

1. Playwork

1.1 Introduction

Playwork as a qualified and trained profession is relatively new as are many of the structures now in place to develop a quality workforce. There are key policy drivers discussed in the Skills Needs Assessment for Playwork that outline specific catalysts for driving up skills in the profession, nonetheless it must be noted that many Playworkers have considerable experience of facilitating children's play and that the profession has existed for much longer than the qualifications that now define it! It is also important to recognise that Playwork grew out of voluntary involvement and today there are still a large number of volunteers in the sector either as practising Playworkers or on voluntary management committees.

Playworkers need to be qualified and trained and within the UK there are now opportunities at every level to take part in high quality training and gain qualifications that have been endorsed by the sector. However, in Scotland these opportunities are more restricted.

Although development of training and qualifications has been rapid and there is now a wide range available, there is still an inconsistent picture of delivery across the UK demonstrating a need for significant development to promote consistency and access for all those entering the profession. As Scotland moves towards the regulation of the social services workforce through the Scottish Social Services Council, the issues related to training will have a significant impact on playwork as a profession.

1.2 Major types of provision

From September 2006, staff in playwork settings that are regulated by the Scottish Commission for the Regulation of Care (known as the Care Commission), will be required to become registered with the Scottish Social Services Council (SSSC). While it will be possible to become registered with the SSSC without holding a qualification, it will be necessary to obtain the relevant qualification for the post being held by the time of re-registration with the SSSC - a period of three years.

Playwork qualifications are available at a number of levels but not at degree level in Scotland. Qualifications differ in their content (for example, some concentrate on playwork, others on early education and care) and level of complexity. Most qualifications in early education, childcare and playwork involve some type of workplace assessment.

Training available directly in Playwork¹

1. Making Choices: This training course was written to help people make an informed choice about which age group and setting they wish to work in. In Scotland it is delivered by training providers who hold the Code of Practice certificate.
2. An Introduction to Playwork: an introduction course for holiday playscheme training and as an induction programme for wider use in playwork and childcare. The course aims to enable workers intending to work with 4-16 year old children to recognise and extend their skills to work effectively with children and develop good working practice. However, the SSSC does not recognise it as a qualification in its own right for the purpose of worker registration. To satisfy the requirements for the position of 'Support

¹ Scottish Executive, *Working With Children: A Guide to Qualifications & Careers in Early Education, Childcare & Playwork*, <http://www.scotland.gov.uk/library5/education/wwcg-01.asp>, accessed 28 February 2006

Worker', the Introduction to Playwork must be combined with the Scottish Progression Award in Playwork at the present time.

3. Scottish Progression Award (SCQF Level 5): A Scottish Progression Award, Accessing Playwork, accredited by SQA. The award is intended for candidates who are either new to, or considering entering, the Playwork sector. The Scottish Progression Award: Accessing Playwork is designed to provide a nationally certificated qualification for those interested in Playwork as a career. (SQA Oct 03). This course is currently being re-written to produce a National Progression Award in Playwork and Childcare and will be focussed primarily at sessional/seasonal workers in the sector.

Employers may also offer training courses for their staff. In addition, bodies such as the Scottish Pre-school Play Association (SPPA), the Gaelic Pre-school Council (CNSA), Highland Pre-school Service (HPS) and the Scottish Childminding Association (SCMA) provide their own training courses for their members. These courses are useful but might not be nationally recognised.

Main qualifications within the Playwork sector are listed in the table below. There are only two SVQs currently available specifically in Playwork at Level 2 and 3. There is no level 4 playwork qualification available at present and senior practitioners, supervisors and managers of play settings who will be required to do an advanced SVQ for SSSC registration purposes must opt for the SVQ in Early Years Care and Education level 4, the management strand of which has a Playwork pathway². As 'Lead Practitioners' are the first tranche of workers who require to be registered with the SSSC beginning in September 2006, this has implications for the sector.

