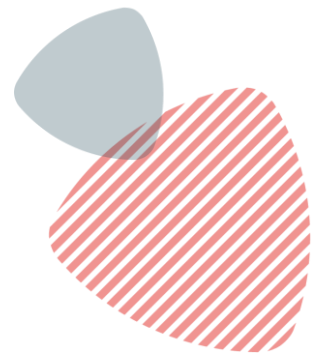




Research Report

The Coronavirus Job Retention Scheme Survey

July 2021



Introduction

This paper presents the findings from SCVO's survey on the use of the Coronavirus Job Retention Scheme (furlough) by third sector organisations in Scotland.

The aim of the survey was to learn more about the sector's use of furlough and some of the potential implications for third sector organisations when the furlough scheme ends on 30th September 2021. The survey ran for three weeks in June 2021 and had 69 complete responses.

While the response rate may not be large enough to draw any definitive or representative conclusions about the sector's use of the furlough scheme, it nonetheless contributes to our understanding of the impact of the pandemic on the third sector in Scotland. This report has been produced to share the information that we were able to obtain, and we will continue to monitor the situation and carry out further research if warranted.

Respondent profile

The profile of respondents¹ was varied and included a wide range of organisations working in everything from Health (25%); Children, Families and/or Social Care (15%); Community, Economic and/or Social Development (12%) to Culture (4%).

The organisations also varied in size (income) and by the number of staff they employ. Almost 40% of organisations earned between £100,000 and £500,000 in the last financial year; a quarter (23%) were large organisations, earning between £1 million and £10 million and one in five were small organisations earning between £25,000 and £100,000. A quarter of the respondents employed between five and nine staff; one in five employed between ten and 19 staff and four percent employed over 500 staff.

Respondents also worked across Scotland from 9% in the Shetland Islands to 44% in Edinburgh.

¹ Please refer to tables in the Appendix for more details.

The use of the furlough scheme by third sector organisations in Scotland

We first asked respondents if they had made staff redundant or used the furlough scheme since March 2020. If organisations had made staff redundant or placed staff on furlough, we asked them to tell us how many.

- Twenty-eight percent of organisations had made one or more paid members of staff redundant - 199 people in total have been made redundant since March 2020.
- Ninety-nine percent of organisations had placed one or more paid members of staff on furlough - 1,148 people in total have been furloughed since March 2020.

To put this in perspective, the number of staff employed by the 69 organisations that responded to the survey was in the region of 3,218 to 5,223+. It is not possible to calculate the exact figure but using the above as a ballpark would mean that potentially more than one in three (36%) staff employed by these organisations were furloughed at some point since March 2020.

We then asked respondents if staff were still on furlough and if they planned on making any further redundancies once the furlough scheme ended in September 2021.

Sixty-nine people are currently fully furloughed and a further 121 are partially furloughed.

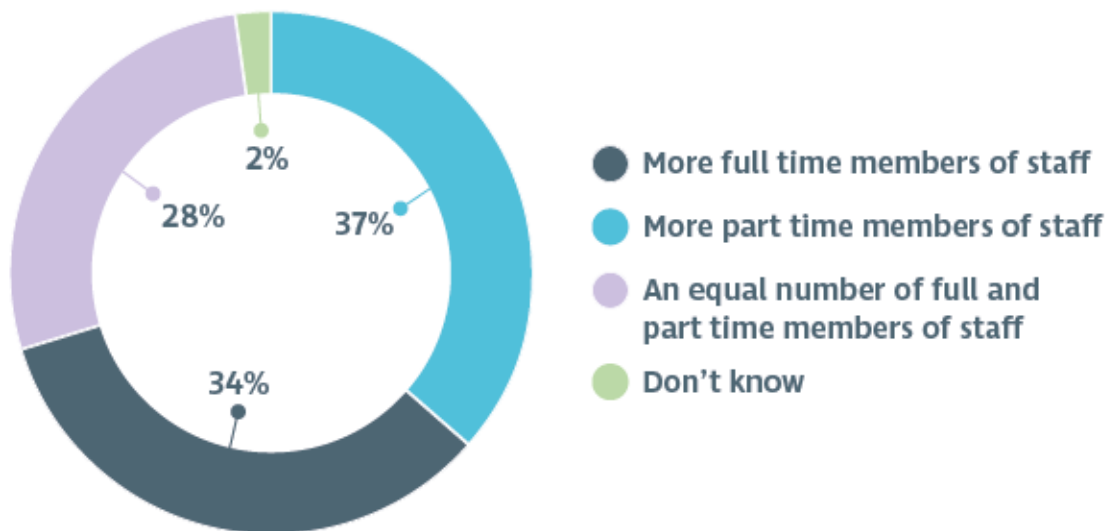
Only two people (from one organisation) are anticipated to be made redundant when the furlough scheme ends in September.

