,748,350	2,081,735
<b>Total Incoming Resources</b>	<b>2,825,608</b>	<b>3,163,883</b>

### Resources Expended

	2022	2023
Charitable Activities	1,742,720	2,136,828
Generating Funds	832,000	883,064
Support Costs	146,020	107,650
Governance	93,207	105,144
<b>Total Resources Expended</b>	<b>2,813,947</b>	<b>3,232,686</b>
<b>Net Incoming/(outgoing) resources</b>	<b>11,661</b>	<b>(68,803)</b>
Total Funds (brought forward)	1,065,634	996,831



# Year in Focus 2022-2023

## Supporting Our Members | What did we do?

### 2022 ONLINE CONFERENCE 'Making a Difference'

Free to attend for SCMA members, our first ever online conference focused on childminders and their mindees. It was an opportunity to showcase the support and guidance that SCMA provides for members and enabled them to come together and reflect on how they 'make a difference' to children and families every day and in so many ways. It also provided protected time and space to consider their own mental health and wellbeing needs, as well as those of the children and families they support. Speakers included **Clare Haughey**, Minister for Children and Young People; **Graeme McAlister**, Chief Executive SCMA; **Clare Furze**, Head of Sector Support and Workforce Unit, ELC; **Gavin Oattes**, Managing Director, Tree of Knowledge and **Joanne Aitken**, Children and Young People Development Manager, SAMH as well as input and questions with Alison Cumming, Director of ELC.

We were delighted that **200 members joined us on the day** - double the number that would usually attend our in-person conference and **representing 30 local authority areas**.

### Supporting the Childminding Workforce and Influencing Change

- Continued to **raise awareness in Scottish Parliament** of the adverse impact of increasing bureaucracy, paperwork and duplicative quality assurance systems on the workforce
- **Published our annual Early Learning & Childcare ELC Audit 2022**, which captured evidence on local authorities' progress in including childminders in delivering funded ELC, along with members' and parents' experiences of accessing childminding
- Continued to **influence and advocate for childminding**, responding to Scottish Government consultation papers on topics such as the Future of Inspection.



## Childminder Recruitment Campaign

SCMA led **strategic discussions with key stakeholders** on the urgent need to recruit childminders in remote and rural areas of Scotland.

In March 2022, SCMA launched the **Scottish Rural Childminding Partnership** pilot recruitment campaign which would recruit and train new professional childminders in communities within Argyll and Bute, Western Isles, Dumfries and Galloway, Highland, Moray, North Ayrshire, Orkney, Scottish Borders, Shetland and Stirling – all identified as having an urgent need for more high-quality, flexible childcare. The pilot was launched with £170,000 partnership funding from South of Scotland Enterprise (SOSE), Highlands and Islands Enterprise (HIE) and Skills Development Scotland (SDS) in order to support economic and community development through the creation of new professional childminding jobs and much-needed childcare spaces for families in remote and rural areas - vital in enabling parents and carers to work and contribute to the local economy. The campaign has seen almost 60 new childminders complete or apply for registration with the Care Inspectorate to establish new businesses across Scotland.

[READ MORE](#)

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SCMA launched the Scottish Rural Childminding Partnership pilot recruitment campaign in March 2022, recruiting over 60 new childminders for much-needed childcare spaces in remote and rural areas

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## Continuous Professional Learning Opportunities

Improving practice and seeking to achieve the best possible outcomes for children is what makes childminding such a high-quality service. As such, the professional growth of childminders is very important to SCMA and we continue to provide a range of learning resources to help childminders to build upon their existing skills and knowledge.

**Four newly updated CPL eLearning courses** were developed for members on **Child Protection, Infection Prevention and Control, The Business Side of Childminding** and **Parental Involvement**. A new eLearning platform – the **'Learning Zone'** – was also launched, hosted on our website via the Membership Dashboard and making it easier for members to access and record their eLearning, all in one place.

## Membership Engagement

SCMA provides a professional voice for members, ensuring that what we do is responsive to, and informed by, the needs and experiences of our childminding membership. We continue to strengthen engagement, participation, involvement and support for our members with recovering and growing their businesses.

- Our **TellSCMA 'Childminding and You'** survey in September 2022 helped to capture valuable data on topics such as ELC delivery, the cost of living crisis and childminders' experiences of bureaucracy and paperwork. The information gleaned on childminding cost pressures provided evidence that the cost of living crisis is the greatest risk to childminder sustainability.

[READ MORE](#)

- A new **Cost of Living** section was developed on our website to signpost childminders and the families they work with to sources of financial support and information.

# Key Stats and Figures April 2022- March 2023

**78%** OF  
CHILD MindERS  
IN SCOTLAND ARE  
**scma**  
MEMBERS

SCMA HELPLINE  
**680**  
HELPLINE  
calls received by  
**#TeamSCMA**

childminding.org



**54,673**  
HITS FROM  
PARENTS  
USING OUR  
CHILD MINDER  
SEARCH SERVICE

**19,563**  
people visited  
BECOMING A  
CHILD MINDER  
webpage

SOCIAL MEDIA @Scotchildmind

**7,800**  
FACEBOOK  
LIKES

**3,283**  
TWITTER  
FOLLOWERS

**188**  
INSTAGRAM  
FOLLOWERS

## INDUCTION:

**373** new learners accessed our  
Childminding Induction  
Support Programme

## CPL TRAINING:

**1205** childminders accessed  
CPL training with SCMA this year:

- **851** childminders accessed  
our CPL eLearning courses
- SCMA ran **27** local-authority  
funded CPL courses, which  
**354** childminders attended

## TELLSCMA CHILD MINDING & YOU SURVEY:

**45%**  
response  
level

**1263** responses  
received

**1368**  
free-text  
comments

## NETWORK MEETINGS:

**32** local-authority funded  
Network Meetings

**550** childminders  
ATTENDED

## CHILD MINDER SEARCH SERVICE:

**2436**  
PEOPLE

searched via our website  
for a **CHILD MINDER**

We love hearing from  
our members and colleagues  
across the sector. Share  
your thoughts, ideas and  
suggestions with our team,  
just message us on social  
media and don't forget  
to follow us on Instagram!  
**#TellSCMA.**



We now work with **21** LOCAL AUTHORITIES  
throughout Scotland. An increase of 12!

All figures taken from April 2022 – March 2023

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Scottish Childminding Association  
Argyll Court, Castle Business Park, Stirling, FK9 4TY  
Tel: 01786 445377  
Email: [information@childminding.org](mailto:information@childminding.org)  
**childminding.org**



Scottish Government  
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[gov.scot](http://gov.scot)

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