



College Staffing Data 2022-23 Background and Appendices



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Comhairle Maoineachaidh na h-Alba

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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, and the general public
Further Information:	CONTACT: Kenny Wilson JOB TITLE: Senior Analysis Officer DIRECTORATE: Policy, Insight and Analytics EMAIL: kwilson@sfc.ac.uk or datareturns@sfc.ac.uk

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Publication background and purpose

1. This is the eighth annual publication on staffing for Scotland's colleges and covers the period 2014-2023.
2. The College Staffing publication provides summary information on staff employed in the college education sector in Scotland, thereby supporting the Scottish Funding Council's work with colleges on promoting staff equality and outcome-based planning through Outcome Agreements.
3. The college staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics for further education colleges that do not include data from UHI Partner Colleges and SRUC, and from the average full-time equivalent (FTE) staffing figures as reported in colleges published annual statements.
4. The college regionalisation programme resulted in many of the merged colleges operating voluntary severance schemes at different times over the reporting period. The voluntary severance schemes together with changes in staffing contracts in and between colleges have influenced many of the changes in the staffing numbers, particularly in the period from 2014-15 to 2016-17.
5. The purpose of the staffing data collection is to monitor sector workforce, staffing age profiles, equal opportunities and to provide information for national statistical publications.
6. The data collection is split into two sections. Section 1 is based on full-time equivalent (FTE); Section 2 is based on headcount.
7. Figures in all charts have been rounded to the nearest whole number and sub-group numbers and percentages may vary slightly due to rounding.
8. For further information on the staffing collection please see the [College Staffing Return Guidance](#).

Appendix 1: Ethnicity classification in the Staffing Data Return

The following classifications are from the 2011 Scottish Census.

Black and Minority Ethnic Staff

Included, in this category:

- Mixed or multiple ethnic groups.
- Pakistani, Pakistani Scottish or Pakistani British.
- Indian, Indian Scottish or Indian British.
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British.
- Chinese, Chinese Scottish or Chinese British.
- African, African Scottish or African British.
- Caribbean, Caribbean Scottish or Caribbean British.
- Black, Black Scottish or Black British.
- Arab.
- Any other Asian, Asian Scottish or Asian British.
- Any other African, Caribbean or Black.

Other Ethnicity

Included, under this category:

- White (including White Scottish, White English, White Welsh, White Northern Irish, White British, White Irish, White Gypsy / Traveller, White Polish and other ethnic group).
- Not stated.

Appendix 2: Publication metadata

Metadata Indicator	Description
Publication Title	College Staffing Data 2022-23
Description	Includes trends on college staff by headcount and full-time equivalent staff during the academic years 2014-2023.
Theme	Education
Topic	College Staff information (excludes self-employed, contract and agency workers not paid directly from the payroll)
Format	Web (HTML) report, PDF and Excel Tables
Data Source(s)	Scotland's colleges staffing return (includes staffing data from SRUC and the UHI partner colleges)
Date that data are acquired	TBC
Release date	26/03/2024
Frequency	Annual
Timeframe of data and timeliness	Academic year (1 August 2021 to 31 July 2023), and trend data from academic years 2014-2023
Continuity of data	From 2014 aggregate staffing data has been submitted in Excel tables
Revisions statement	There are no revisions to this publication
Revisions relevant to this publication	A correction to the full-time teaching staff number in 2015-16 at Figure 3 Teaching Staff FTE by mode of employment, has been necessary following the identification of a data transpose issue. This has resulted in an increased of nine to the figure previously published.
Concepts and definitions	Please see the College Staffing Return Guidance 2022-23
Relevance and key uses of these statistics	The results from the college staffing publication are used by the Scottish Funding Council, Scottish Government, Colleges Scotland, General Teaching Council for Scotland, academics, and member of the public to

Metadata Indicator	Description
	monitor college staff trends to support policy development, including equalities.
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Appendix 3: Glossary

College staffing data: aggregate data based on the number of employees who are being paid by the college, rather than the number of jobs / posts.

Number of staff (Headcount): number of staff employed in the college sector during the academic year. Each member of staff is counted once, regardless of the number of hours / contracts for which they are employed.

Number of staff: number of full-time equivalent (FTE) staff employed by the college sector. Contracted hours should be 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.

Teaching staff: staff whose primary contractual responsibility is teaching and/or who spend at least 10% of their time teaching.

Non-teaching (support) Staff: staff not defined as 'teaching staff' should be included in the 'non-teaching (support)' category.

Full-time: staff who work standard contracted hours that is the college's normal weekly hours over the normal contracted working year.

Part-time: staff who work less than standard contracted hours, that is less than the college's normal weekly hours and / or less than the college's normal contracted working year.

Permanent staff: staff employed on permanent contracts (not a fixed term) are classified as permanent staff.

Temporary staff: staff employed on contracts which specify an end date (other than retirement age) or otherwise limits the duration of the contract are classified as temporary staff.

Age: age on 31 July 2023.

Ethnic origin: the ancestral race that an individual belongs to, as opposed to their current nationality.

Disability: a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on the individual's ability to do normal daily activities

Appendix 4: Additional Staffing Headcount Tables

Table 1: Headcount of TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent staff by academic year and mode of employment

Academic Year	Permanent FT	Permanent PT	Temporary FT	Temporary PT
2014-15	2866	1,357	31	395
2015-16	2866	1,411	29	379
2016-17	2817	1,489	21	409
2017-18	2847	1,591	30	311
2018-19	2812	1,608	31	267
2019-20	2777	1,778	28	223
2020-21	2729	1,874	32	146
2021-22	2772	1,873	36	150
2022-23	2708	1,894	30	171

Table 2: Headcount of other TQ staff not equivalent to above by academic year and mode of employment

Academic Year	Permanent FT	Permanent PT	Temporary FT	Temporary PT
2014-15	411	379	18	240
2015-16	380	341	12	203
2016-17	383	331	20	267
2017-18	362	356	11	168
2018-19	410	409	27	169
2019-20	425	460	15	147
2020-21	395	403	19	155
2021-22	403	394	12	141
2022-23	421	366	10	138

Table 3: Headcount of staff with formal qualification but not teacher trained by academic year and mode of employment

Academic Year	Permanent FT	Permanent PT	Temporary FT	Temporary PT
2014-15	420	427	31	672
2015-16	352	406	24	489
2016-17	321	340	35	392
2017-18	372	415	49	472
2018-19	431	535	41	477
2019-20	335	518	33	419
2020-21	403	587	38	358
2021-22	429	551	75	367
2022-23	323	449	58	323

Table 4: Headcount of staff with no formal qualification by academic year and mode of employment

Academic Year	Permanent FT	Permanent PT	Temporary FT	Temporary PT
2014-15	35	41	1	165
2015-16	76	62	5	185
2016-17	80	84	8	264
2017-18	72	71	0	221
2018-19	65	80	10	170
2019-20	68	77	16	99
2020-21	73	86	6	23
2021-22	73	58	6	13
2022-23	95	53	8	30

Table 5: Headcount of teaching staff by academic year and mode of employment

Academic Year	Permanent FT	Permanent PT	Temporary FT	Temporary PT
2014-15	3,732	2,204	81	1,472
2015-16	3,674	2,220	70	1,256
2016-17	3,601	2,244	84	1,332
2017-18	3,653	2,433	90	1,172
2018-19	3,718	2,632	109	1,083
2019-20	3,605	2,833	92	888
2020-21	3,600	2,950	95	682
2021-22	3,677	2,876	129	671
2022-23	3,547	2,762	106	662