Scottish Funding Council
Comhairle Maoineachaidh na h-Alba

College Staffing Data 2019-20

SFC Statistics
Issue Date: 23 March 2021

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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 2019-20. 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 2019-20 College staff record was collected during the COVID-19 pandemic. Where a staff member had been furloughed or re-joined the NHS/public health agencies to assist with the pandemic they are included in the reported figures.

3. The publication is spilt 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

    *   10,981 FTE staff employed in colleges in 2019-20.
    *   The FTE figure decreased by 26 from the previous year (2018-19) and the six-year trend from the 2014-15 starting position represents an increase of 1.7 percentage points (PP) (183).
    *   5,529 FTE (50.3%) were teaching staff and 5,453 (49.7%) non-teaching staff.
    *   Teaching staff increased by 2.9 PP (157 FTE) between 2014-15 and 2019-20 while non-teaching staff showed only a small increase 0.5 PP (27 FTE).
    *   Full-time staff (7,474) decreased by 3.1 PP since 2014-15.
    *   Part-time staff (3,507) increased by 13.6 PP since 2014-15.

    Headcount

    *   The staff headcount decreased in 2019-20 by 127 from 2018-19 but has actually only fallen by 1.1 PP (157) from 2014-15.
    *   Females account for 61% of all staff headcount in 2019-20 and females account for 55% of teaching and 69% of non-teaching staff.
    *   In 2019-20 the senior management gender difference has increased by 4 PP; 54% female to 46% male.

- The 51 and over age group accounted for 46.6% of the overall staff in 2019-20.
- Black and minority ethnic staff made up 2.1% (313) of all headcounts in 2019-20.
- Those with declared disability made up 6.3% of all headcounts in 2019-20.
- Full-time permanent college teaching staff with a recognised teaching qualification increased by 2.1 PP from 86.7% in 2018-19 to 88.8% in 2019-20.
- College staff known nationality proportions; 94% UK, 4% EU (excluding UK), 2% Non EU (excluding UK).

College Staffing Data 2019–20

Headcount*

College teaching staff

55% **45%**

4,054 **3,364**
Female Male

313 Black and minority ethnic teaching staff

2.1%

-0.1% from 2018-19

3,245
Full-time staff with a recognised teaching qualification.

+2% from 2018-19

Full-Time Equivalent*

10,981
Full-time equivalent staff

+1.7% from 2014-15

5,529 (50.3%) teaching and
5,453 (49.7%) non-teaching

7,474 Full-time staff

-3.1% since 2014-15

3,507 Part-time staff

+13.6% since 2014-15
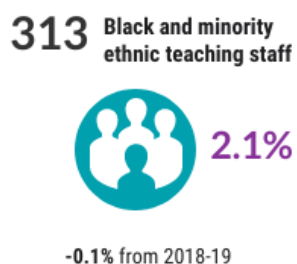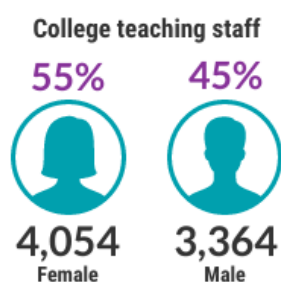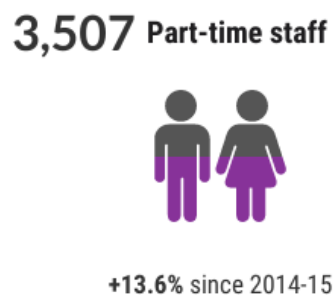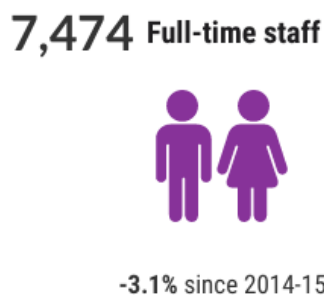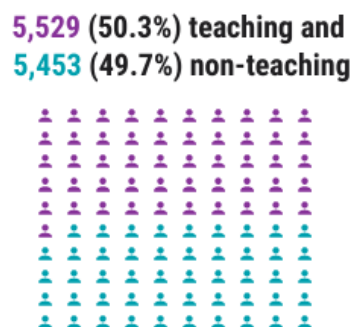
* Definitions available on page 9

Introduction

4.   This is the fifth annual publication of Staffing for Scotland's colleges and covers the period 2014-2020.

5.   Data for the 2019-20 College staff record was collected during the COVID-19 pandemic. Where a staff member had been furloughed or re-joined the NHS/public health agencies to assist with the pandemic they are included in the reported figures.

6.   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[1] and outcome-based planning through Outcome Agreements.

7.   The college staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics[2] 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[3].

8.   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.

9.   SFC continues to work with the sector to change the way we collect the staffing data, to move away from the current summary data to collect individualised data. This move is intended to improve the quality and utility of data that we evaluate.

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[1] Specific reference to college staffing in SFC's Equality and Diversity outcomes 2017-21
[2] Public sector employment in Scotland: third quarter 2020
[3] Latest published colleges' annual financial statements 2019-20

Purpose

10.   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.

11.   The data collection is spilt into two sections, one for full-time equivalent (FTE) and the other for headcount which includes limited equalities data.

12.   For further information on the staffing collection please see the College Staffing Return Guidance [PDF].

13.   Section 1 is based on full-time equivalent (FTE)[4] (**purple** charts / tables). Section 2 is based on headcount[5] (**blue** charts / tables).

14.   Figures in all charts have been rounded to the nearest whole number and sub-group numbers and percentages may vary slightly due to rounding.

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[4] FTE – The number of full-time equivalent staff employed by the college. For teaching staff (a standard working year is assumed to comprise 201 working days or about 40 working weeks and for non-teaching (a standard working year is assumed to comprise 230 working days or about 46 working weeks. (Standard contracted hours for all is assumed to be 35 hours per week).
[5] Headcount – 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.

Section 1: Full-time equivalent staffing data

FTE Staff numbers in Scotland's colleges

15.   In 2019-20, there were 10,981 FTE staff compared to 10,955 FTE in 2018-19, an increase of 0.2 PP (26). Over the reported six-year period there was an increase in FTE of 1.7 PP (183).

FTE by mode of employment, occupation and contract type

16.   Figure 1 below shows that between 2018-19 and 2019-20 the number of full-time staff decreased by 1.4. PP (106 FTE). The six-year period trend shows a decrease in full-time staff numbers from 7,712 FTE in 2014-15 to 7,474 FTE in 2019-20, a decrease of 3.1 PP (238 FTE).

17.   In contrast, the part-time staff numbers between 2018-19 and 2019-20 increased by 3.9 PP (132 FTE). However, the six-year period trend shows an increase in part-time staff number from 3,086 FTE in 2014-15 to 3,507 FTE in 2019-20, an increase of 13.6 PP (421 FTE).

