



College Staffing Data 2021-22



Scottish Funding Council
Comhairle Maoineachaidh na h-Alba

SFC STATISTICS

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College Staffing Data 2021-22

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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
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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 2021-22. It provides sector summary data on headcount and teaching and non-teaching (support) staff data by full-time equivalent (FTE) staff.
2. 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 are used as the basis for calculating FTEs and a full-time member of staff employed for the year would normally equate to 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 number of hours/contracts for which they are employed.
3. The key points from this report are:

Full-time equivalent

- 11,077 FTE staff employed in colleges in 2021-22, an increase of 228 from the previous year.
- The eight-year trend from the 2014-15 starting position represents an increase of 2.6% (279).
- 5,626 FTE (50.8%) were teaching staff and 5,451 FTE (49.2%) non-teaching staff.
- Teaching staff increased by 4.7% (254 FTE) between 2014-15 and 2021-22 while non-teaching staff showed an increase of 0.5% (25 FTE).
- Full-time staff (7,616) decreased by 1.2% since 2014-15.
- Part-time staff (3,461) increased by 12.2% since 2014-15.

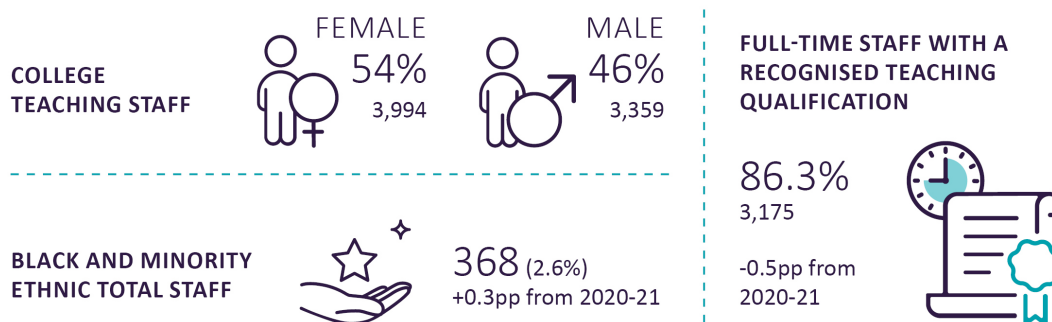
Headcount

- The staff headcount increased by 197 to 14,321 from 2020-21 (14,124).
- Females account for 61% of all staff headcount in 2021-22, 54% of teaching and 68% of non-teaching staff.
- Of the 242 senior management roles in 2021-22 the proportion of females increased by 1.2pp to 54.5%.
- The 51 and over age group accounted for 46.8% of the overall staff in 2021-22, a 1.1pp decrease from 2020-21.

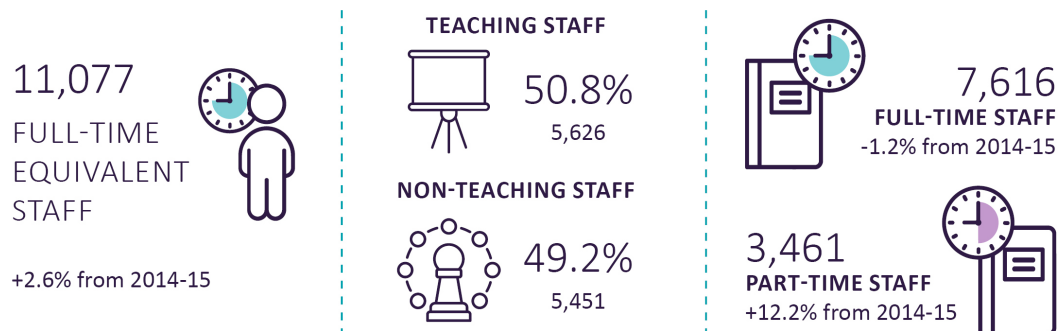
- Black and minority ethnic staff made up 2.6% (368) of all headcounts in 2021-22.
- Those with declared disability made up 7.5% (1,080) of all headcounts in 2021-22.
- The proportion of full-time permanent college teaching staff with a formally recognised teaching qualification decreased by 0.5pp from 86.8% in 2020-21 to 86.3% in 2021-22.
- College staff known nationality proportions: 94.2% UK, 4.2% EU, 1.6% Non-EU international in 2021-22.

COLLEGE STAFFING DATA 2021-22

HEADCOUNT*



FULL-TIME EQUIVALENT*



*Definitions available at page 8

Introduction

1. This is the seventh annual publication on staffing for Scotland's colleges and covers the period 2014-2022.
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 Statistics¹ 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 statements².
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.

¹ [Public sector employment in Scotland: third quarter 2022](#)

² [Latest published colleges' annual financial statements 2020-21](#)

Purpose

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)³ (purple charts / tables); Section 2 is based on headcount⁴ (teal charts / tables).
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](#).

³ 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).

⁴ Headcount – The number of staff employed in the college during the academic year. Each member of staff is counted once, regardless of the number of hours / contracts for which they are employed.

