College Staffing Data 2018-19 Executive Summary

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Summary: This publication provides summary information on staff employed in the college education sector in Scotland.

FAO: Principals of Scotland’s colleges

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Executive Summary

1. This report is an overview of staff employed in the college education sector in Scotland from 2014-15 to 2018-19. It provides sector summary data on headcount and teaching and non-teaching (support) staff data by full-time equivalent (FTE) staff.

2. The publication is split into two sections:

   - Section 1 is based on full-time equivalent staff employed in colleges.
   - Section 2 is based on headcount of staff employed in colleges.

3. The key points from this report are:

   **Full-time equivalent**
   - 10,955 FTE staff employed in colleges in 2018-19.
   - The FTE figure increased by 13 from the previous year (2017-18) and the five year trend from the 2014-15 starting position represents an increase of 1.5 percentage points (PP) (157).
   - 5,520 FTE (50.4%) were teaching staff and 5,435 (49.6%) non-teaching staff.
   - Teaching staff increased by 2.8 PP (148 FTE) between 2014-15 and 2018-19 while non-teaching staff showed only a small increase 0.2 PP (nine FTE).
   - Full-time staff (7,580 teaching and non-teaching) decreased by 1.7 PP since 2014-15.
   - Part-time staff (3,375 teaching and non-teaching) increased by 9.4 PP since 2014-15.

   **Headcount**
   - The staff headcount increased in 2018-19 by 291 from 2017-18 but has actually fallen by 0.2 PP (30) from 2014-15.
   - Females continue to account for 61% of all staff headcount in 2018-19 and females account for 54% of teaching and 69% of non-teaching staff.
   - The 51 and over age group accounted for around 45% of the overall staff in 2018-19.
   - Black and minority ethnic staff made up 2.2% (317) of all headcounts in 2018-19.
   - Those with declared disability made up 6.0% of all headcounts in 2018-19.
   - Full-time permanent college teaching staff with a recognised teaching qualification decreased by 1.2 PP from 87.9% in 2017-18 to 86.7% in 2018-19.
College Staffing Data 2018–19

**Headcount** *

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female teaching staff</td>
<td>4,084</td>
<td>(54%)</td>
</tr>
<tr>
<td>Male teaching staff</td>
<td>3,459</td>
<td>(46%)</td>
</tr>
<tr>
<td>Black and minority ethnic staff</td>
<td>317</td>
<td>(2.2%) 0.1% increase from 2017-18</td>
</tr>
<tr>
<td>Full-time staff with a</td>
<td>3,222</td>
<td>recognised teaching qualification 1.2% decrease from 2017-18</td>
</tr>
</tbody>
</table>

**Full-Time Equivalent** *

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time equivalent staff</td>
<td>10,955</td>
<td>1.5% increase from 2014-15</td>
</tr>
<tr>
<td>Full-time staff (teaching and</td>
<td>7,580</td>
<td>1.7% decrease from 2014-15</td>
</tr>
<tr>
<td>non-teaching)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part-time staff (teaching and</td>
<td>3,375</td>
<td>9.4% increase from 2014-15</td>
</tr>
<tr>
<td>non-teaching)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total teaching and non-teaching</td>
<td>5,520</td>
<td>(50.4%)</td>
</tr>
<tr>
<td>Total non-teaching</td>
<td>5,435</td>
<td>(49.6%)</td>
</tr>
</tbody>
</table>

* Definitions available on p22