Figure 1: Staff FTE by mode of employment 2014-15 to 2019-20
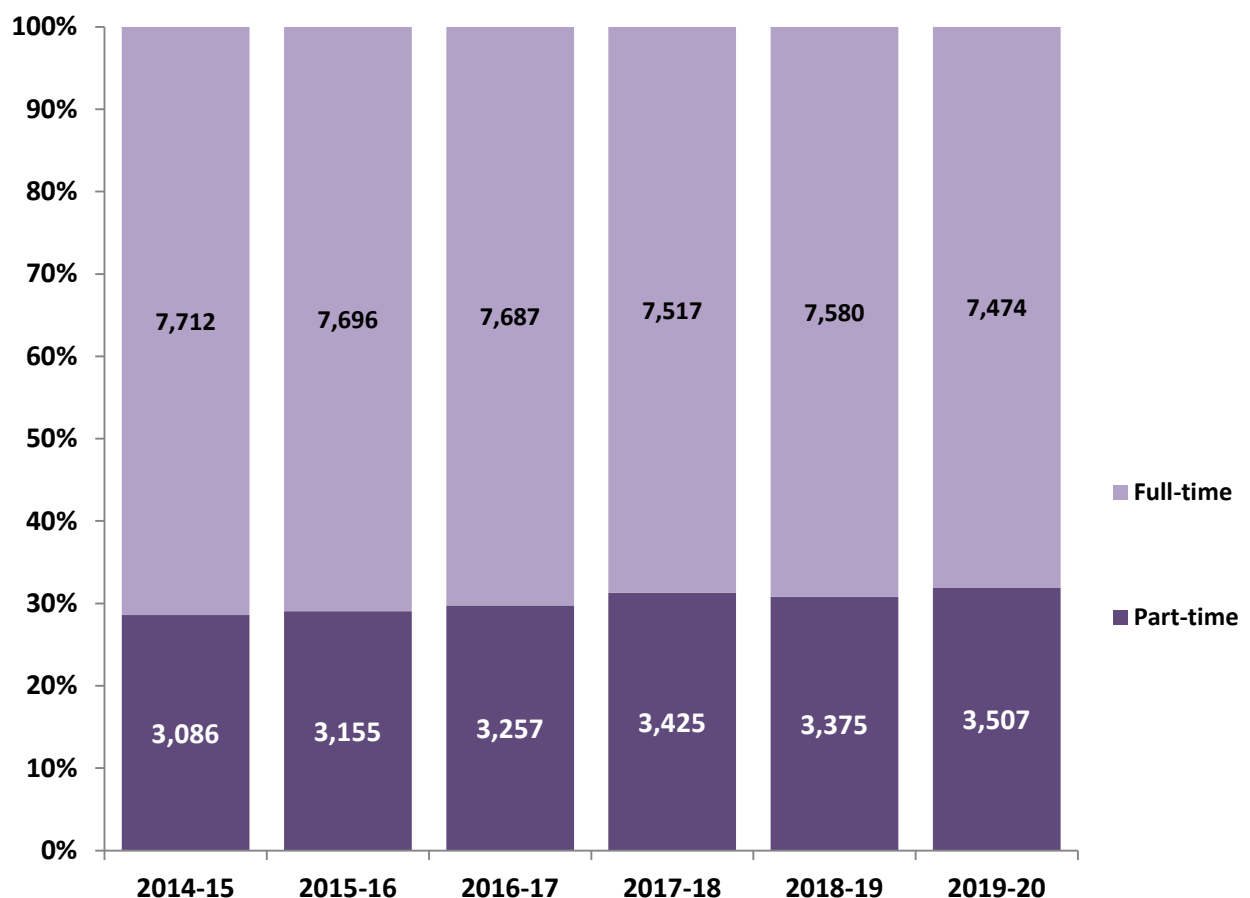
18. Figure 2 below shows that teaching staff FTE numbers have increased by 2.9 PP (157 FTE) over the six-year period from 2014-15 to 2019-20. Non-teaching staff FTE numbers, although showing a more changeable pattern across the six years, show an increase in FTE of 0.5 PP (27) over the reporting period.

Figure 2: Staff FTE by occupation 2014-15 to 2019-20
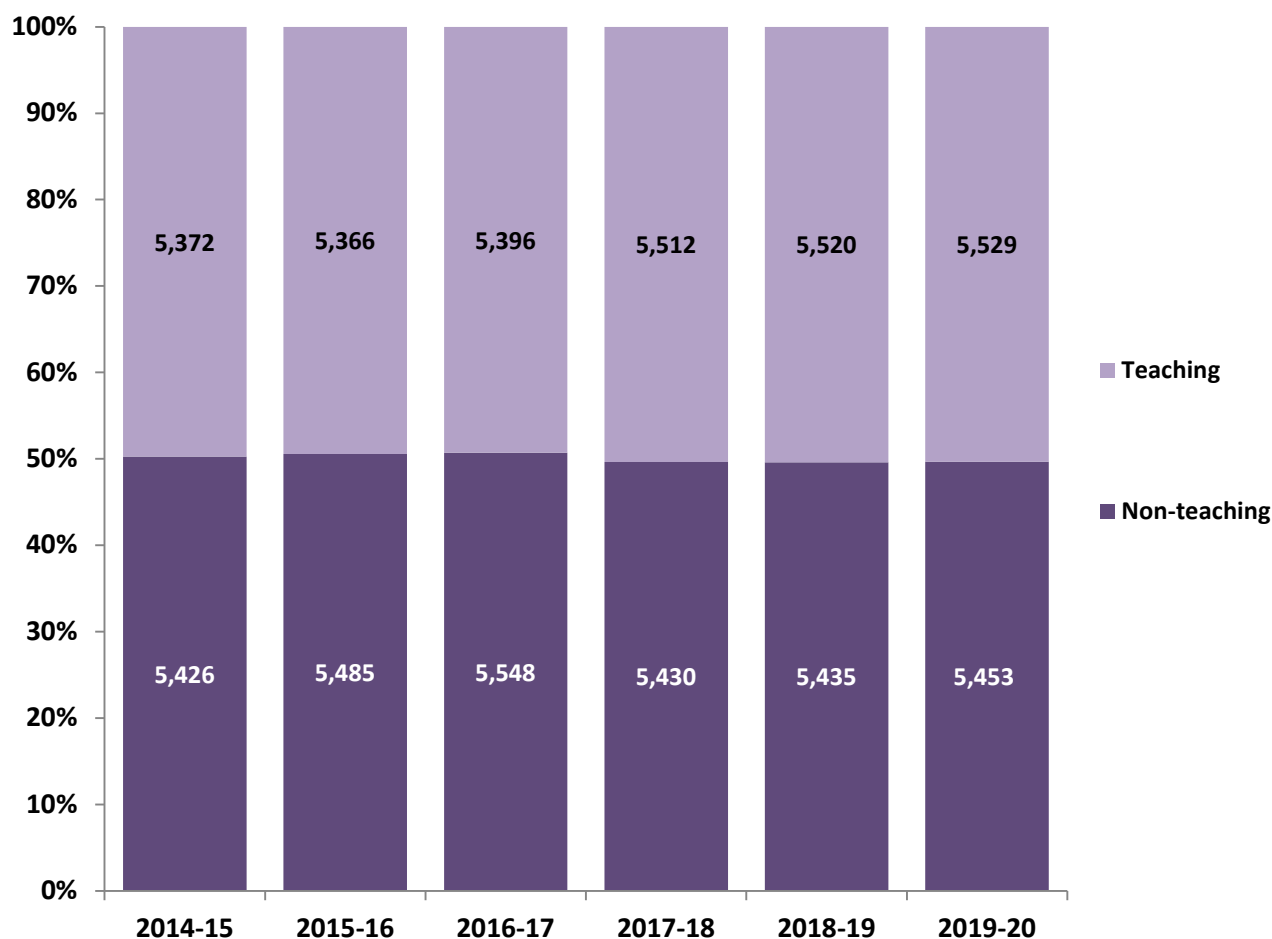
19. Looking specifically at teaching staff FTE by mode of employment over the six-year period 2014-15 to 2019-20. Figure 3 below shows that full-time teaching numbers, although variable across years, have decreased by 2.5 PP (92FTE). While the part-time teaching number is showing an overall increasing trend and with a 14.6 PP increase (248 FTE) over the reporting period.