Section 1: Full-time equivalent staffing data

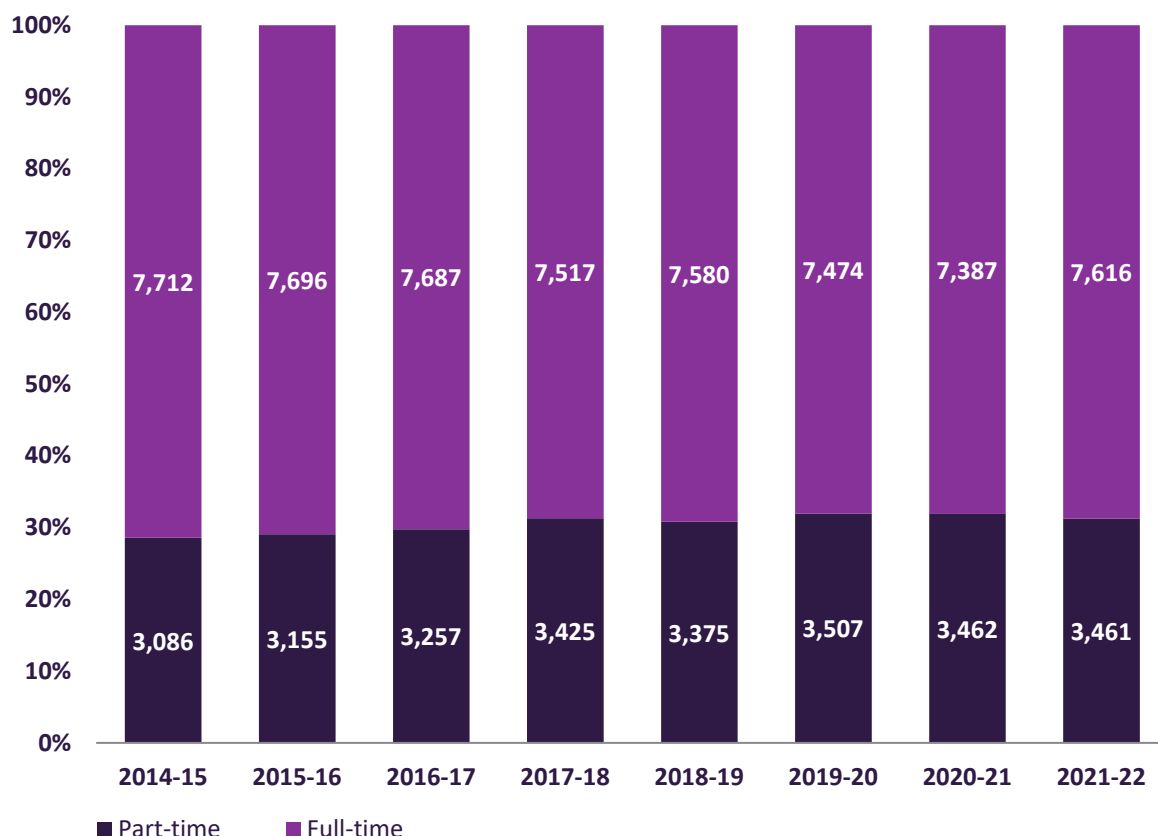
FTE Staff numbers in Scotland's colleges

9. In 2021-22, there were 11,077 FTE staff compared to 10,849 FTE in 2020-21, an increase of 2.1% (228). Over the reported eight-year period, there was an increase in FTE of 2.6% (279).