Table 1.2(a): Main qualifications ³

Qualification	Description
<i>Introductory qualifications</i>	
Scottish Group Award in Care (Intermediate 2)	School/college based award. Introductory level. Relevant to anyone thinking of working with young children
National Qualification - Higher Early Years Care and Education	School/college based National Course designed to introduce candidates to child development, behaviour and health.
Professional Development Award (PDA) Certificate for Classroom Assistants	College based introductory level qualification, with some aspects assessed in the workplace, specifically aimed at people wanting to be classroom assistants.
Professional Development Award (PDA) Certificate for Support for Learning Assistants	College based introductory level qualification, with some aspects assessed in the workplace, specifically aimed at people wanting to be support for learning assistants.
SVQ 2 Early Years Care and Education (formerly Childcare and Education)	Work based intermediate qualification. Relevant for most occupations that include working with children aged between 0 and 8 years.
SVQ 2 Playwork	Work based introductory qualification. Relevant for most occupations that include working with children aged between 5 and 15 years, especially play situations (e.g. out of school care, adventure playgroups, mobile play projects and holiday

² Scottish Qualifications Authority (SQA), *SQA Early Years Newsletter*, (October 2003)

³ Scottish Executive, *Working With Children: A Guide to Qualifications & Careers in Early Education, Childcare & Playwork*, <http://www.scotland.gov.uk/library5/education/wwcg-01.asp>, accessed 28 February 2006

	schemes).
Scottish Group Award Early Years Care and Education (Higher) (under development)	One year full-time college based award. Contains 3 National Courses at Higher level and core skills. This SGA will be available from around August 2002.
<i>More advanced qualifications</i>	
Higher National Certificate (HNC) Childcare and Education	One year full-time (2 years part-time) college based intermediate qualification. Relevant for most occupations that include working with children. Most providers recognise people holding this qualification as being 'fully qualified'.
Higher National Certificate (HNC) Supporting Special Learning Needs	One year full-time (2 years part-time) college based intermediate qualification aimed at those who wish to work with children and adults with special learning needs.
SVQ 3 Early Years Care and Education (formerly Childcare and Education).	Work based intermediate qualification. Relevant for most occupations that include working with children aged between 0 and 8 years. Most providers recognise people holding this qualification as being 'fully qualified'.
SVQ 3 Playwork	Work based qualification. Relevant for most occupations that include working with children aged between 5 and 15 years in a supervisory capacity, especially play situations (e.g. out of school care, adventure playgroups, mobile play projects and holiday schemes).
Higher National Diploma (HND) Supporting Special Learning Needs	2 year full-time (4 years part-time) college based intermediate qualification aimed at those who wish to work with children and adults with special learning needs. The HNC in Supporting Learning Needs forms Year 1 of this HND.
Professional Development Award (PDA) in Childcare and Education	College based advanced award providing progression for experienced staff from the HNC in Childcare and Education. Suitable for those in promoted posts or seeking promotion.
SVQ 4 Early Years Care and Education	Work based qualification. Aimed at managers and senior practitioners. The management aspects will also be applicable to managers in the Playwork sector.

1.3 Roles and qualification requirements:

During the SSSC's consultation concerning registration, it soon became clear that there was a wide range of job titles, including many in playwork settings. The SSSC therefore decided to register workers by the type of work that they undertake rather than by job title. They have identified three categories of worker – support work, practitioner and lead practitioner.

A 'support worker' is defined as 'a worker who has delegated responsibility for providing care and support to children'. In playwork settings this could include holiday playscheme staff, play assistants, Breakfast Club assistants, sessional staff in crèches and out-of-school clubs.

A 'practitioner' is defined as 'a worker who identifies and meets the care, support and learning needs of children and contributes to the development and quality assurance of informal learning activities and/or curriculum. They may also be responsible for the

supervision of other workers'. In playwork settings this could include playworkers, playleaders, playgroup workers, and play assistants.

Play leaders can be employed in playgroups, out of school childcare settings, community centres, hospital playgroups, adventure playgrounds, holiday play schemes and other children's clubs. Out-of-school care workers also work in other settings outside of schools, for example community centres and church halls and crèche workers may work in a variety of settings that have attached crèches, for example: sports centres and supermarkets.

A 'lead practitioner' is defined as 'a worker who holds responsibility for the overall development, management and quality assurance of service provision including the supervision and the management of resources'. In playwork settings this could include managers, officers-in-charge, co-ordinators, play managers, and out-of-school care co-ordinators.

The SSSC has identified the level of qualification appropriate to each of these categories of worker. These are outlined in Annex A.

1.4 Analysis of major providers

There are a number of training courses available across the UK developed at a local and regional level by a range of training providers. These include colleges, employers, the voluntary sector, not for profit and private providers. Some of these are subject to quality assurance systems through the college environment, where applicable, and others have accreditation through an awarding body. The Playwork Unit at SkillsActive has developed and administers quality systems to monitor the content and delivery of programmes being delivered, these are:

Code of Practice

SkillsActive in cooperation with the Early Years National Training Organisation has developed a national Code of Practice for the delivery of training in the Playwork sector.