Figure 3: Teaching Staff FTE by mode of employment 2014-15 to 2019-20
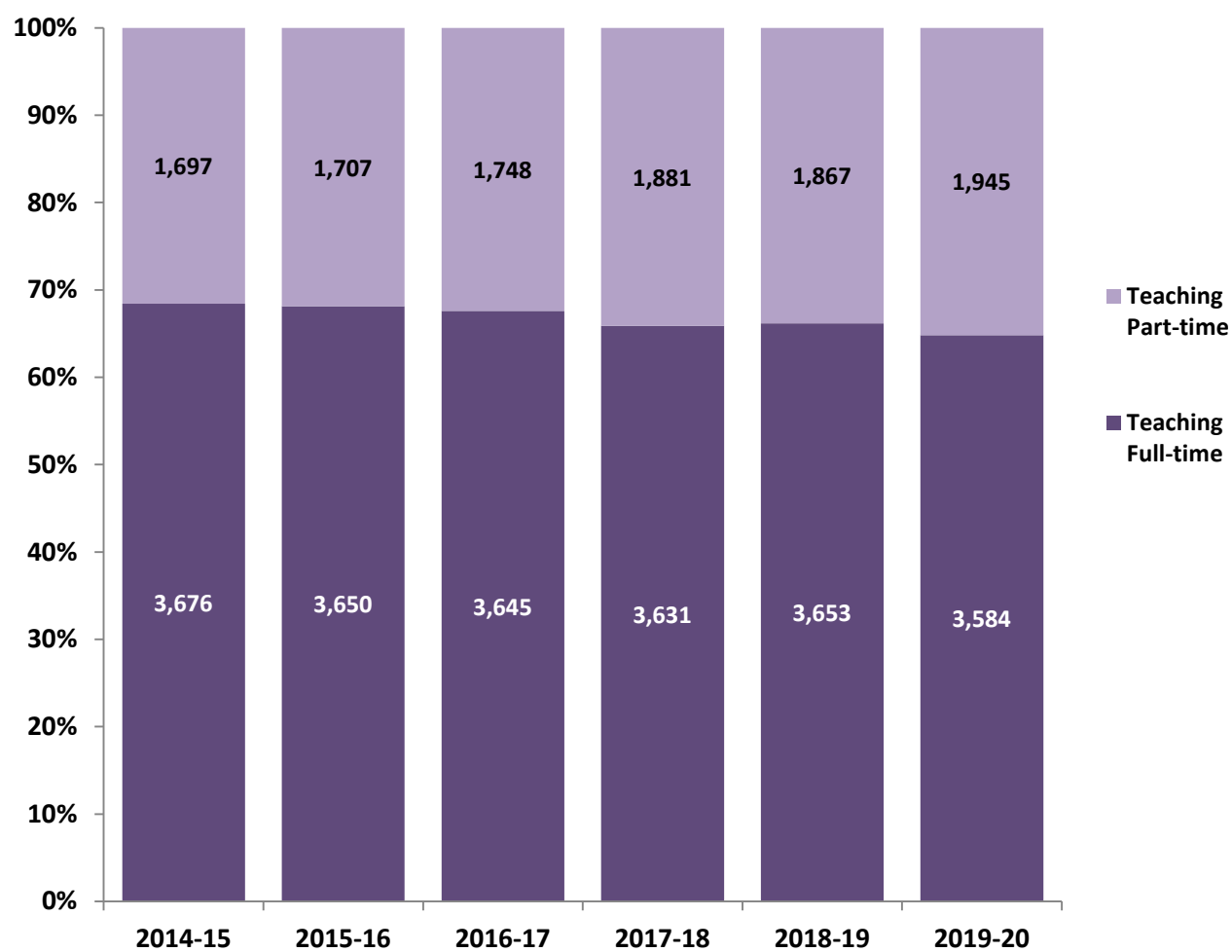
Section 2: Headcount staffing data

20. While Figure 1 shows a 1.7 PP rise in FTE staff over the period 2014-15 to 2019-20, Figure 4 shows a reduction of 1.1 PP (157) in staff headcount over the same six-year period.

21. In 2019-20, the staff headcount was 14,565 compared to 14,692 in 2018-19, a decrease of 0.9 PP (127). Teaching staff headcount reduced by 125 and non-teaching headcount by 2.

