



Scottish Funding Council
Comhairle Maoineachaidh na h-Alba

Statistical Publication

Reference: SFC/ST/03/2026

Issue date: 22/04/2026

College Staffing Data 2024-25 Background and Appendices



College Staffing Data 2024-25

Background and Appendices

Issue Date:	22 April 2026
Reference:	SFC/ST/03/2026
Summary:	This publication provides summary information on all staff employed in the college sector in Scotland.
FAO:	Principals of Scotland’s colleges and the general public.
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This is an official statistics publication.

All official statistics should comply with the UK Statistics Authority’s Code of Practice for Statistics, which promotes the production and dissemination of official statistics that inform decision-making. Find out more about the Code of Practice for Statistics at the [UK Statistics Authority’s website](#).

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Publication background and purpose

1. This is the tenth annual publication on staffing for Scotland's colleges and covers the period 2015-16 to 2024-25.
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. With a vesting date of 1 September 2023, Lews Castle, North Highland College and West Highland College merged to become UHI North, West and Hebrides. This may influence the changes in staffing numbers in 2023-24.
6. The purpose of the staffing data collection is to monitor sector workforce, staffing age profiles and equal opportunities, and to provide information for national statistical publications.
7. The data collection and publication are split into two sections. Section 1 is based on full-time equivalent (FTE); Section 2 is based on headcount.
8. Figures in all charts have been rounded according to the policy detailed in Appendix 2.
9. 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.

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 in 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: Rounding and suppression

Rounding and suppression rules have been applied to all statistics to prevent against the identification of individual staff. The rules implemented are as follows:

- All numbers are rounded to the nearest multiple of 5.
- Any number greater than 0 but lower than 7.5 is rounded to 5.
- Actual 0 values are reported as blank.
- Halves are always rounded upwards (e.g. 12.5 is rounded to 15).
- Percentages based on fewer than 22.5 individuals are suppressed.
- Year-on-year changes based on fewer than 22.5 individuals are suppressed.

Appendix 3: Publication metadata

Publication Title	College Staffing Data 2024-25
Description	Includes trends in college staff by full-time equivalents and headcount during the academic years 2015-16 to 2024-25
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 returns (includes staffing data from SRUC and the UHI partner colleges)
Date that data are acquired	10/03/2026
Release date	22/04/2026
Frequency	Annual
Timeframe of data and timeliness	Academic year (1 August 2024 to 31 July 2025), and trend data from academic years 2015-16 to 2024-25
Continuity of data	From 2014 aggregate staffing data has been submitted in Excel tables
Revisions statement	<p>Corrections have been made to the data from previous academic years:</p> <ol style="list-style-type: none"> 6. Figure 3 2015-16 – 0.4% of the Teaching FTE changed from Part-time to Full-time 7. Senior managers 2023-24 – female proportion decreased by 0.9% 8. Figure 11 2023-24 – headcount in three of the qualification categories decreased by up to 5.8% 9. Table 1 – three proportions decreased by up to 2.6%

Revisions relevant to this publication	There are no revisions relevant to this publication
Concepts and definitions	Please see the College Staffing Return Guidance 2024-25
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 monitor college staff trends to support policy development, including equalities
Disclosure	Rounding and suppression rules have been applied to all statistics to prevent against the identification of individual staff. Totals, year-on-year changes and percentages are calculated from unrounded figures. Percentages may not sum to 100% due to rounding.
Official Statistics designation	Official Statistics
UK Statistics Authority Assessment	N/A
Last published	20/05/2025
Next published	April 2027
Date of first publication	30 March 2017

Appendix 4: 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, i.e. the college's normal weekly hours over the normal contracted working year.

Part-time: staff who work less than standard contracted hours, i.e. 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 limit the duration of the contract are classified as temporary staff.

Age: age on 31 July 2025.

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 5: 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 Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time
2015-16	2,865	1,410	30	380
2016-17	2,815	1,490	20	410
2017-18	2,845	1,590	30	310
2018-19	2,810	1,610	30	265
2019-20	2,775	1,780	30	225
2020-21	2,730	1,875	30	145
2021-22	2,770	1,875	35	150
2022-23	2,710	1,895	30	170
2023-24	2,440	1,715	25	125
2024-25	2,300	1,620	25	130

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

Academic Year	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time
2015-16	380	340	10	205
2016-17	385	330	20	265
2017-18	360	355	10	170
2018-19	410	410	25	170
2019-20	425	460	15	145
2020-21	395	405	20	155
2021-22	405	395	10	140
2022-23	420	365	10	140
2023-24	400	380	5	100
2024-25	365	375	10	80

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

Academic Year	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time
2015-16	350	405	25	490
2016-17	320	340	35	390
2017-18	370	415	50	470
2018-19	430	535	40	475
2019-20	335	520	35	420
2020-21	405	585	40	360
2021-22	430	550	75	365
2022-23	325	450	60	325
2023-24	335	425	25	205
2024-25	330	405	20	220

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

Academic Year	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time
2015-16	75	60	5	185
2016-17	80	85	10	265
2017-18	70	70		220
2018-19	65	80	10	170
2019-20	70	75	15	100
2020-21	75	85	5	25
2021-22	75	60	5	15
2022-23	95	55	10	30
2023-24	140	60	10	20
2024-25	155	65	10	40

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

Academic Year	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time
2015-16	3,675	2,220	70	1,255
2016-17	3,600	2,245	85	1,330
2017-18	3,655	2,435	90	1,170
2018-19	3,720	2,630	110	1,085
2019-20	3,605	2,835	90	890
2020-21	3,600	2,950	95	680
2021-22	3,675	2,875	130	670
2022-23	3,545	2,760	105	660
2023-24	3,315	2,580	65	445
2024-25	3,150	2,465	65	470