FTE by mode of employment, occupation, and contract type

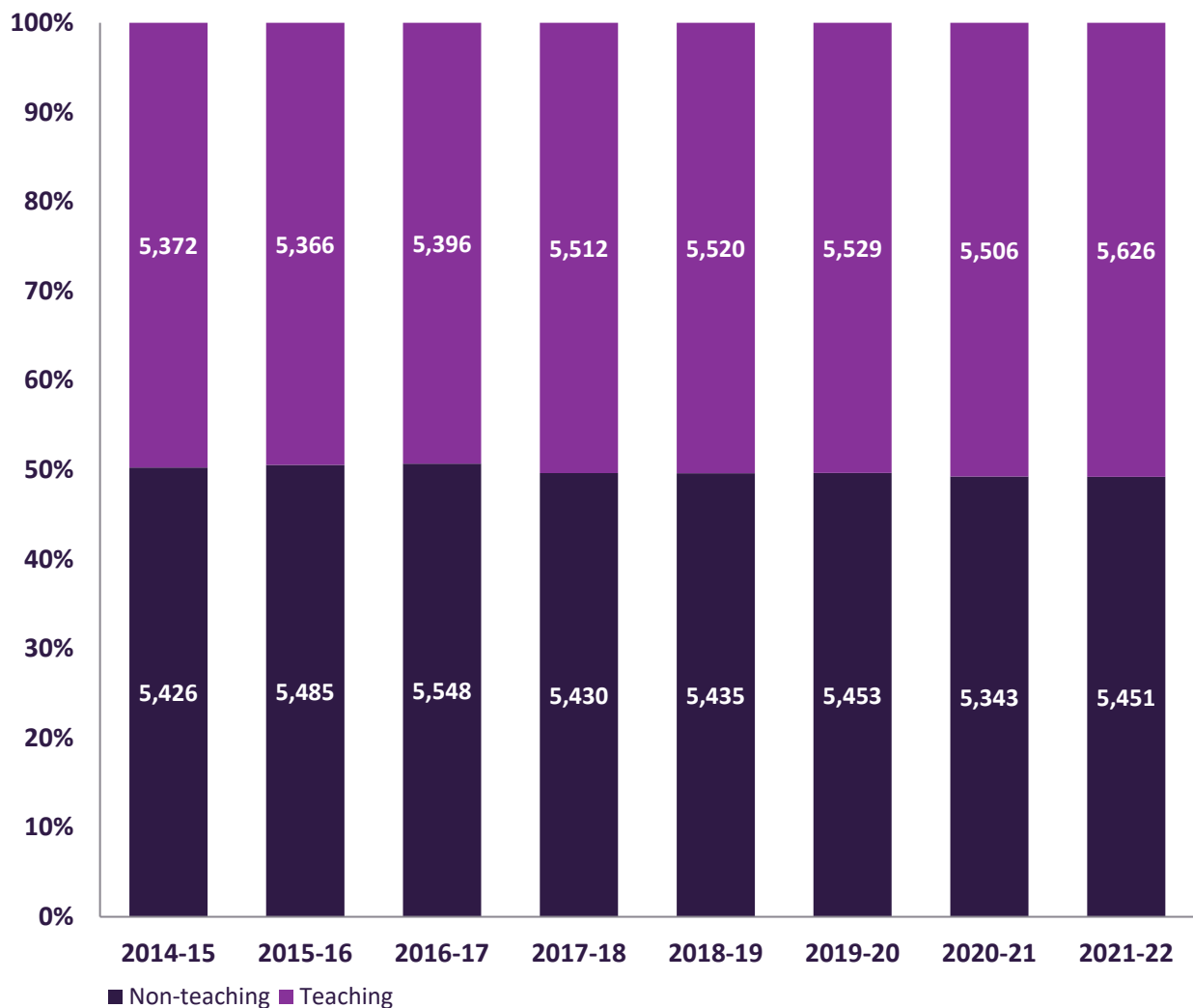
10. Figure 1 below shows that between 2020-21 and 2021-22 the number of full-time staff increased by 3.1% (229 FTE). The eight-year period trend shows a decrease in full-time staff numbers from 7,712 FTE in 2014-15 to 7,616 FTE in 2020-21, a decrease of 1.2% (96 FTE).
11. Part-time staff numbers between 2020-21 and 2021-22 remain unchanged. However, the eight-year period trend shows an increase in part-time staff numbers from 3,086 FTE in 2014-15 to 3,461 FTE in 2021-22, an increase of 12.2% (375 FTE).

Figure 1: Staff FTE by mode of employment 2014-15 to 2021-22



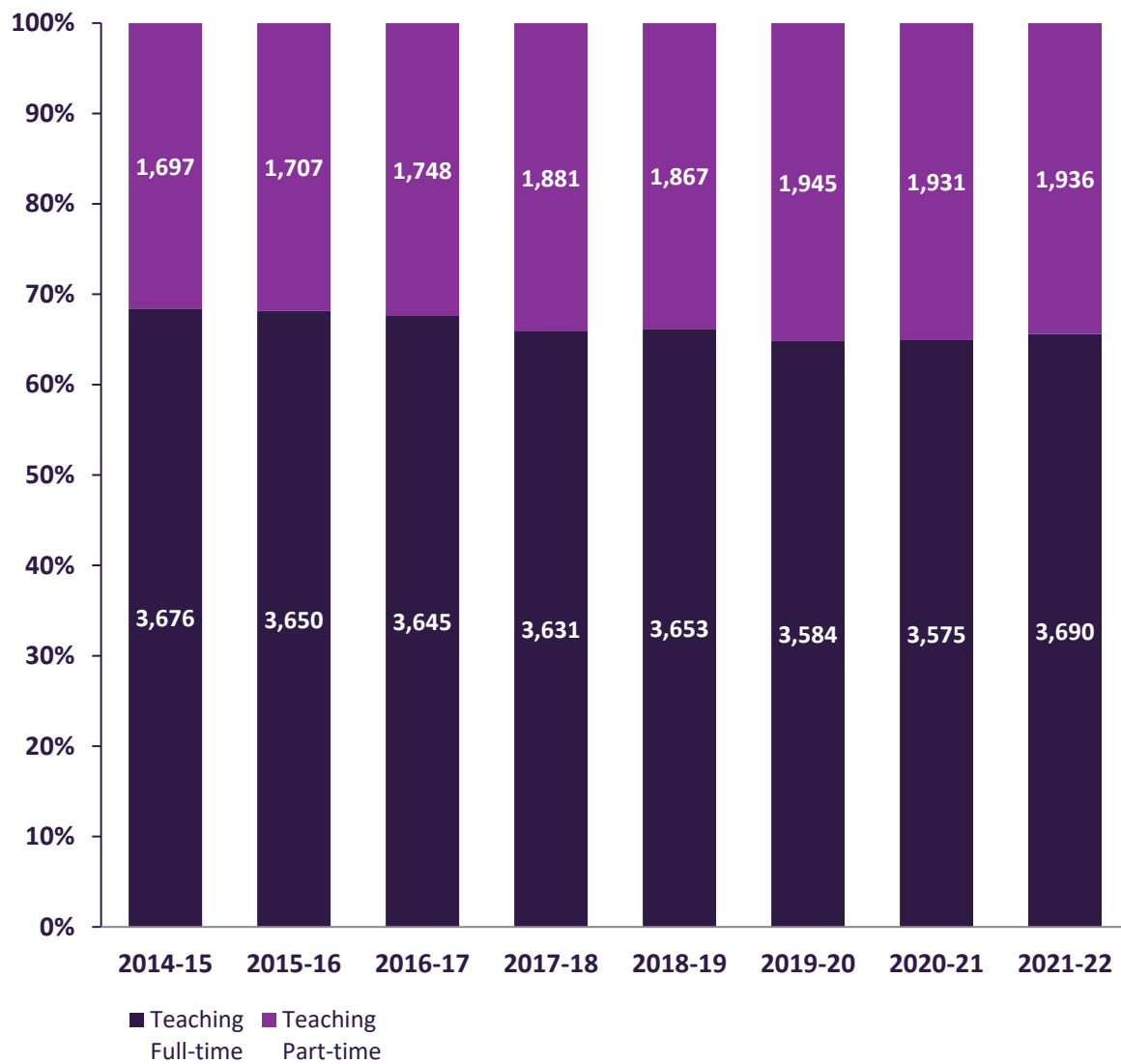
12. Figure 2 below shows that, between 2020-21 and 2021-22, the number of teaching staff increased by 2.2% (120 FTE). The eight-year period trend shows that teaching staff FTE numbers have increased by 4.7% (134 FTE) from 2014-15 to 2021-22.
13. Non-teaching staff FTE numbers between 2020-21 and 2021-22 increased by 2.0% (108 FTE). Over the reported eight-year period, there was an increase in FTE of 0.5% (25).