Headcount by gender, occupation, contract type, age, ethnicity and disability

22. Figure 4 shows that females accounted for 61% of all the sector staff headcount in each year.

Figure 4: Staff headcount by gender 2014-15 to 2019-20
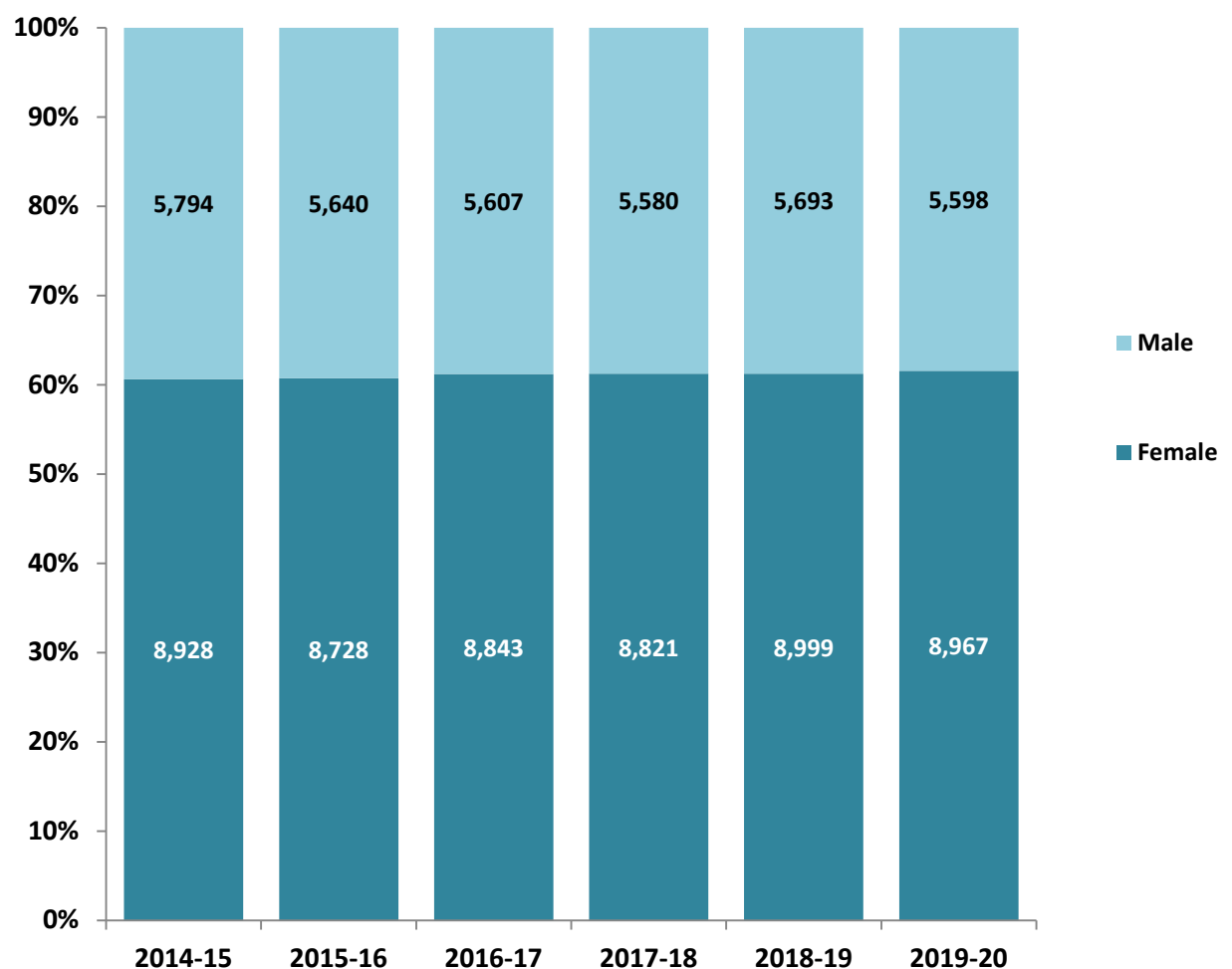
23. Figure 5 below shows the staff headcount numbers for teaching staff by gender. In 2019-20 females accounted for 55% of all teaching staff and the proportion of females has remained relatively constant across all six years. By comparing Figure 4 and Figure 5, we can also tell that females accounted for 69% of non-teaching staff and again the proportion of females has remained relatively constant across the six-year period.

24. Looking specifically at senior management the female to male ratio in the years 2014-15 to 2017-18 had been 55% female to 45% male. In 2018-19 the senior management gender difference had reduced by 6 PP; 52% female to 48% male (252 headcount). In 2019-20 the senior management gender difference has increased by 4 PP; 54% female to 46% male (244 headcount).

Figure 5: Teaching staff headcount by gender 2014-15 to 2019-20
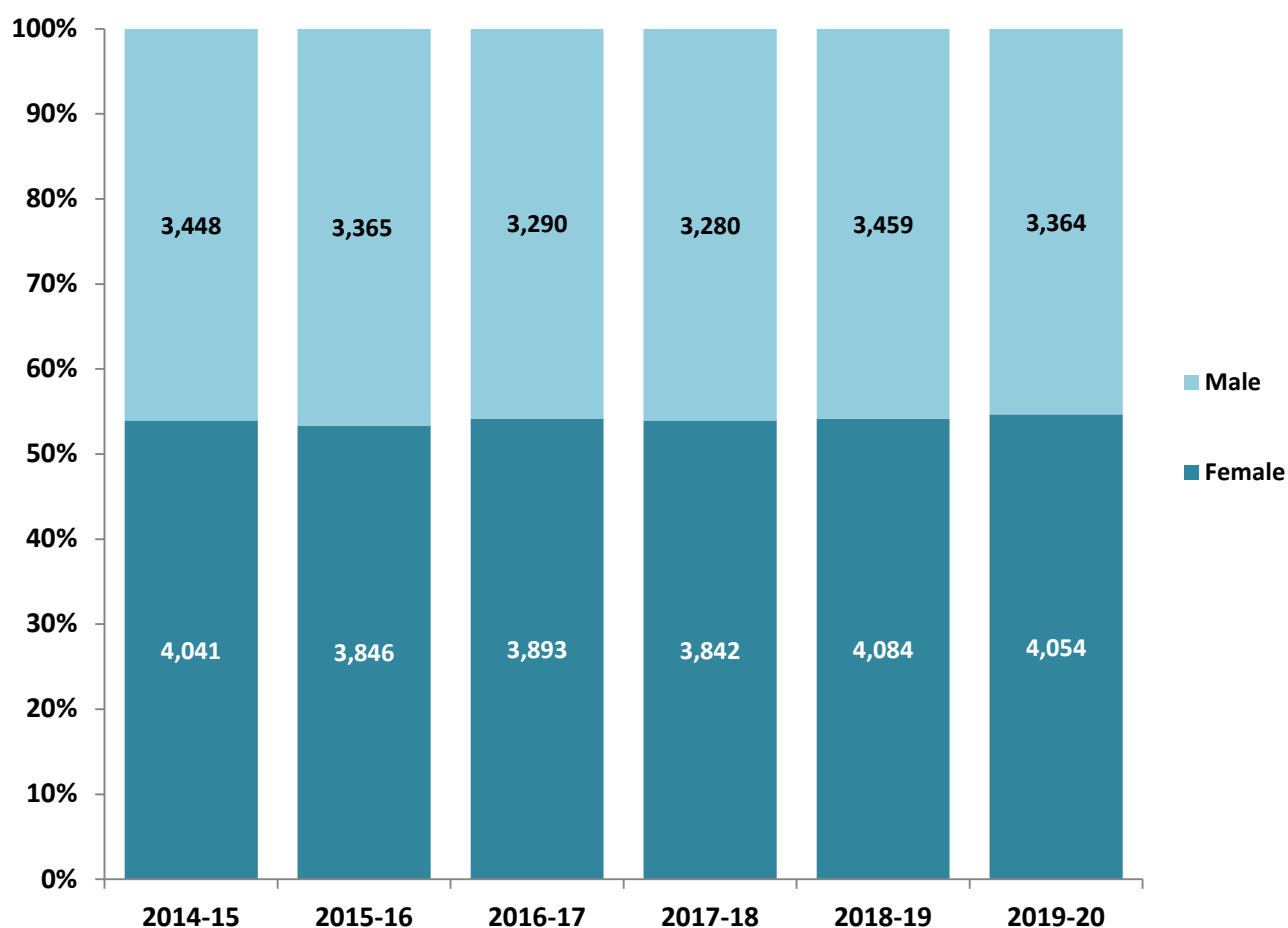
25. Figure 6 below shows the proportion of college staff by age band. Those aged '51 and over' make up the largest proportion in all years. In the last year the number of staff in the '51 and over' age band has increased by 1.4 pp (145) whereas in contrast the number of staff in the 'up to 35' age band has decreased by 0.8 PP (130).