The Code of Practice is for Playwork training providers. Signing up to the code requires training providers to prepare a portfolio of evidence that shows how they meet a set of criteria.

Successfully signing up to the Code of Practice has a number of benefits for training providers, including:

- Recognition by employers, local authorities, Learning and Skills Councils, and trainees / learners that they are providing quality training;
- Feedback from the monitoring process, which will assist with continuous development processes and provide information to aid future course planning;
- National recognition of quality training and the entitlement to use the SkillsActive logo on correspondence and promotional materials.

The Code of Practice provides employers and learners with reassurance that local delivery of training meets nationally agreed criteria,

Children and their families benefit from well trained and qualified staff providing good quality play opportunities. For local authorities and Learning and Skills Councils, the Code of Practice is a checklist for keeping in touch with and assessing the quality of local training.

Training providers in Scotland who have signed up to the code of practice⁴:

- Edinburgh's Telford College, Edinburgh
- Enterprise Childcare, Greenock, Glasgow
- Fair Play Training, Dundee
- Falkirk Council, Palmont, Falkirk

Endorsed Playwork Training Courses

Endorsed courses are Playwork training programmes that have been approved by a Playwork Endorsement Panel. This is made up of people involved in Playwork: Playworkers, play development workers, Playwork employers and training providers. The panel looks at a training course and decides whether it meets nationally agreed criteria. The Playwork Education and Training Council (PETC) set up by SkillsActive with colleagues in the Playwork sector agree the criteria and endorsement process.

Play Scotland provide a list of Playwork courses at approved centres (i.e. SQA approve centres that can potentially deliver and assess SQA qualifications)⁵:

Training Centre	Playwork courses provided
Access North Ayr, Ayr	Playwork SVQ Level 2 & 3
Argyll College, Isle of Bute	Playwork SVQ Level 2
Argyll Training Limited, Dunoon	Playwork SVQ Level 2 & 3
B C Consultants Ltd, Hawick	Playwork SVQ Level 2 & 3
Bell Nursery & Training Unit, Hamilton Was Emerson Training	Playwork SVQ level 2 & 3
Bellsbank Adventure Playground, East Ayrshire	Playwork SVQ Level 2 & 3
Broxburn Family and Community Development Centre, Broxburn	Playwork SVQ Level 2 & 3
Cairellot Learning Centre, Renfrewshire	Playwork SVQ Level 2 (awaiting approval for Level 3)
Cairn Training, Aberdeen	- Early Years Care & Education Levels 2, 3, 4 - Playwork SVQ Level 2 & 3 - Childcare & Education PVA - Management Level 3
Childcare First Limited, Paisley	- Playwork SVQ Level 2 - SVQ Level 2 & 3 Early Years Childcare
Children's Services Training & Assessment Centre, Aberdeen	- Playwork SVQ Level 2 & 3 - Scottish Progression Award in Childcare & Play - Early Years Awards - Level 2 & 3
Clackmannanshire Training and Learning Centre, Alloa	- Playwork SVQ Level 2 & 3 - Early Years Care & Education Level 2 & 3
Clydebank College, Clydebank	Playwork SVQ Level 2 & 3
Coatbridge College, Coatbridge	Playwork SVQ Level 2 & 3
Craigmillar Childcare Services Ltd, Edinburgh	Playwork SVQ Level 2 & 3
Cumbernauld College, Cumbernauld	- Playwork SVQ Level 2 & 3 - Early Years
DeVoy Training, Ayrshire	- Playwork SVQ Level 2 & 3 - From September 2005 will do Level 4
East Renfrewshire Council, Training and Employment Unit, Barrhead	Playwork SVQ Level 2 & 3
Edinburgh's Telford College, Edinburgh	- Playwork SVQ Level 2, 3 & 4 - Introduction to Early Years Care & Education

⁴ The National Network of Playwork Education and Training, *Training providers signed up to the Code of Practice*, <http://www.playwork.org.uk/Work/COP.php4> accessed 28 February 2006

⁵ Play Scotland, *Playwork courses at approved centres*, http://www.playscotland.org/usefulresources_playworkcourses.html, accessed 28 February 2006

