College Staffing Data 2020-21

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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

Further information:
- Contact: Kenny Wilson
- Job title: Senior Analysis Officer
- Directorate: Policy, Insight and Analytics
- Tel: 0131 313 6509
- Email: kwilson@sfc.ac.uk

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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 2020-21. It provides sector summary data on headcount and teaching and non-teaching (support) staff data by full-time equivalent (FTE) staff.

2. Data for the 2020-21 College staff record was collected during the second year of the COVID pandemic. Where a staff member had been furloughed or rejoined the NHS/public health agencies to assist with the pandemic they are included in the reported figures.

3. The publication is split into two sections:
   - **FTE** is based on the number of full-time equivalent staff employed in the college sector. Contracted hours is used as the basis for calculating FTEs and a full-time member of staff employed for the year would normally have an FTE of 1.
   - **Headcount** is based on the number of staff employed in the college during the academic year. Each member of staff is counted once, regardless of the amount of time / contracts for which they are employed.

4. The key points from this report are:

   **Full-time equivalent**
   - 10,849 FTE staff employed in colleges in 2020-21.
   - The FTE figure decreased by 132 from the previous year (2019-20) and the seven-year trend from the 2014-15 starting position represents an increase of 0.5 percentage points (pp) (51).
   - 5,506 FTE (50.8%) were teaching staff and 5,343 FTE (49.2%) non-teaching staff.
   - Teaching staff increased by 2.5pp (134 FTE) between 2014-15 and 2020-21 while non-teaching staff showed a decrease of 1.5pp (83 FTE).
   - Full-time staff (7,387) decreased by 4.2pp since 2014-15.
   - Part-time staff (3,462) increased by 12.1pp since 2014-15.

   **Headcount**
   - The staff headcount decreased in 2020-21 by 441 from 2019-20 and is the largest decrease by 4.1pp (598) from 2014-15.
• Females account for 61% of all staff headcount in 2020-21 and females account for 55% of teaching and 68% of non-teaching staff.

• In 2020-21 the senior management female gender has decreased by 1.2pp; 53.3% and male gender has increased by 1.2pp; 46.7%.

• The 51 and over age group accounted for 48% of the overall staff in 2020-21.

• Black and minority ethnic staff made up 2.3% (318) of all headcounts in 2020-21.

• Those with declared disability made up 6.7% (950) of all headcounts in 2020-21.

• Full-time permanent college teaching staff with a recognised teaching qualification decreased by 2.0pp from 88.8% in 2019-20 to 86.8% in 2020-21.

• College staff known nationality proportions; 94.9% UK, 3.7% EU (excluding the UK), 1.4% Non-EU (excluding the UK).
## COLLEGE STAFFING DATA 2020-21

### HEADCOUNT*

<table>
<thead>
<tr>
<th>College Teaching Staff</th>
<th>Female</th>
<th>55%</th>
<th>4,009</th>
<th>Male</th>
<th>45%</th>
<th>3,318</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black and Minority Ethnic Total Staff</td>
<td>318 (2.3%)</td>
<td>+0.2% from 2019-20</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Full-time Staff with a Recognised Teaching Qualification | 86.8% | 3,124 | -2% from 2019-20 |

### FULL-TIME EQUIVALENT*

| Full-time Equivalent Staff | 10,849 | +0.5% from 2014-15 |

| Teaching Staff | 50.7% | 5,506 | Full-time Staff | 7,387 | -4.2% from 2014-15 |

| Non-Teaching Staff | 49.3% | 5,343 | Part-time Staff | 3,462 | +12.2% from 2014-15 |

*Definitions available at page 9