Figure 6: Staff headcount (teaching and non-teaching) by age band 2014-15 to 2019-20
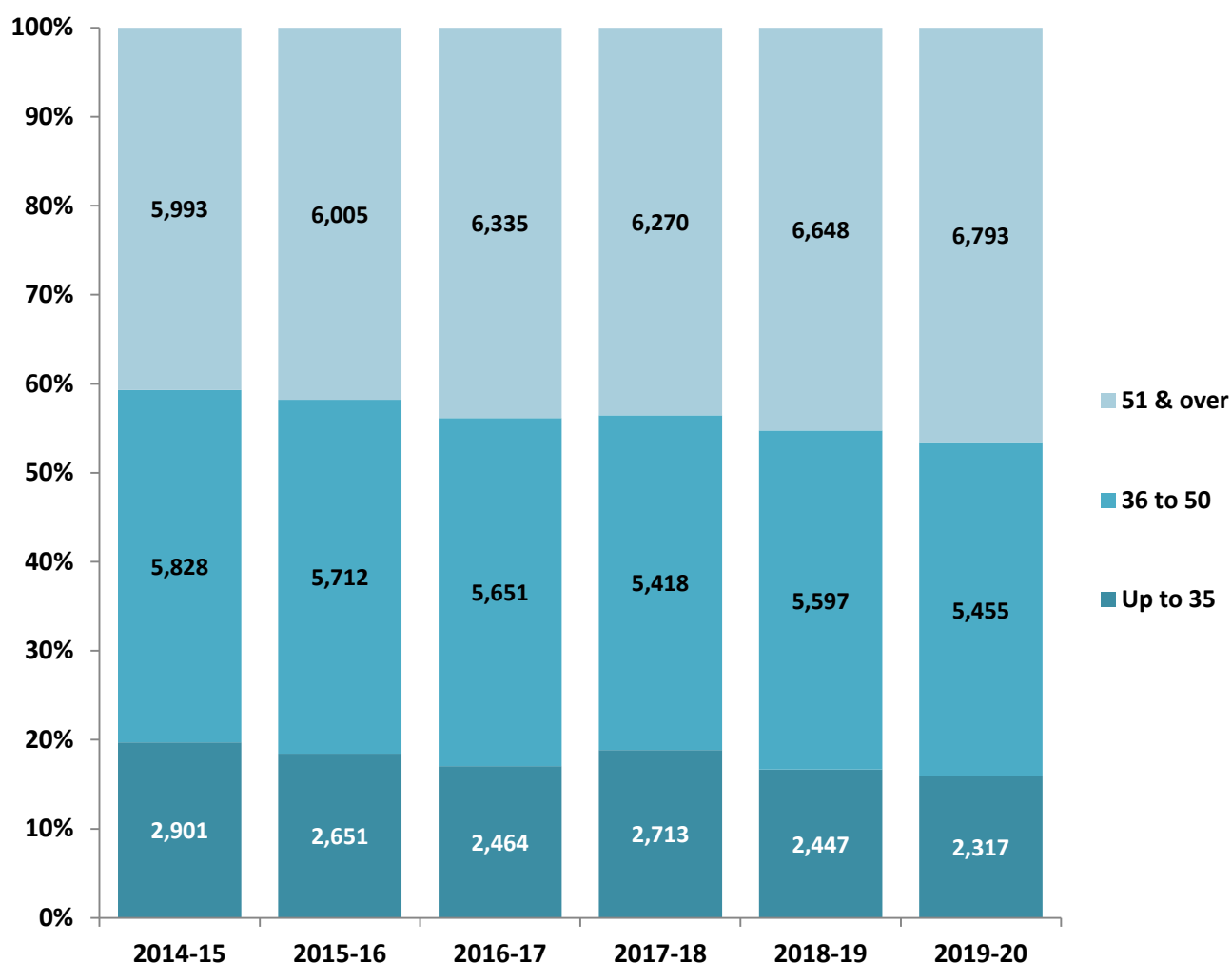
26. In 2019-20, 0.3% (22) teaching staff were aged 24 or under. At the opposite end of the age bandings, 31.8% (2,357) of teaching staff were aged 56 or over.

27. Among non-teaching staff, 3.3% (236) were aged 24 or under and 27.7% (1,982) were aged 56 and over in 2019-20.

28. Figure 7 below shows that the proportion of males and females is relatively balanced in the age bands up to 35. Females however are shown to be of a higher proportion in the age bands 36 to 55 and with males showing a higher proportion than females in the older age bands above 56.

Figure 7: Population pyramid of age band proportions all staff by gender 2019-20

Age Band	male	female
66 & over	4.9%	2.7%
61 - 65	12.4%	8.6%
56 - 60	16.8%	15.8%
51 - 55	15.6%	17.7%
46 - 50	12.4%	15.2%
41 - 45	11.3%	12.6%
36 - 40	10.6%	11.6%
31 - 35	8.6%	8.1%
25 - 30	5.7%	5.9%
24 & under	1.7%	1.8%

■ male ■ female
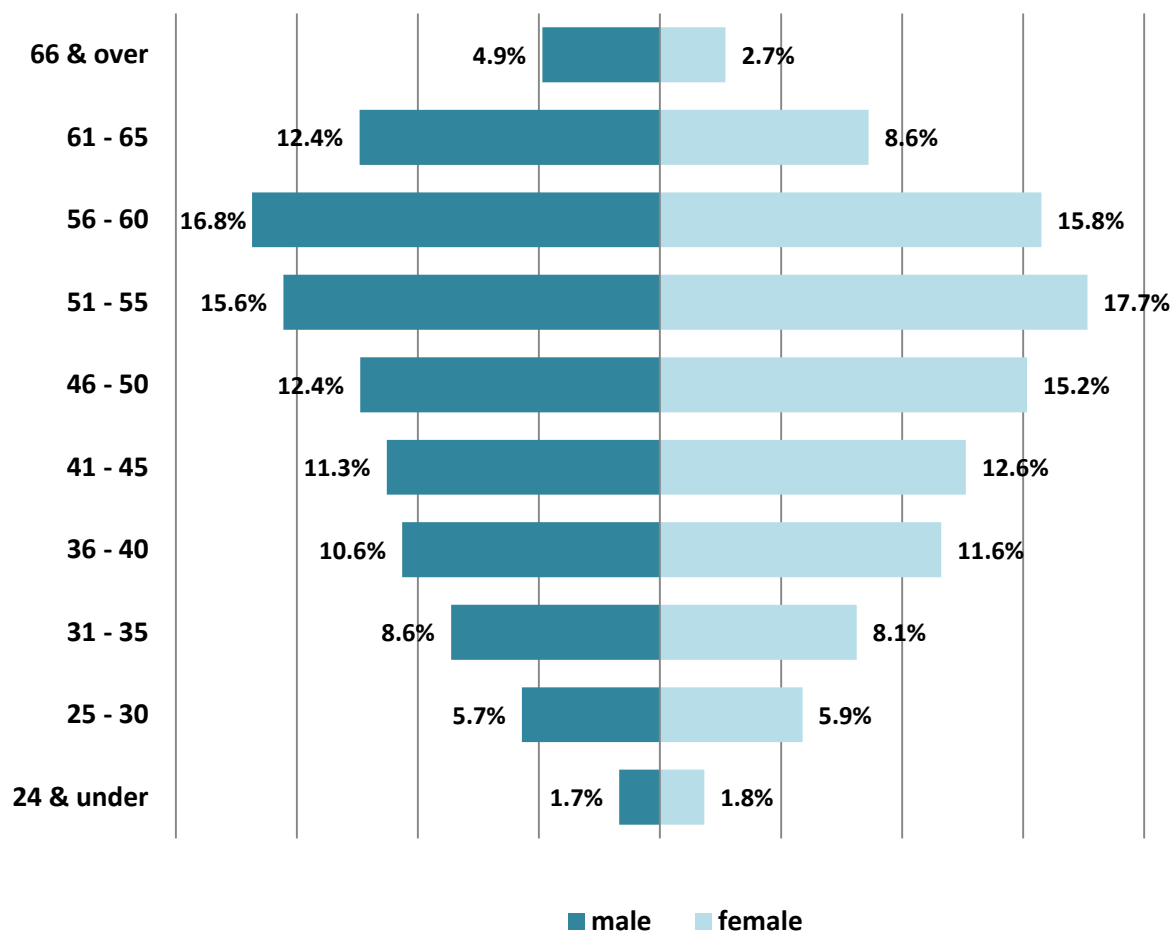
29. In order to understand and compare Black and Minority Ethnic (BME) staff employed in Scottish colleges, the proportion of BME population in Scotland (4%)[6] is used as a reference.