	Level 4 inc Playwork SVQ
Elmwood College, Fife	Playwork SVQ Level 2 & 3
Enterprise Childcare, Greenock	Playwork SVQ Level 2
Fair Play Training, Dundee	Playwork SVQ Level 2 & 3
Falkirk College of Further & Higher Education, Falkirk	Playwork SVQ Level 3
Family Resource Network Training Centre, Edinburgh	Playwork SVQ Level 2 (awaiting approval for Level 3)
Fife College of Further & Higher Education, Fife	- SPA Playwork SVQ - SPA Assessing Playwork - HNC Childcare - PDA Classroom Assistant - NC Childcare
Glasgow City Council CLS Training Services, Glasgow	Playwork SVQ Level 2 & 3
Glasgow Council for the Voluntary Sector, Glasgow	Playwork SVQ Level 2 & 3
Great Western Assessment Training Early Years, Aberdeen	Playwork SVQ Level 2 & 3
Hamilton School (Childrens House), Aberdeen	Playwork SVQ Level 2 & 3
HiMATS (Highland & Moray Accredited Training Services), Inverness	Playwork SVQ Level 2 & 3
Inverness College, Inverness	Playwork SVQ Level 2 & 3
Jewel and Esk Valley College, Dalkeith	- Early Education & Childcare NQ Intermediate 2 - NQ Intermediate 2 Access to Early Education & Childcare - SVQ Early Education & Childcare - HNC Early Education & Childcare - PDA Childcare and Education
Langside College, Glasgow	Playwork SVQ Level 2 & 3
Lauder College, Fife	Playwork SVQ Level 2 & 3
Megan's Specialist Training, Glasgow	Playwork SVQ Level 2 & 3
MI Technologies Limited, Glasgow	Playwork SVQ Level 2
North Edinburgh Childcare, Edinburgh	Playwork SVQ Level 2 & 3
North Highland College, Thurso	Early Years Care & Education SVQ Level 2 & 3
One Plus: One Parent Families, Glasgow	Playwork SVQ Level 3
Out of School Care Federation, Culloden	Playwork SVQ Level 2 & 3
Reid Kerr College, Paisley	Playwork SVQ Level 2 & 3
Shetland College of Further Education, Shetland	Playwork SVQ Level 2 (applying for Level 3 in September)
Step by Step Private Nursery Limited, Glasgow	Playwork SVQ Level 2 & 3
The Uists and Barra Training Programme, Western Isles	- Playwork SVQ Level 2
Yipworld.com, East Ayrshire	- Playwork SVQ Level 2 & 3 - SPA for Children Care & Play - Early Years Care & Education Level 2 - Youthwork Level 2 & 3

There are currently no universities with a play work course, those in the UK are at Leeds Metropolitan University (Leeds, England), University of East London/Thurrock and Basildon (Essex, England), University of Gloucestershire, (Gloucestershire, England) and University of Wales College (South Wales).

1.5 Barriers to training

The main issue identified within the visioning workshop in Scotland was the limited number of qualifications available, they are mainly SVQs and there are only two

playwork specific qualifications in Scotland, as revealed earlier. There is a need for higher level qualifications but there is no-one to deliver or assess them. Compared to England, where there are many more qualifications available, workshop attendees felt it apparently has a lower priority in Scotland. Often training in early years and childcare has to be taken as an alternative and there was concern expressed that training is moving towards childcare.

In addition to limited availability there are problems regarding accessibility to training. Mainly employees are working part-time, often having other commitments and usually having to pay for their own training⁶. The funding council data in the Assessment of Current Provision for Scotland (main report) identified those taking courses in Playwork were mainly carrying them out on a mode of attendance that allowed flexibility.

1.6 Funding

The visioning workshop in Scotland highlighted that funding, as indicated earlier, mainly comes from the trainee themselves. Where there is funding available it is not specifically ring-fenced for Playwork. The current main funding source cited by employers at the visioning workshop was through the Early Years and Childcare Workforce Development Fund.⁷ This fund is given to local authorities and ring-fenced to invest in the early years and childcare workforce working within their area. Decisions about how to spend such monies are expected to be made by local authorities in conjunction with the local Childcare Partnership (which includes private and voluntary sector providers) in line with guidance issued by the Scottish Executive. £3.6M was distributed in 2003/04 and in 2004/05 this rose to £6M, with the same amount also being available in 2005/06.⁸ Concern was expressed about its sustainability and the difficulties in financing training post this fund.

