



Changing the world
of work for good

A new deal for the childcare sector

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Women's Officer

Fundamental issues

There is a lack of affordable, accessible childcare and this has a significant impact on parental, and particularly maternal employment. The cost of living and wages crisis is exacerbating this.

- The cost of full-time childcare for parents with children under two has increased by nearly £3000 a year in England, since 2013. Rising from £11,285 in 2013 for a family with a child under 2 to £14,226 in 2021 - an increase of 26 percent.
- If childcare costs continue to rise at the same rate as they have done for the last five years, by 2026 nursery bills will have risen to £2,000 a month in London and reached the same level in the East of England by 2027.

TUC analysis of Coram data.

Fundamental issues

The childcare sector is underfunded, and provision and access are inconsistent and unequal. Lack of access to and provision of high-quality childcare has a disproportionate impact on low paid, BME and single parent families and families with a disabled child(ren) and/or parent.

- UK has second lowest investment in childcare in OECD.
- 30 free hours for 3-4 year olds and some two year olds underfunded.
- 70 per cent of children who are entitled to the full 30 free hours are from families in the top half of the earning distribution.
- Provision is only for 38 weeks of the year.
- Coram research shows deficit in provision across local authorities and cost of summer holiday childcare

Fundamental issues

Childcare workers are underpaid and undervalued, and the pandemic has compounded an already significant recruitment and retention crisis.

- Median pay for nursery nurses and assistants £9.54 per hour vs £14.05 for all employees (ASHE 2021)
- Childcare during covid project found that 56 per cent of providers they surveyed were struggling to recruit staff.
- Same research found that Childminder average pay fell from just over £17,500 pre-pandemic to £14,300, and 32 per cent reported earning less than £10,000 versus 13 per cent in 2018/19.

Childcare worker survey – not representative polling!

- Majority said their mental health had deteriorated during pandemic
- A number did not have access to any sick pay when off sick
- More than half had not had a pay rise in at least three years
- Two fifths were thinking of leaving the sector.

Childcare worker survey – not representative polling!

- Better pay
- Respect and recognition for the profession
- More funding from government to deal with the staffing crisis
- Better training and development opportunities

TUC asks

Our vision for childcare is based on the following core principles:

1. Every family has access to affordable, flexible, high-quality childcare; no one should be worse off because they work and need to use childcare.
2. A well paid, well organised work force with good terms and conditions, rooted in respect and value for the profession.
3. A well-funded, sustainable sector with the interests of children at its heart and a diversity of provision that delivers for parents, children, workers.

TUC asks

- Universal, flexible, high-quality childcare that is available to all from the point where paid maternity or parental leave ends.
- A new deal for the childcare workforce starting with a sectoral deal to guarantee a minimum wage for the childcare workforce.
- A new social partnership approach to childcare reform.

The logo consists of the letters 'TUC' in a bold, sans-serif font. Each letter is rendered with a 3D effect, appearing to be made of a translucent material with a white-to-purple gradient. The letters are slightly offset from each other, creating a sense of depth and movement. The 'T' is on the left, 'U' is in the middle, and 'C' is on the right.

TUC

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