

Making a difference since 2001

Intelligence report



Who we are

We are the regulator for the social work, social care and early years workforce in Scotland. Our work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce.

Our unique role as the workforce regulator and our responsibility for setting standards for education and training in this sector means we have a detailed picture of the development of the social work, social care and day care of children workforces in Scotland in the 20 years since we were set up.

This information helps identify the skills we have and need in this sector, to forecast education and training needs and to identify the numbers and kinds of people Scotland needs to work in this sector in future years.

This intelligence report highlights key statistics and information on our impact over 20 years in developing a professional, skilled and qualified workforce while ensuring public protection.

Our Register

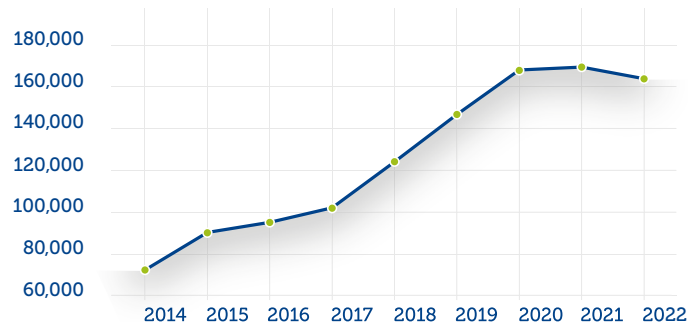
We opened our Register in 2003 starting with social workers. We gradually opened registration to other groups of workers in social care for people of all ages, residential childcare and day care services for children and young people between 2003 and 2020.

163,124

people
currently
on our Register



Number of people registered by year



Total SSSC registrations

The last group to register were support workers in care at home and housing support services. We have now registered all groups covered by the current legislation.

63,900



Care at
home
service

54,700



Housing
support
service

42,300



Day care
of children
service

41,300



Care home
service
for adults

10,900



Social
workers

8,400



Residential
child care
workers

2,100



Social work
students

400



Residential
school care
accommodation
service

400



Adult
day care
service

300



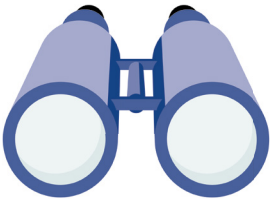
Care
Inspectorate
inspectors

Public protection

We make sure that social work, social care and early years services are provided by a trusted, skilled, confident workforce.

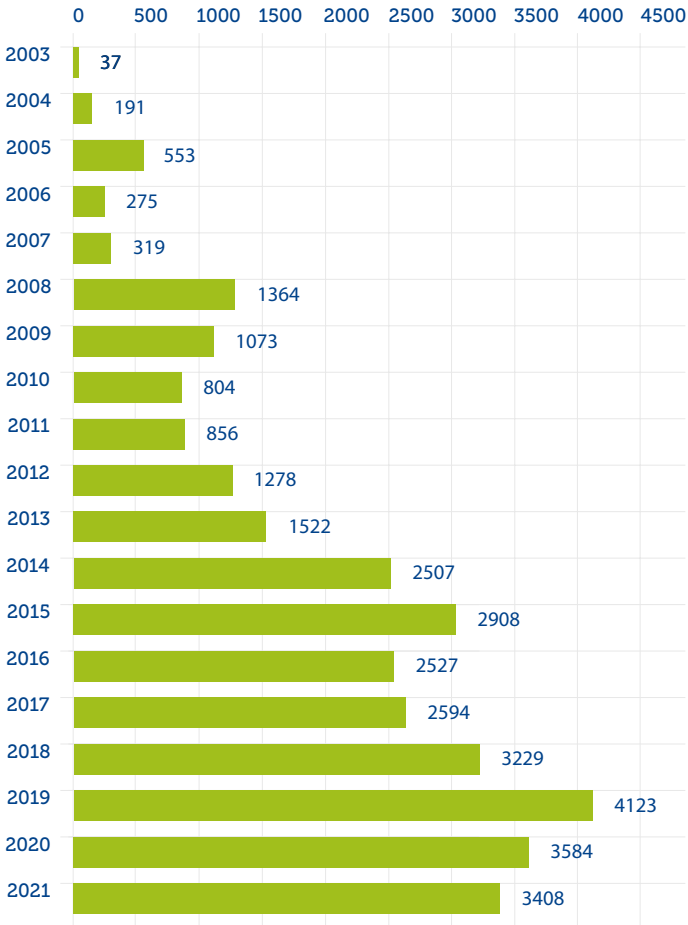
Our Codes of Practice set out the standards, behaviours and values expected of social service workers registered with us. Workers are expected to behave in a way, in or outside work, which does not call into question their suitability to work in social services.

We investigate fitness to practise concerns about workers and take action where necessary including holding hearings with an independent panel.