1.7 Type of training

Employers in Playwork noted that internal training is very much dependent upon the organisation and expertise available. In many cases it is preferred as it enables control in the quality of training and the timing can be managed more favourably to suit employees (an issue raised earlier). Typical internal training includes statutory training (such as first aid, health and safety, safe lifting etc.), Continuous Professional Development, SVQs and Staff to staff 'on the job' training.

There were no issues over the balance between statutory and professional development training but it was recognised that statutory training would always take priority if there were constraints on budgets.

An issue for the sector is also 'training the trainer' as training is going to become more important due to the registration requirements of the SSSC and there will be a shortage of Playwork trainers to meet the anticipated demand.⁹

⁶ SkillsActive, (2005) *SSA Visioning Workshops with the Playwork sector in Scotland 2005*

⁷ *ibid*

⁸ Scottish Social Services Council (SSSC), *Funding for training: A guide for private providers of social services*, (October 2005)

⁹ SkillsActive, (2005) *SSA Visioning Workshops with the Playwork sector in Scotland 2005*

1.8 Recommendations:

1. While the development of an integrated workforce strategy and the increasing professionalism of the workforce through registration with the SSSC are to be welcomed, these developments appear to be having the unintended consequence of diluting/diminishing playwork as a profession in its own right in Scotland. Therefore employers suggested that Playwork needs to be recognised and valued as a profession in its own right with a distinctive set of values, ethos and practice
2. Training, qualification and professional development of Scotland's playworkers should be addressed, including the development and accessibility of SVQ Level 4 and degree level qualifications in Playwork
3. The implications of registration with the SSSC requires fast track training for trainers and assessors
4. Specific funding should be identified and made available for the required CPD of trainers and assessors
5. College staff delivering Playwork training should be equipped with the distinctive values, ethos and practice of play and playwork

2. Bibliography

1. Scottish Executive, *Working With Children: A Guide to Qualifications & Careers in Early Education, Childcare & Playwork*, <http://www.scotland.gov.uk/library5/education/wwcg-01.asp> , accessed 28 February 2006
2. Scottish Qualifications Authority (SQA), *SQA Early Years Newsletter*, (October 2003)
3. The National Network of Playwork Education and Training, *Training providers signed up to the Code of Practice*, <http://www.playwork.org.uk/Work/COP.php4> accessed 28 February 2006
4. Play Scotland, *Playwork courses at approved centres*, http://www.playscotland.org/usefulresources_playworkcourses.html, accessed 28 February 2006
5. SkillsActive, (2005) *SSA Visioning Workshops with the Playwork sector in Scotland 2005*
6. Scottish Social Services Council (SSSC), *Funding for training: A guide for private providers of social services*, (October 2005)

ANNEX A

This section details the qualifications that are acceptable to work in the playwork sector as defined by the Scottish Social Services Council (SSSC)¹⁰. The SSSC has defined requirements for three different groups in early education and childcare. There is no separate category for playwork, although these qualifications are acceptable to work in the sector.

The SSSC defines early education and childcare workers as follows:

“Early Education and Child Care workers are defined as workers who are providing day care for children. In terms of the Regulation of Care (Scotland) Act 2001, "Day care of children" means, subject to subsections (21)(b) to (25), a service which consists of any form of care (whether or not provided to any extent in the form of an educational activity), supervised by a responsible person and not excepted from this definition by regulations, provided for children, on premises other than domestic premises, during the day (whether or not it is provided on a regular basis or commences or ends during the hours of daylight).

Applicants for registration who do not hold required qualifications may, if they meet all the other eligibility criteria for registration eg evidence of ‘good character’, be granted registration subject to the condition that they achieve the required qualifications within a specified period which will normally be 3 years when they apply for re-registration.”

The qualifications below also refer to a List A and List B. These lists can be found by accessing the link below to the SSSC website. This link also provides more detailed information relating to acceptable, relevant qualifications for the Childcare (and Playwork) sectors.