Figure 2: Staff FTE by occupation 2014-15 to 2021-22



14. Looking specifically at teaching staff FTE by mode of employment over the eight-year period 2014-15 to 2021-22, Figure 3 shows that full-time teaching numbers, although variable across years, have slightly increased by 0.4% (14 FTE). Meanwhile the part-time teaching number has increased by 14.1% (239 FTE).

Figure 3: Teaching Staff FTE by mode of employment 2014-15 to 2021-22



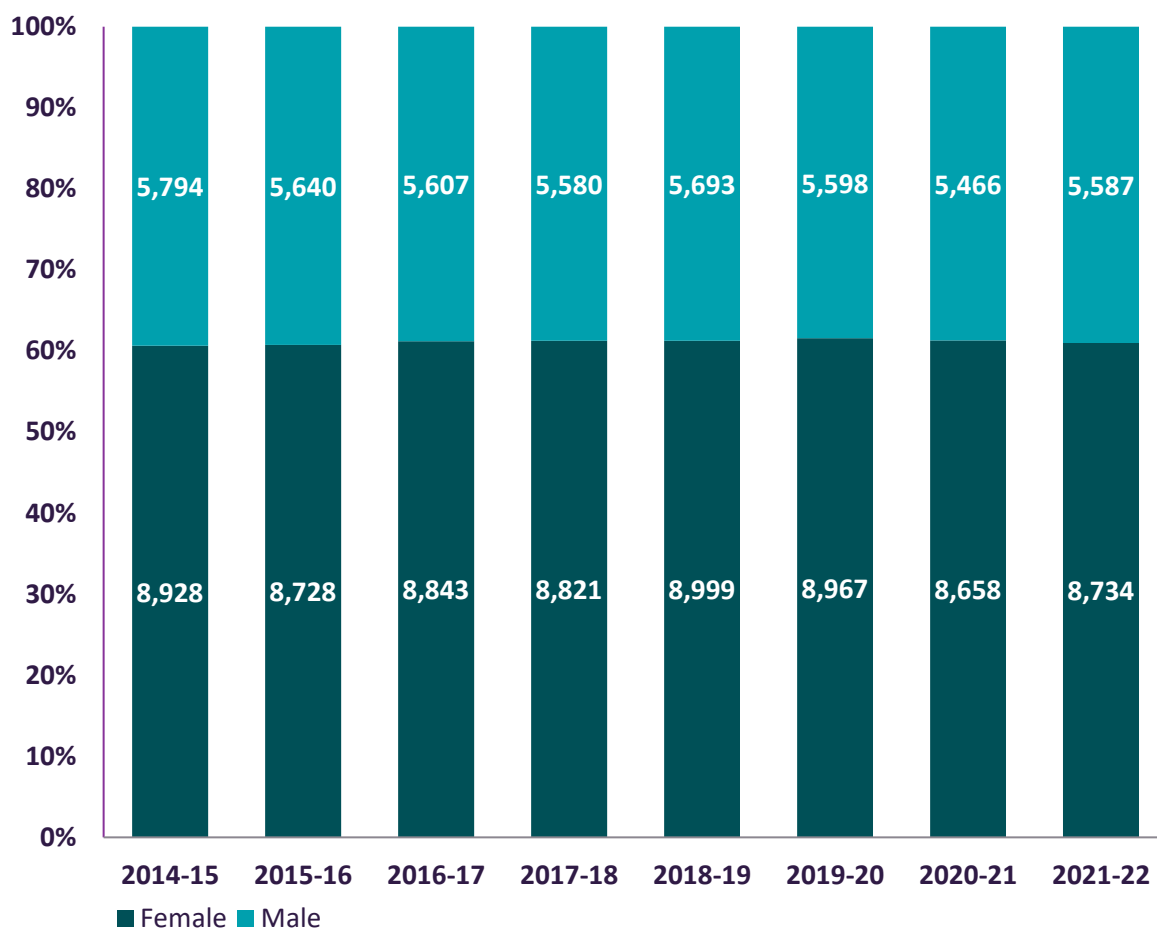
Section 2: Headcount staffing data

15. While Figure 1 shows a 2.6% (279) rise in FTE staff over the period 2014-15 to 2020-21, Figure 4 shows a reduction of 2.7% (401) in staff headcount over the same eight-year period.
16. However, when comparing 2020-21 with 2021-22, there was an increase of 1.4% with headcount rising by 197 from 14,124 to 14,321. Teaching staff headcount increased by 26 and non-teaching headcount by 171.

