



Strong Foundations

Support

A Voice

Professional Growth

Making a Difference

The **Voice** for Professional Childminding in Scotland

SCMA ANNUAL REPORT 2019

scma Scottish Childminding Association
committed to quality childcare



A Voice for Professional Childminding in Scotland

For SCMA, this has been a year of changes, transitions and progress. I am delighted to have joined SCMA at such a critical time for childminding and the development of childcare policy in Scotland, and I'm also encouraged by the increasing influence that SCMA is gaining on your behalf.



Through our engagement with the Scottish Government, the Care Inspectorate and many local authorities, SCMA is the only national organisation dedicated to, and specialising in childminding, and working at a national, regional and local level on your behalf.

We were heavily involved in the development of the National Standard for funded Early Learning and Childcare (ELC) providers, ensuring the criteria are proportionate to childminding settings. We also wanted to establish standards that are aspirational, as well as achievable, for childminders providing equity across all ELC providers.

The Complete Childminding Learning Pathway – a Work Based Award, which was developed by SCMA alongside SQA, enables childminders without formal qualifications to achieve recognition for their prior experience, skills and learning and take steps towards a recognised qualification.

Childminders continue to achieve one of the highest quality ratings across all criteria in Scotland and this is a trend that we want to shout about. Childminding is a valuable and unique form of high-quality childcare, delivered by an experienced and professional workforce, that deserves to be valued and respected more.

Despite the challenges ahead of us, the statistics and feedback featured in this Annual Report serve to demonstrate the strength that SCMA has, and together with our childminder members I am optimistic about our future and that we can build on our success and continue to make a difference.

To continue this momentum, strengthen our influence and raise the profile of childminding even higher - we still need your help. You are our members. You are SCMA. And we need you to maintain and build on our work.

Thank you for your continued support and dedication.

Graeme McAlister
Chief Executive Officer

Championing the true value of the work we do every day

SCMA is always striving forward; to champion the true value of the work we do every day and put our minded children at the heart of our work. That is why it has been a privilege to be part of SCMA and serve as the Board's Convener.

This year we welcomed Graeme McAlister to the role of Chief Executive, following a rigorous application process led by myself, the SCMA Board and its staff, appointing him to take the helm and lead SCMA forward following Maggie Simpson's retirement.

The childminding landscape is a challenging one at the moment, but we are confident that we have a strong team in SCMA, together with guidance from the Board who use their knowledge and experience to benefit the Association, and give our members opportunities to grow and develop for years to come.

There were many highlights last year, including the launch of the Complete Childminding Learning Pathway, another record-breaking Childminding Week and the Year of Young People taking centre stage at our SCMA Conference in Glasgow, where youngsters shared their special thoughts and childminding experiences. There wasn't a dry eye in the house – they were outstanding!

Whether we are serving on the SCMA Board or within our own childminding settings and groups, we are all passionate about one thing – benefiting the lives and wellbeing of the children we care for by helping to make a difference.

We all play a part in maintaining SCMA's Vision "quality childminding - building confident children within a family childcare experience" and I am looking forward to another successful year ahead.

Liz Stewart
Convener, SCMA

83%

of childminders are members of SCMA

436

ITA applications

1,600

Helpline calls

92% of childminders – 'Good' or higher across all inspection grades

We have 5,000

followers on Facebook

Over 4,000

SCMA members across Scotland

Over 1,500

people attended Childminding Day 2018

scma

Scottish Childminding Association

committed to quality childcare

The national voice of professional childminding in Scotland



Over 50

childminders on the Complete Childminding Learning Pathway

76,596

hits to our Childminder Search Service

We have 2,000

followers on Twitter

Over 300

families received vital support | SCMA Community Childminding

565,476

page views to childminding.org

484

new childminders undertake our Childminding Induction Support Programme

2,500

Guides to Becoming a Childminder

13,000

Our top Facebook post reached almost 13,000 people in Scotland

Annual Report 2018–2019

Finance

Income and Expenditure Accounts for the
Year Ended 31 March 2019.