We also asked organisations a range of questions to understand more about how the furlough scheme was used.

Full and part time staff

Organisations were asked if they had placed more full-time or part-time paid members of staff on furlough. As Graph one illustrates, the picture is mixed with marginally more part time members of staff being placed on furlough.

Graph 1: full and part time members of staff furloughed



Base: 68

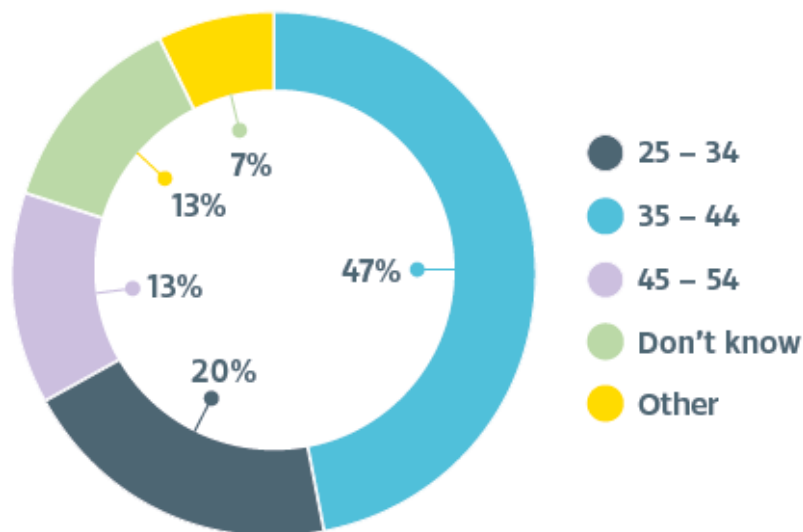
Equalities

We then asked if more male or female members of staff were currently on furlough. Seventy percent of respondents said that no, or less than a quarter of their staff on furlough were male. This compares with only 30% that said that no, or less than a quarter of female staff were currently on furlough. This is likely a reflection of the fact that 70% of the third sector workforce in Scotland are female.

Eighty-three percent of organisations said that they had no disabled staff currently on furlough and 85% of organisations said that they currently had no staff from black or minority ethnic communities on furlough.

When asked about the age range of most staff currently on furlough, almost half of organisations (47%) said the 35-44 age group. As Graph two shows, one in five also said the 25 to 34 age group.

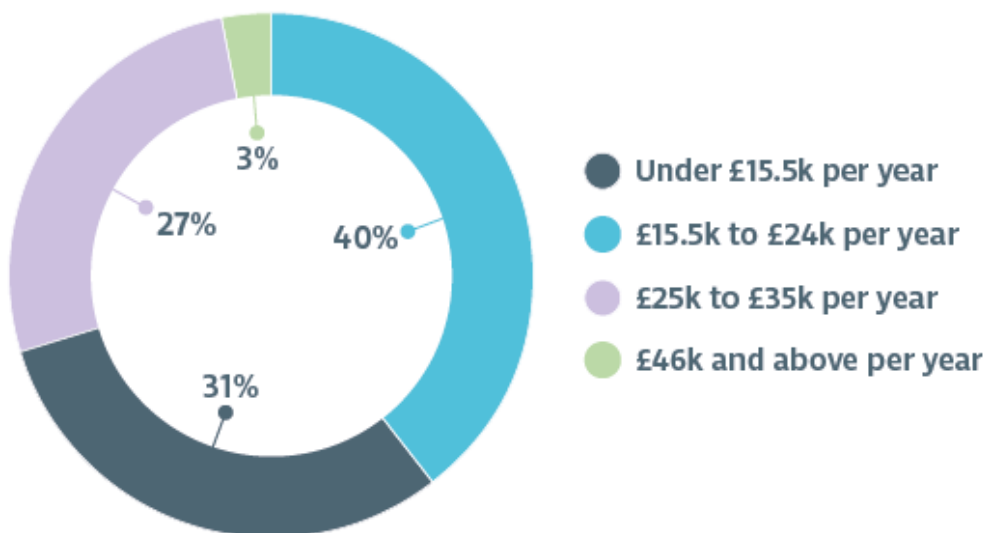
Graph 2: most common age range of staff currently on furlough