30. The reporting on BME staff in colleges is restricted to four years (2016-17 to 2019-20) due to identified data quality issues on staff ethnicity from previous years.

31. Black and Minority Ethnic (BME) total staff employed in the college sector in 2019-20 is 313 a decrease of 0.1 PP to the 2.2% reported in 2018-19, on the BME proportion (See Appendix 1 for BME ethnicity group classification).

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[6] Ethnicity, Identity, Language and Religion | Scotland Census 2011

32. Figure 8 provides a breakdown of the proportion of staff from a black and ethnic minority background for male and female, teaching and non-teaching roles. The proportions are below the expected levels for all groups and more especially for females.

33. The proportion of BME female teaching staff has increased by 0.1 PP in the past year to 2.0% in 2019-20. In contrast the proportion of BME male teaching staff has decreased by 0.4 PP in the past year to 2.6% in 2019-20.

34. There is a decrease of 0.2 PP from the previous year in both the male and female non-teaching BME staff proportions in 2019-20.

Figure 8: Proportion of staff from a minority ethnic background by gender and role 2016-17 to 2019-20
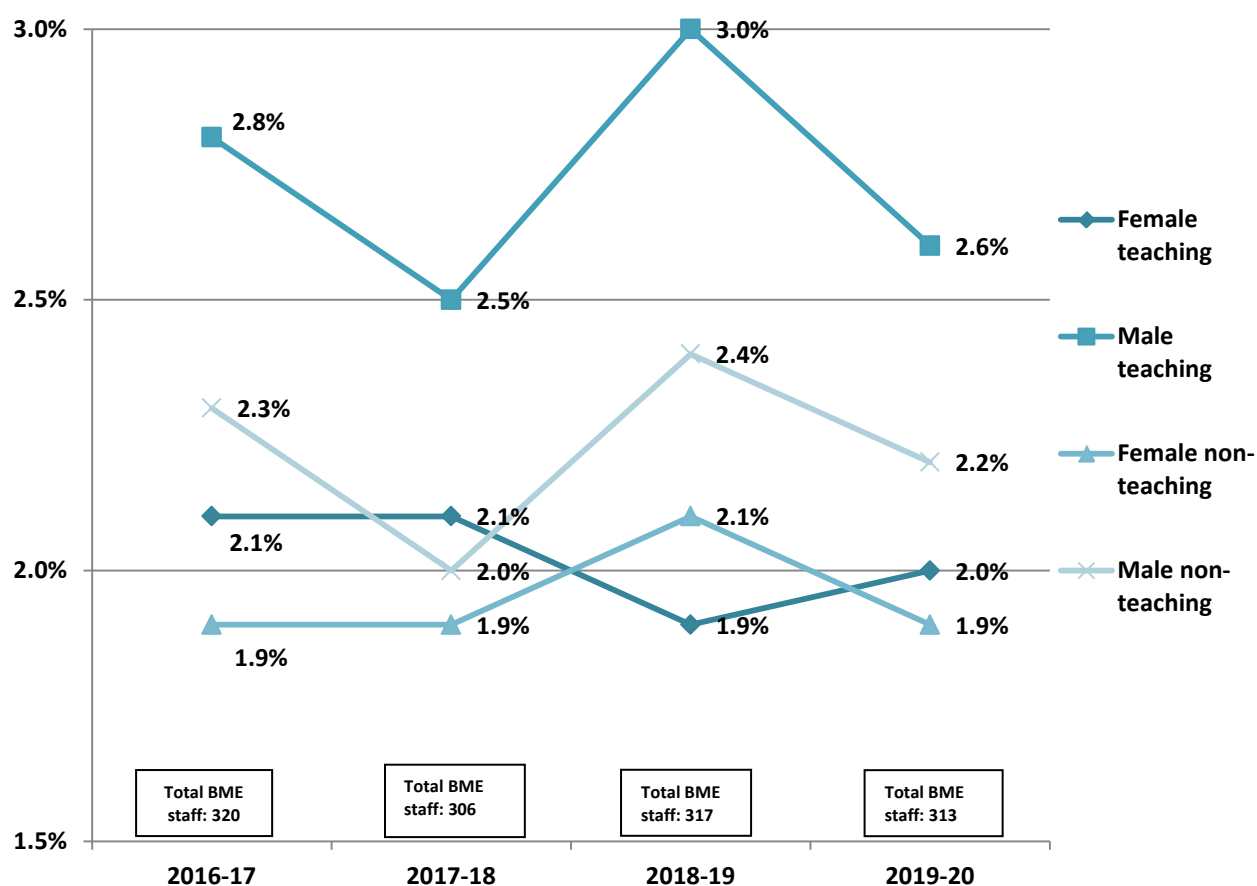
35. Of the 14,565 staff headcount in 2019-20, 921 (6.3%) declared[7] one or more disabilities. The proportion of staff with a disclosed disability in 2019-20 is up 0.3 PP from the previous year and up 1.1 PP from 2016-17.

36. The proportion of the Scottish population with a disability increases with age as shown in Figure 9 below. This suggests that the proportion of college staff declaring a disability (6.3%) is below the levels in the Scottish population.

37. As previously shown at Figure 6 the proportion of college staff in the age category '51 and over', is increasing. As those aged 50 and over in the wider Scottish population are more likely to have a disability then we may expect a greater proportion of college staff to have a disability based on the ageing profile of the sector.

38. It is not known how this is impacted by the willingness of staff at our colleges to disclose a disability. However, colleges continue to work with staff to raise awareness and improve disclosure rates across all equality protected characteristics.