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

17. Figure 4 shows that males accounted for 39% of all the sector staff headcount in each year.

Figure 4: Staff (teaching & non-teaching) headcount by sex 2014-15 to 2021-22

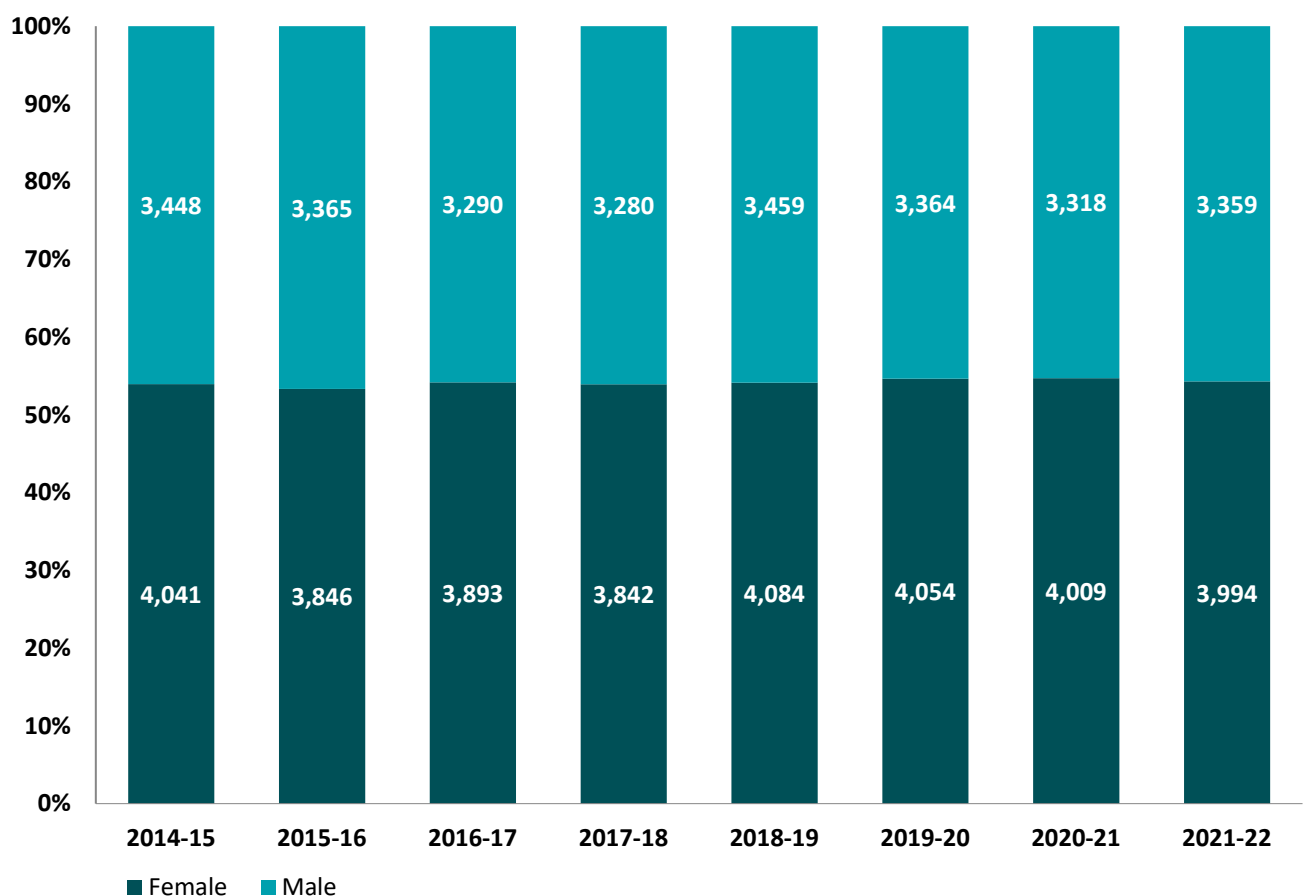


18. Figure 5 below shows the staff headcount numbers for teaching staff by sex. In 2021-22

females accounted for 54% of all teaching staff and the proportion of females has remained relatively constant across all eight years.