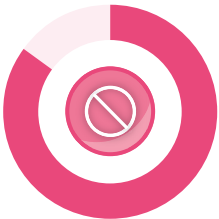


1.5%
have their fitness to practise investigated

Number of fitness to practise investigations



Results of fitness to practise investigations



85%
Result in no further action



0.2%
Result in a suspension



5%
Result in removal from the Register

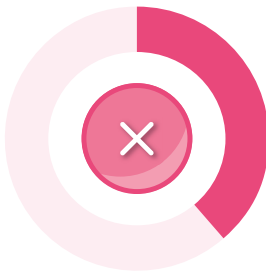


9%
Result in a warning

Number of fitness to practise case sanctions



1,249
Total warnings, conditions and suspensions



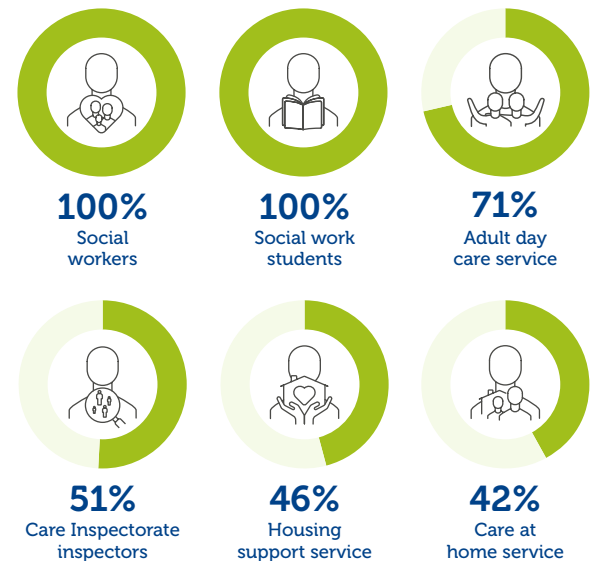
792
Total number of people removed

A qualified, professional workforce

People registering to work in social care or early years must hold, or agree to work towards, the appropriate qualification for their role as a condition of registration. We set the benchmark qualifications they must achieve to make sure people using services can rely on a trusted, skilled and confident workforce.

Social workers must be qualified before they register with us. We also register social work students, both undergraduate and postgraduate.

% of registered workforce that are qualified



Approved education programmes

We approve and quality assure 42 education programmes to make sure they meet the appropriate standards and provide the skills and knowledge needed for social work, social care and early years roles.



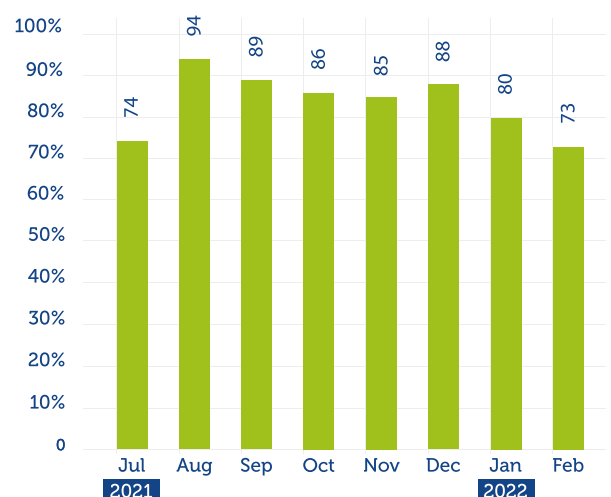
Continuous professional learning

Continuous professional learning (CPL) is the learning we do which helps us develop our knowledge, skills and professional behaviour so we can deliver our best practice. Registered workers need to complete a set number of hours of learning as part of their registration.

We ask a random sample of registrants to have their CPL endorsed each month. This is to show others have endorsed their learning.



% registered workers sampled who met the CPL requirements



MyLearning app

We launched the MyLearning app in November 2020 to help people working in social work, social care and day care of children services record and reflect on their everyday learning and to further support their CPL.



Open Badges

Our Open Badge platform gives all social service workers (and informal carers) recognition for their learning and development. They can share them with others to evidence their learning.



578
Open Badges
available



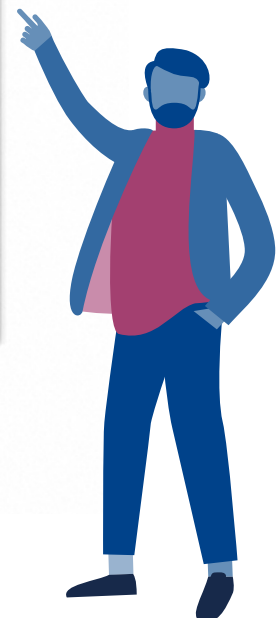
35,637
Open Badges
awarded



25,878
Open Badges
shared

Our Strategic Plan 2020-2023

Our Strategic Plan states how we will support the continuing development and professionalism of the social service workforce while protecting the public through regulation. You can read more about our four strategic outcomes on our website sssc.uk.com



Investing in our intelligence model

We are continuing to invest in and improve our data and intelligence systems to enhance how we use and learn from our data. Over the past 20 years we've built up extensive knowledge of and data on the registered workforce.

We will maximise the intelligence gained from our data and continue to widen its use to help us, policy makers, our strategic partners and workforce planners to:

- make better and evidence based decisions
- develop accurate models and forecasts.

We're developing our services to provide:

- enhanced data and information visualisation
- data analysis
- timely access to data
- integrated data and information reports.



A Register for the future

While the future presents new challenges it also brings the opportunity to change and improve. Scotland has a growing and ageing population and it is critical that we use the data and insights we have now to forecast and plan for the future, so we all have access to high quality care when we need it and the right people to staff those services.

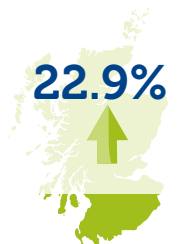
We're undertaking a major future proofing programme looking at our Register, processes, qualifications for registration and our Codes of Practice to make sure we continue to support the social work, social care and early years workforce in every way we can.

We want being registered with us to be simple and easy to understand. And to make sure that people know about the benefits and value of being registered and the standards, skills and qualifications needed to deliver high quality care.

By 2043 Scotland's population is expected to grow by 2.5% to 5.5 million



22.9% of Scotland's population will be of pensionable age by mid-2043



Find out more

If you want to know more about the data and information we hold and to find out how we can work with you, please contact performanceandimprovement@sssc.uk.com

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please contact the SSSC on 0345 60 30 891

We promote equality by removing unlawful and unfair treatment
on the grounds of any protected characteristic wherever possible.