Base: 15

Similarly, when we asked respondents which pay band staff that have been furloughed predominantly fell into, 40% said the £15,5k to £24k per year band and thirty-one percent said under £15,5k. This could suggest that lower-paid staff (under £24k per year) are more likely to be furloughed than their higher-paid colleagues.

Graph 3: income band of furloughed staff



Base: 68

Reasons for furlough

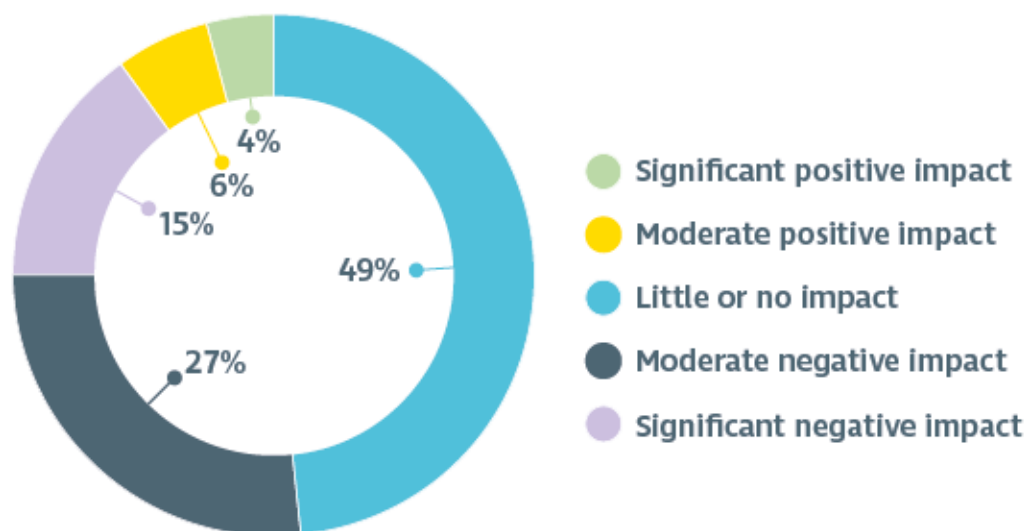
When organisations were asked why they had placed staff on furlough, 85% of organisations said it was because their organisation was unable to deliver services or operate as normal. Twenty-five percent said that it was due to childcare or caring responsibilities and an equal number said that they had been advised to stay at home by their doctor because of a health condition (shielding).

Organisations were asked to select all applicable reasons for placing staff on furlough and therefore the totals do not sum to 100%.

The end of furlough

The final two questions asked organisations if the end of furlough in September would impact on their finances or ability to deliver core services or activities. As Graph four illustrates, almost half (49%) of respondents thought the end of furlough would have little or no impact on their finances. However, 42% thought that it would have a moderate to significant negative impact.

