



Scottish Funding Council
Comhairle Maoineachaidh na h-Alba

College Staffing Data 2019-20 Executive Summary

SFC Statistics

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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.

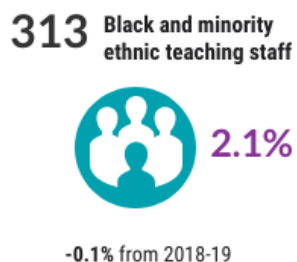
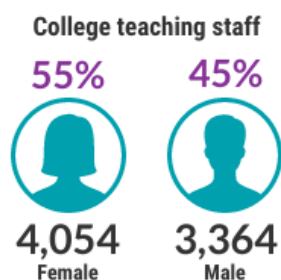
Headcount

- 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.

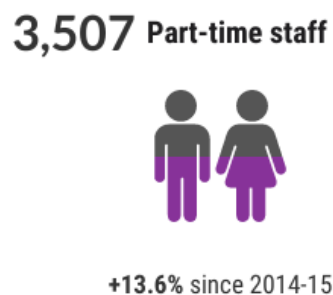
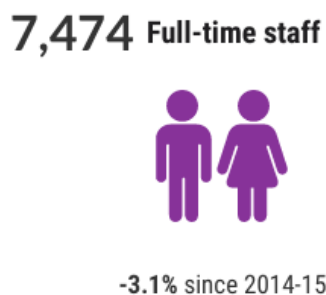
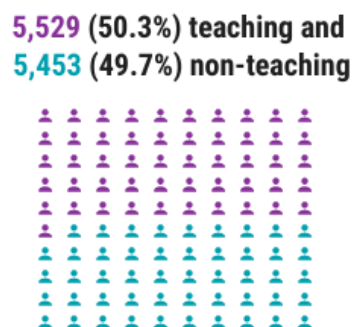
- In 2019-20 the senior management gender difference has increased by 4 PP; 54% female to 46% male.
- The 51 and over age group accounted for 46.6% of the overall staff in 2019-20.
- Black and minority ethnic staff made up 2.1% (313) of all headcounts in 2019-20.
- Those with declared disability made 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*



Full-Time Equivalent*



* Definitions available on page 9