

# Childcare in **K Uff]b[ hcb**

## A survey of employers

In a recent survey undertaken by the London Development Agency, 48% of London employers experiencing recruitment or retention problems reported that lack of available childcare was a key contributory factor.

**K Uff]b[ hcb '6 cfci [ \ '7 ci bW** is looking in detail at the availability of childcare in the borough and how this affects employers and working parents. This questionnaire has been designed to gather your views on childcare and help us to make sure that our efforts meet your needs.

We would be grateful if you could spend 5-10 minutes completing this questionnaire. Your feedback will be kept confidential and will be used only for the purposes of this piece of research.

If you have any questions about this survey, please contact **c^|^] @ } ^ Á FJG' Á I HFH**.

### Section A: About your organisation

Q1. What is the name and address of your organisation?

Q2. How many people do you employ in **K Uff]b[ hcb**?

Q3. Approximately what percentage of your workforce is female?

 %

Q4. Approximately what proportion of your workforce are parents with children aged 14 years or under?

 %

**Q5. Do you offer any of the following flexible working arrangements? Please tick all that apply**

<i>Part-time</i>	<input type="checkbox"/>	<i>Voluntary reduced working time</i>	<input type="checkbox"/>
<i>Annualised working</i>	<input type="checkbox"/>	<i>Term-time / school hours</i>	<input type="checkbox"/>
<i>Compressed working</i>	<input type="checkbox"/>	<i>Homeworking</i>	<input type="checkbox"/>
<i>Job-share</i>	<input type="checkbox"/>	<i>Career break</i>	<input type="checkbox"/>
<i>Flexi-time</i>	<input type="checkbox"/>	<i>9 day fortnight</i>	<input type="checkbox"/>
<i>Phased return to work</i>	<input type="checkbox"/>	<i>Temporarily reduced hours</i>	<input type="checkbox"/>
<i>Other (please state).....</i>			<input type="checkbox"/>

**Section B: Recruitment & retention**

**Q6. To what extent have you experienced problems in employees taking-up employment with you or continuing to work in your organisation?**

<i>Not applicable</i>	<input type="checkbox"/>	<i>Not at all</i>	<input type="checkbox"/>
<i>Slightly</i>	<input type="checkbox"/>	<i>A lot</i>	<input type="checkbox"/>

**Q7. To what extent has childcare been a factor in preventing an employee taking-up employment with you or continuing to work in your organisation?**

<i>Not applicable</i>	<input type="checkbox"/>	<i>Not at all</i>	<input type="checkbox"/>
<i>Slightly</i>	<input type="checkbox"/>	<i>A lot</i>	<input type="checkbox"/>

*If you responded, 'slightly' or 'a lot' please answer the next question. If you responded, 'not applicable' or 'not at all' please proceed to question 9.*

**Q8. What improvements do you think are needed to childcare to help improve recruitment and retention of staff?**

<i>Available at different times</i>	<input type="checkbox"/>	→	<table border="1"> <tr><td><i>Before 7am</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>7am-8am</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>8am-9am</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>9am-4pm</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>4pm-6pm</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>After 6pm</i></td><td><input type="checkbox"/></td></tr> </table>	<i>Before 7am</i>	<input type="checkbox"/>	<i>7am-8am</i>	<input type="checkbox"/>	<i>8am-9am</i>	<input type="checkbox"/>	<i>9am-4pm</i>	<input type="checkbox"/>	<i>4pm-6pm</i>	<input type="checkbox"/>	<i>After 6pm</i>	<input type="checkbox"/>						
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<i>After 6pm</i>	<input type="checkbox"/>																				
<i>More flexible sessions, e.g. drop ins or a few hours</i>	<input type="checkbox"/>																				
<i>More affordable</i>	<input type="checkbox"/>																				
<i>Different location</i>	<input type="checkbox"/>	→	<table border="1"> <tr><td><i>Closer to home</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Closer to work or study</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Employer-based childcare</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Closer to child's school</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Other.....</i></td><td><input type="checkbox"/></td></tr> </table>	<i>Closer to home</i>	<input type="checkbox"/>	<i>Closer to work or study</i>	<input type="checkbox"/>	<i>Employer-based childcare</i>	<input type="checkbox"/>	<i>Closer to child's school</i>	<input type="checkbox"/>	<i>Other.....</i>	<input type="checkbox"/>								
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<i>Childcare that is better at meeting child's additional needs or disability</i>	<input type="checkbox"/>																				
<i>Access to different type of childcare</i>	<input type="checkbox"/>	→	<table border="1"> <tr><td><i>Childminder</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Day nursery</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Pre-school or playgroup</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Nursery class in school</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Crèche</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Nanny or au pair</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Before/after school club</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Holiday club</i></td><td><input type="checkbox"/></td></tr> <tr><td><i>Other.....</i></td><td><input type="checkbox"/></td></tr> </table>	<i>Childminder</i>	<input type="checkbox"/>	<i>Day nursery</i>	<input type="checkbox"/>	<i>Pre-school or playgroup</i>	<input type="checkbox"/>	<i>Nursery class in school</i>	<input type="checkbox"/>	<i>Crèche</i>	<input type="checkbox"/>	<i>Nanny or au pair</i>	<input type="checkbox"/>	<i>Before/after school club</i>	<input type="checkbox"/>	<i>Holiday club</i>	<input type="checkbox"/>	<i>Other.....</i>	<input type="checkbox"/>
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<i>Other.....</i>	<input type="checkbox"/>																				
<i>Better quality provision</i>	<input type="checkbox"/>																				
<i>Other (please state).....</i>	<input type="checkbox"/>																				

**Section C: Staff benefits**

**Q9. For each of the following benefits, please would you tell us whether you currently offer the benefit, are thinking about providing them, or have provided them in the past but do not do so any longer.**

	<i>Currently provide</i>	<i>Thinking about providing</i>	<i>Have provided in the past but no longer</i>
<i>Childcare vouchers</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site nursery</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site crèche</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site holiday playscheme</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site after-school club</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Financial assistance towards childcare</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Information about childcare provision</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Information about working tax credits</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Other (please state).....</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q10. For those benefits that you currently provide, please would you tell us about the level of take-up.**

	<i>Low</i>	<i>Medium</i>	<i>High</i>
<i>Childcare vouchers</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site nursery</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site crèche</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site holiday playscheme</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>On-site after-school club</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<i>Information about childcare provision</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Information about working tax credits</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Other (please state).....</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q11. What factors affect the take-up of these benefits?**

**Q12. Do you have any other comments about childcare in K Uff]b[ hcb or about how K Uff]b[ hcb 6 fci [ \ 'Council can improve childcare?**