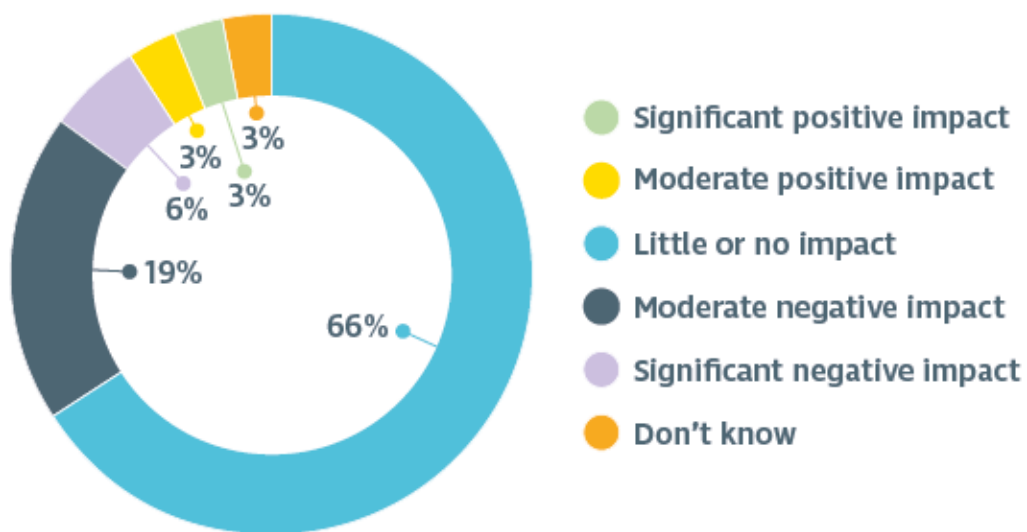
Graph 4: financial impact of furlough ending



Base: 68

When asked about the impact on the organisations' ability to deliver core services or activities, 66% said that the end of furlough would have little or no impact. One quarter of respondents thought it would have a moderate to significant impact.

Graph 5 : operational impact of furlough ending



Base: 68

[Conclusions >](#)

Conclusions

This paper considered the findings from SCVO's survey on the use of the furlough scheme by third sector organisations in Scotland. It is difficult to draw firm conclusions based on the limited data available. It is however reassuring that the respondents to the survey do not anticipate making significant numbers of staff redundant at the end of furlough, but it is disappointing to learn that almost 200 people across those 69 organisations have already lost their jobs.

Most organisations that placed staff on furlough did so because they were unable to deliver services or operate as normal. In total almost 1,200 members of staff from the 69 organisations have been on furlough at some point since March 2020 and 190 are still either fully or partially furloughed.

The data suggests that lower paid and female workers are more likely to have been (or still are) furloughed.

There is an anticipated negative impact on organisations finances (42%) and to a lesser extent on their ability to deliver core services or activities (25%) if furlough ends in September with restrictions still in place.

[Appendix >](#)

Appendix

Table 1: Percentage of respondents by activity area

Community, economic and/or social development	12%
Culture	4%
Education and/or research	10%
Environment	7%
Health	25%
Housing	1%
Law, advocacy and/or civic	1%
Religious activities	3%
Families, children and/or social care	15%
Umbrella body	3%
Something else	19%

Table 2: Percentage of respondents by turnover

£10,000 or less	1%
£10,001 to £25,000	4%
£25,001 to £100,000	17%
£100,001 to £500,000	38%
£500,001 to £1m	12%
£1m to £10m	23%
£10m or more	4%

Total = 99% due to rounding

Table 3: Percentage of respondents by staff numbers

None	1%
One	4%
2-4	15%
5-9	25%
10-19	19%
20-49	13%
50-99	9%
100-249	7%
250-499	3%
500+	4%



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About us

The Scottish Council for Voluntary Organisations (SCVO) is the national body representing the third sector.

There are over 45,000 voluntary sector organisations in Scotland involving around 138,000 paid staff and approximately 1.3 million volunteers, managing an annual income of over £6 billion.

We're passionate about what the voluntary sector can achieve. Along with our community of 2,000+ members, we believe that charities, social enterprises, and voluntary groups make Scotland a better place.

We lobby government on policy issues, create jobs for young people and support organisations to embrace and promote digital skills. We also help with day-to-day stuff, like affordable office space, discounted training courses, funding opportunities and information and support to help people set up and run their organisations.

Further details about SCVO can be found at scvo.scot.