2018 **2019**

Incoming Resources

Incoming Resources from Generated Funds

Voluntary Income

Memberships, Subscriptions and Gift Aid	221,707	219,379
Other Grants	0	46,287
CYPFEIF Core Funding	285,000	285,000

Activities for Generating Funds

Project and Service Agreement and Administration	148,442	137,576
Income from Insurance Sales	152,206	149,496
Sales of Publications	59,046	57,382
Conference Receipts	10,385	16,810
Advertising	3,750	3,800
Delivering Training to SCMA Members	91,360	82,333

Investment Income

Deposit Account Interest	6,082	7,653
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Incoming Resources from Charitable Activities

Project and Service Agreement Funding (excluding fees)	531,448	649,567
Total Incoming Resources	1,509,426	1,655,283

Resources Expended

Charitable Activities	507,667	619,496
Generating Funds	770,535	771,169
Support Costs	95,978	102,167
Governance	99,785	111,388

Total Resources Expended	1,473,965	1,604,220
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Net incoming/(outgoing) resources

35,461 **51,063**

Total Funds (brought forward)	950,283	1,001,346
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Strong Foundations

From registration to membership of SCMA and beyond, the Childminding Induction Support Programme provides an excellent level of childminding-specific support to potential childminders, including the SCMA Helpline and one-to-one tailored support.

The National Standard will require new childminding services (registered since 2019) to complete appropriate induction in order to deliver the funded hours of Early Learning and Childcare (ELC).

SCMA secured additional funding from the Scottish Government to support potential childminders access our Childminding Induction Support Programme, following the closure of Individual Training Accounts (ITAs) in December 2018.

2,500 received our Guide to
Becoming a Childminder



"It opens up your
mind about what is
required of you as a
childminder"



Providing Support

- Help, guidance and support from experienced staff who understand childminding in Scotland.
- **95%** of SCMA members are happy with their membership.
- SCMA members continued to report satisfaction of the Helpline through our annual SCMA Membership Survey, with 85% rating it as 'excellent' or 'very good'.

Over
1,600
Helpline calls
No question is too small!

"Their help staff are helpful, and website is invaluable with great resources"

Having a Voice

Our Chief Executive has given evidence at the Education and Skills Committee, where a clear commitment has been given by the Scottish Government to the importance of commissioning childminders to deliver funded ELC.

Focussing on the expansion of funded Early Learning and Childcare (ELC), we were heavily involved in the development of the ELC Quality Action Plan and National Standard; promoting the enhanced and unique position of childminding within the demands of delivering high-quality funded ELC.

Despite some local authorities being slow to commission with childminders, SCMA continues to lobby them to ensure childminding is fairly represented in their ELC expansion plans.



"Understanding the work SCMA do - I don't know what we would do without them"

68%

of SCMA members feel well informed of our policy work



Professional Growth

SQA qualification worth
24 credits at Level 7

- ★ SCMA launched the Complete Childminding Learning Pathway – a Work Based Award, which is a recognised SQA qualification worth 24 credits at Level 7 on the Scottish Credit and Qualifications Framework and is mapped to the SVQIII in Social Services (Children & Young People).
- ★ SCMA was successful in securing funding from Education Scotland to develop learning resources, specifically for childminders to enhance their knowledge and practice surrounding STEM (Science, Technology, Engineering and Maths).
- ★ SCMA has vigorously lobbied for the Scottish Government and Skills Development Scotland to re-introduce and extend their Individual Training Accounts (ITAs) funding stream for eligible learners. Many childminders were unable to further their professional growth due to the financial hurdle, and working towards a qualification, such as the Complete Childminding Learning Pathway, was not within reach.



Making a Difference

🏠 **92%** of childminders received a 'Good' or higher grade from the Care Inspectorate across all inspection themes, with almost half of all childminders (48%) where the quality was deemed to be of the highest possible standard.

🏠 Our Community Childminding Service is going from strength-to-strength; providing a vital support to families in need in a timely way and helping to take the pressure off.

More than 900 families across Scotland have received support from our Community Childminders in the last three years alone.

More than
900 families supported