Figure 9: Proportion of the Scottish population: disability by age[8]

	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Scottish Population	14.9%	6.5%	6.2%	7.2%	9.1%	11.7%	13.8%	16.3%	20.3%	25.9%	31.6%

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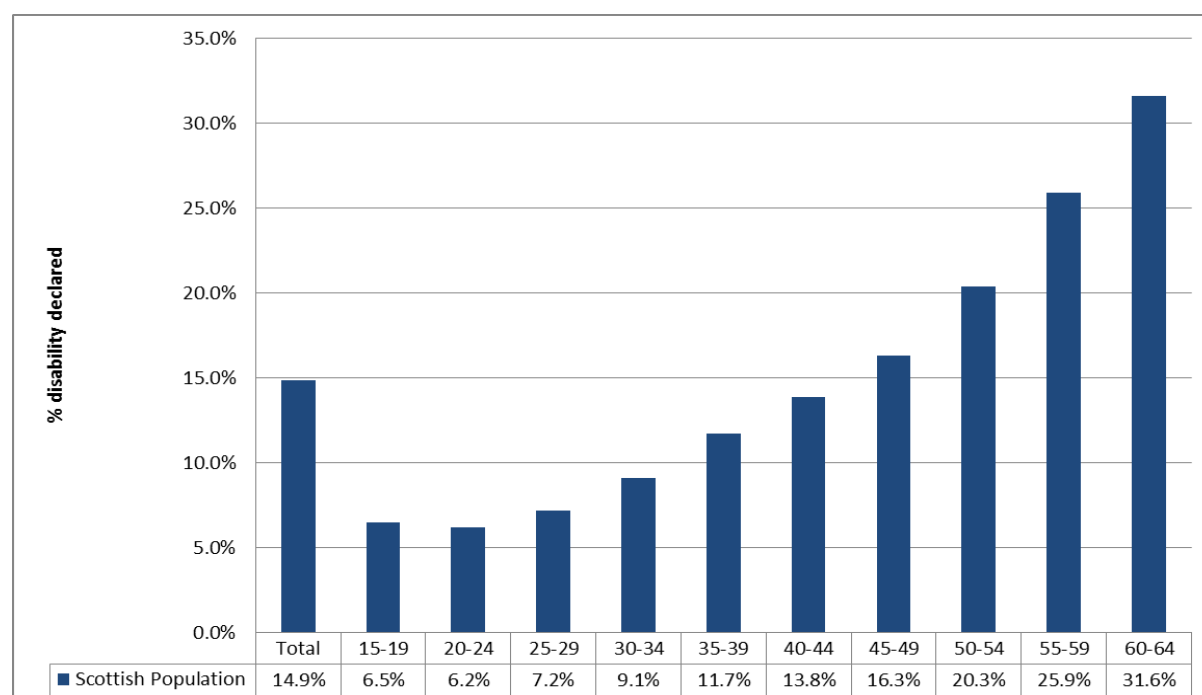
[7] Clarification: all disability data comes from self-declaration from staff themselves.
[8] Source: NRS, Scotland's Census 2011 (Table DC3101SC)

Nationality

39. Figure 10 below provides, for the first time, a breakdown of staff with a known nationality, 87.1% (12,691) of all college staff.

40. In 2019-20, among teaching staff with a known nationality, 3.7% (232) had an EU (excluding UK) nationality and 2.1% (135) had a non-EU (excluding UK) nationality.

41. For non-teaching staff with a known nationality, 4.6% (294) had an EU (excluding UK) nationality and 1.7% (110) had a non-EU (excluding UK) nationality.

Figure 10: Known nationality for all college staff 2019-20
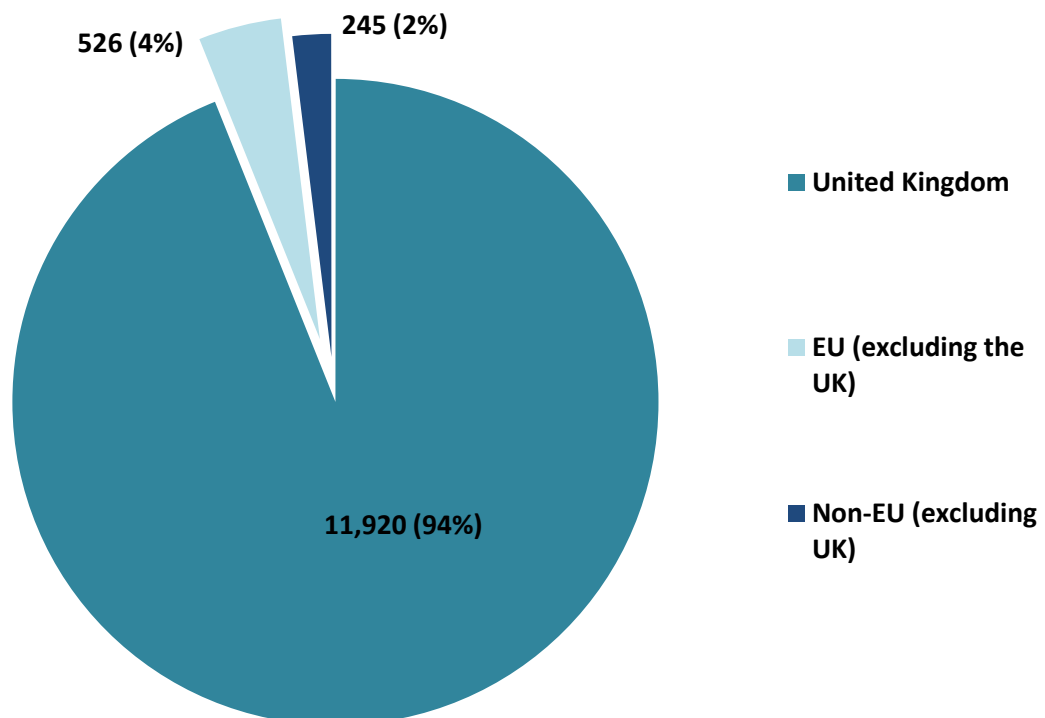
Headcount by teaching qualification

42. Table A provides the headcount of staff by teaching grade, teaching qualification and mode of employment over the six-year period 2014-15 to 2019-20.

43. Of the 1,305 teaching staff in 2019-20 with a formal qualification but not teacher trained, 71.8% (937) were employed part-time an increase of 3.6 PP from 2018-19.

44. The proportion of part-time permanent college teaching staff shows an increasing trend and with temporary contract numbers decreasing. The proportion with a formally recognised qualification increased by 4.7 PP from the trend low of 76.6% in 2018-19 to a high of 81.3% in 2019-20.

45. The proportion of full-time permanent college teaching staff with a formally recognised teaching qualification increased by 2.1 PP from 86.7% in 2018-19 to 88.8% in 2019-20.

46. Figure 11 below provides a breakdown of the proportions of all teaching staff against each of the four qualification categories over the six-year period 2014-15 to 2019-20. This shows that the proportion of teaching staff with a Teaching Qualification in Further Education (TQFE) or equivalent has, from a low point of 62.1% in 2014-15, increased in 2019-20 to 64.8%, which is closer to the highest proportion of 65.2% in 2016-17 and an increase of 2.2 PP from the previous year.

47. The proportion of all teaching staff with a recognised teaching qualification was at its highest proportion in 2016-17 at 79.0%. In 2019-20 the proportion is similar at 78.9% and is a 2.9 PP increase from the 76.0% in 2018-19.

48. The proportion of teaching staff with no formal qualification shows a decrease of 0.8 PP over the last year to 3.5% (260) in 2019-20. Teaching staff with no formal qualification are most likely to be employed part-time and be on a temporary contract. In all likelihood these staff will be delivering specialised subjects or be relatively new to the college teaching profession and will either have a relevant technical qualification and/or industry experience.