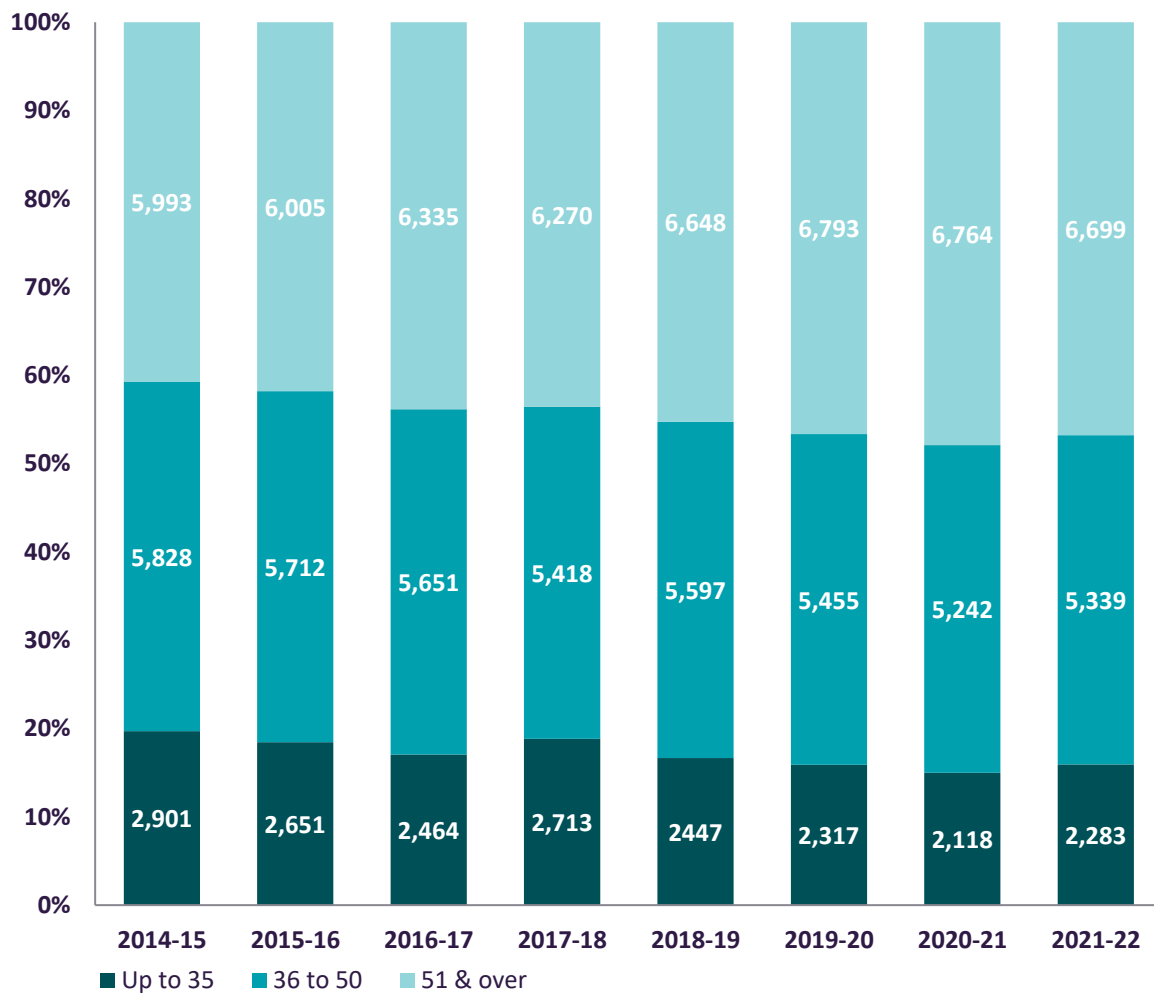
19. By comparing Figure 4 and Figure 5, we can also tell that females accounted for 68% of non-teaching staff and again the proportion of females has remained relatively constant across the eight-year period.
20. Looking specifically at senior management, in total there were 240 in 2020-21 and 242 in 2021-22. The female to male ratio in the years 2020-21 to 2021-22 has increased by 1.2pp to 54.5% and males have decreased by 1.2pp to 45.5%.

Figure 5: Teaching staff headcount by sex 2014-15 to 2021-22



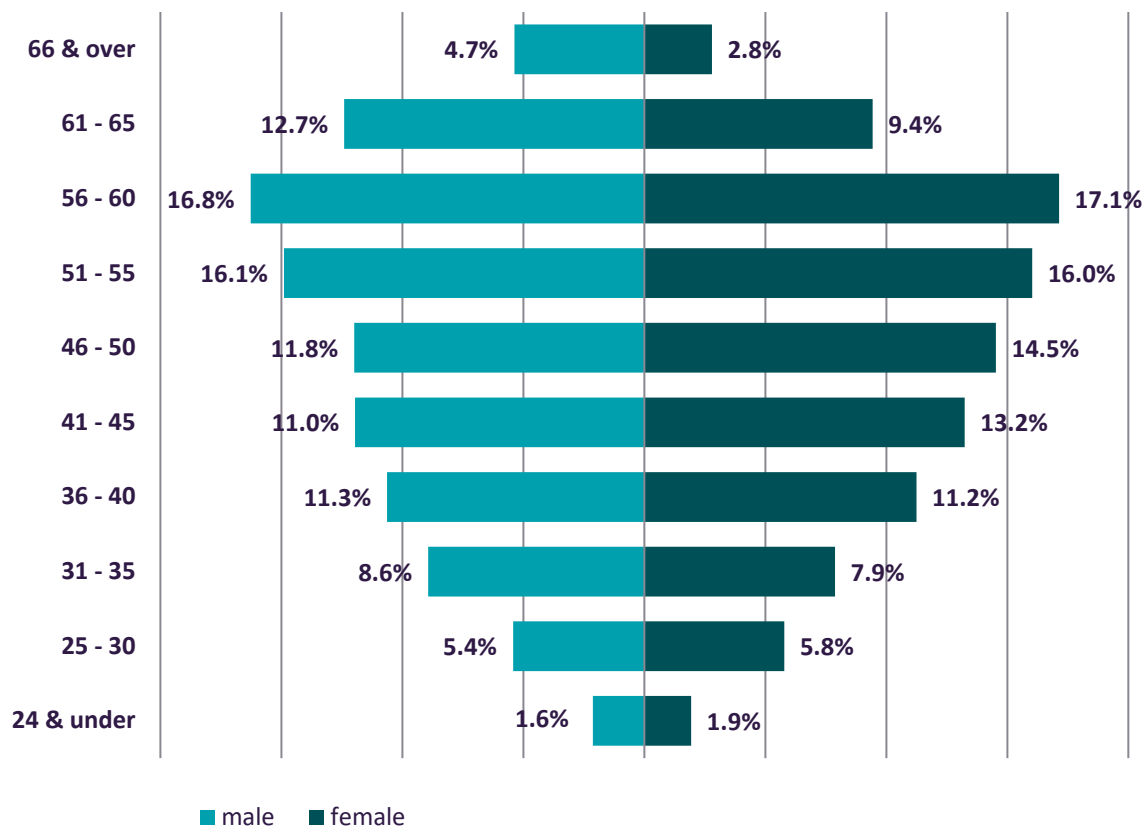
21. Figure 6 below shows the proportion of college staff by age band. Those aged '51 and over' make up the largest proportion in all years. This has however, decreased from 2020-21 by 1.1pp to 46.8% in 2021-22.