<http://www.sssc.uk.com/nr/rdonlyres/1665dbb4-f767-4a9f-a3d0-3e8ecce1a1bb/0/phasetwoearlyeducationandchildcareworkers100805.pdf>

Category 1 – Support Workers in Early Education and Childcare

- Scottish Progression Award; Children’s Care and Play
- Scottish Progression Award in Playwork with the course Introducing Playwork(Skills Active)
- Professional Development Award – Support for Learning
- Professional Development Award – Classroom Assistant
- SVQ Level 2 Early Years Care and Education
- SVQ Level 2 Child Care and Education
- SVQ Level 2 Playwork
- Group of 21 credits from the range of SCOTVEC/SQA national certificate, child care units listed in list A (currently recognised for the purposes of pre- registration with the Scottish Child Care Education Board)
- Any qualification as defined in the category "practitioner qualifications"
- Diploma in Social Work or equivalent
- A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council, The British Psychological Society or the following professional groups regulated by the Health Professions Council:
 - Occupational Therapists
 - Art, Music and Drama Therapists
 - Physiotherapists
 - Speech and Language Therapists
- Degree or Diploma in Curative Education
- Degree or Diploma in Community Education or equivalent, as recognised by Community Education Validation and Endorsement Unit, Communities Scotland

¹⁰ SkillsActive, (2005) *SSA Visioning Workshops with the Playwork sector in Scotland 2005*

- Certificate in the Residential Care of Children and Young People
- Senior Certificate in the Residential Care of Children and Young People
- PDA Child Care and Education
- BA Childhood or Early Childhood Studies
- BA (Hons) in Professional Studies (Playwork)

Category 2 – Practitioners in Early Education and Childcare

- HNC Child Care and Education
- SVQ Level 3 in Early Years Care and Education
- SVQ Level 3 Child Care and Education
- SVQ Level 3 in Playwork
- HNC Social Care with either SVQ Level 3 Playwork or SVQ Level 3 Early Years Care and Education
- HNC/D Support for Learning
- HNC Working with Children
- The Scottish Nursery Nurse Examination Board Certificate
- Group of 21 credits from the SCOTVEC modules in child care listed in List B (currently recognised for the purposes of registration with the Scottish Child Care Education Board)
- The National Nursery Examination Board Certificate (NNEB)
- A Diploma in Social Work (or equivalent)
- A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council, the British Psychological Society or the following professional groups regulated by the Health Professions Council:
 - Occupational Therapists
 - Art, Music and Drama Therapists
 - Physiotherapists
 - Speech and Language Therapists
- BA in Curative Education
- Degree or Diploma in Community Education or equivalent, as recognised by Community Education Validation and Endorsement Unit, Communities Scotland
- Certificate in the Residential Care of Children and Young People
- Senior Certificate in the Residential Care of Children and Young People
- BA (Hons) in Professional Studies (Playwork)
- Certificate in Hospital Play Specialism (HPSET)

Category 3 – Manager/Lead Practitioner in Early Years Childcare

- SVQ Level 4 in Early Years Care and Education (including playwork) with management strand
- A Diploma in Social Work or equivalent
- A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council, The British Psychological Society or the following professional groups regulated by the Health Professions Council:
 - Occupational Therapists
 - Art, Music and Drama Therapists
 - Physiotherapists
 - Speech and Language Therapists
- Degree or Diploma in Community Education or equivalent, as recognised by Community Education Validation and Endorsement Unit, Communities Scotland

or a qualification from the list deemed acceptable for Practitioners below

- HNC Child Care and Education
- SVQ Level 3 in Early Years Care and Education
- SVQ Level 3 Child Care and Education
- SVQ Level 3 in Playwork
- HNC Social Care with either SVQ Level 3 Playwork or SVQ level 3 Early Years Care and Education
- HNC/D Support for Learning

- HNC Working with Children
- The Scottish Nursery Nurse Examination Board Certificate
- Group of 21 credits from the SCOTVEC modules in childcare listed in List B (currently recognised for the purposes of registration with the Scottish Child Care Education Board)
- The National Nursery Examination Board Certificate (NNEB)
- BA in Curative Education
- Certificate in the Residential Care of Children and Young People
- Senior Certificate in the Residential Care of Children and Young People
- BA (Hons) in Professional Studies (Playwork)
- Certificate in Hospital Play Specialism (HPSET)

plus one of the following:

- PDA Child Care and Education
 - BA Childhood Studies or Early Childhood Studies or Childhood and Youth Studies
 - Post Graduate Certificate or Post Graduate Diploma in Early Education
 - Open University Foundation Degree in Early Years
 - Or a qualification which is certificated at or above SCQF Level 8 (minimum 60 credits) of management/leadership
- Registered Managers Award