Figure 11: Proportion of teaching staff by qualification category 2014-15 to 2019-20

Figure 11: Proportion of teaching staff by qualification category 2014-15 to 2019-20

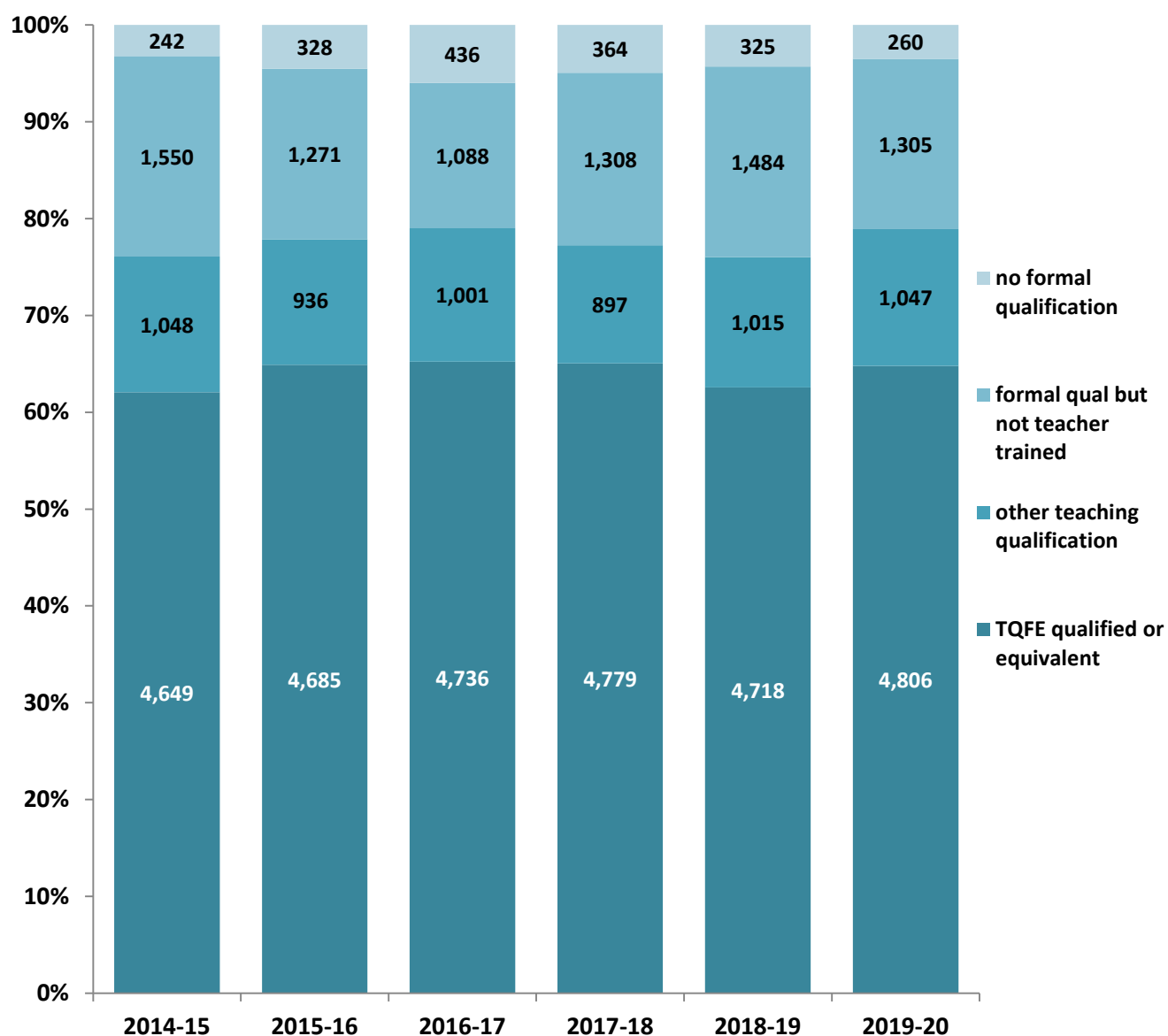|	no formal qualification	formal qual but not teacher trained	other teaching qualification	TQFE qualified or equivalent
2014-15	242	1,550	1,048	4,649
2015-16	328	1,271	936	4,685
2016-17	436	1,088	1,001	4,736
2017-18	364	1,308	897	4,779
2018-19	325	1,484	1,015	4,718
2019-20	260	1,305	1,047	4,806

Table A: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2019-20

	2014-15				2015-16				2016-17				2017-18				2018-19				2019-20			
	permanent		temporary		permanent		temporary		permanent		temporary		permanent		temporary		permanent		temporary		permanent		temporary	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,866	1,357	31	395	2,866	1,411	29	379	2,817	1,489	21	409	2,847	1,591	30	311	2,812	1,608	31	267	2,777	1,778	28	223
Other TQ not equivalent to above	411	379	18	240	380	341	12	203	383	331	20	267	362	356	11	168	410	409	27	169	425	460	15	147
Formal qualification but not teacher trained	420	427	31	672	352	406	24	489	321	340	35	392	372	415	49	472	431	535	41	477	335	518	33	419
No formal qualification	35	41	1	165	76	62	5	185	80	84	8	264	72	71	0	221	65	80	10	170	68	77	16	99
Teaching staff	3,732	2,204	81	1,472	3,674	2,220	70	1,256	3,601	2,244	84	1,332	3,653	2,433	90	1,172	3,718	2,632	109	1,083	3,605	2,833	92	888
Number with recognised teaching qualification	3,277	1,736	49	635	3,246	1,752	41	582	3,200	1,820	41	676	3,209	1,947	41	479	3,222	2,017	58	436	3,202	2,238	43	370
Proportion with recognised teaching qualification	*87.8%	78.8%	60.5%	43.1%	*88.4%	78.9%	58.6%	46.3%	*88.9%	81.1%	48.8%	50.8%	*87.9%	80.0%	45.6%	40.9%	*86.7%	76.6.%	53.2%	40.3%	*88.8%	81.3%	46.7%	41.7%

*Figures represent the national college performance measure: Proportion of full-time permanent teaching staff with a recognised teaching qualification.

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 2019-20
Description	Includes trends on college staff by headcount and full-time equivalent staff during the academic years 2014-2020
Theme	Education
Topic	College Staff information (excludes self-employed, contract and agency workers not paid directly from the payroll)
Format	PDF
Data source(s)	Scotland's colleges staffing return (includes staffing data from SRUC and the UHI partner colleges)
Date that data is acquired	9 October 2020
Release date	23 March 2021
Frequency	Annual
Timeframe of data and timeliness	Academic year (1 August 2018 to 31 July 2020), and trend data from academic years 2014-2020
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	None
Concepts and definitions	Please see the College Staffing Return Guidance 2019-20
Relevance and key uses of the 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 general public to monitor college staff trends to support policy development, including equalities.
Official Statistics designation	Official Statistics
UK Statistics Authority Assessment	N/A
Last published	31 March 2020
Next published	22 March 2022
Date of first publication	30 March 2017

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 amount of time / 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 is at 31 July 2020.

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.