Figure 6: Staff headcount (teaching & non-teaching) by age band 2014-15 to 2021-22



22. In 2021-22, 11.8% (865) teaching staff were aged up to 35. At the opposite end of the age bandings, 48.9% (3,596) of teaching staff were aged 51 or over.
23. Among non-teaching staff, 20.4% (1,418) were aged up to 35 and 44.5% (3,103) were aged 51 and over in 2021-22.
24. Figure 7 shows that the proportion of males and females is relatively balanced in the age bands up to 40. Females, however, are shown to be of a higher proportion in the age bands 41 to 50, while males represent a higher proportion than females in the older age bands above 61.

Figure 7: Population pyramid of age band population all staff by sex 2021-22



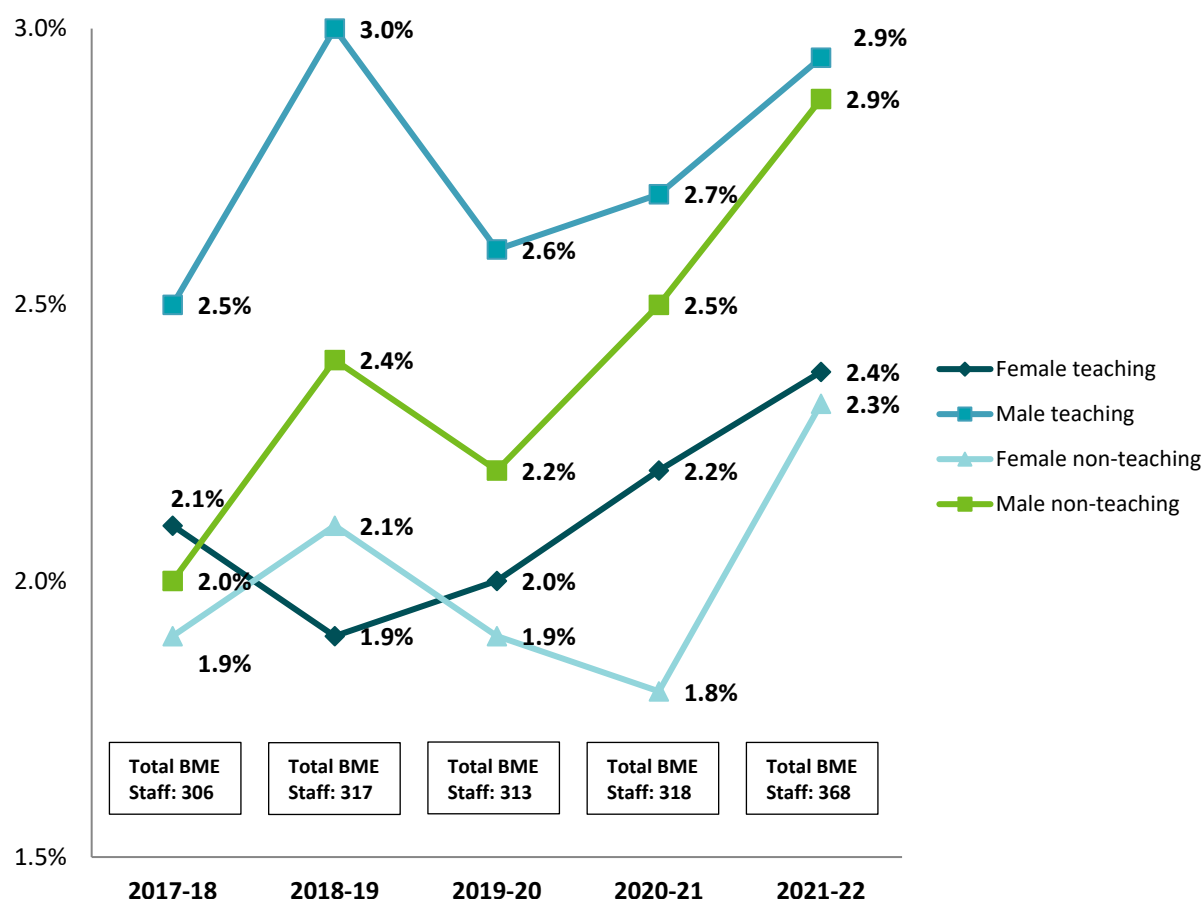
25. In order to understand and compare Black and Minority Ethnic (BME) staff employed in Scottish colleges, the proportion of BME population in Scotland (4%)⁵ is used as a reference.
26. The reporting on BME staff in colleges is restricted to five years (2017-18 to 2021-22) due to identified data quality issues on staff ethnicity from previous years.
27. In 2021-22 there were 368 (2.6%) BME staff employed in the college sector, an increase of 0.3pp to the 2.3% reported in 2020-21. See Appendix 1 for BME ethnicity group classification.
28. Figure 8 provides a breakdown of the proportion of staff from a BME 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.
29. The proportion of BME female teaching staff has increased by 0.2pp in the past year to

⁵ [Ethnicity, Identity, Language and Religion | Scotland Census 2011](#)

2.4% in 2021-22. In addition, the proportion of BME male teaching staff has increased by 0.2pp in the past year to 2.9% in 2021-22.

30. There is an increase of 0.5pp from the previous year in female non-teaching and an increase of 0.4pp in male non-teaching BME staff in 2021-22.

Figure 8: Proportion of staff from a minority ethnic background by sex & role 2017-18 to 2021-22

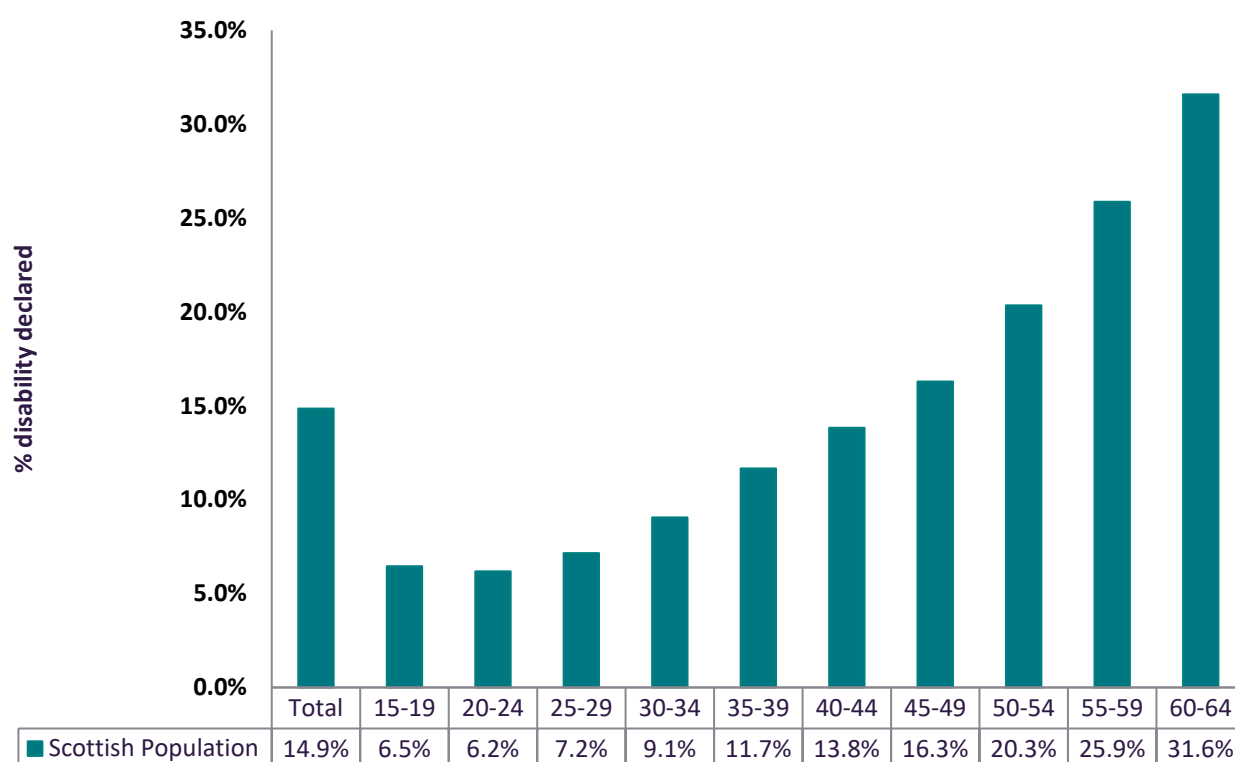


31. Of the 14,321 staff headcount in 2021-22, 1,080 (7.5%) declared⁶ one or more disabilities. The proportion of staff with a disclosed disability in 2021-22 is up 0.8pp from the previous year and up 2.3pp from 2016-17.
32. The proportion of the Scottish population with a disability increases with age as shown in Figure 9 below. This suggests that the proportion of college staff declaring a disability (7.5%) is below the levels in the Scottish population.

⁶ Clarification: All disability data comes from self-declaration from staff themselves.

33. As previously shown at Figure 6, the largest proportion of college staff is in the age category '51 and over'. 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.
34. 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 age⁷

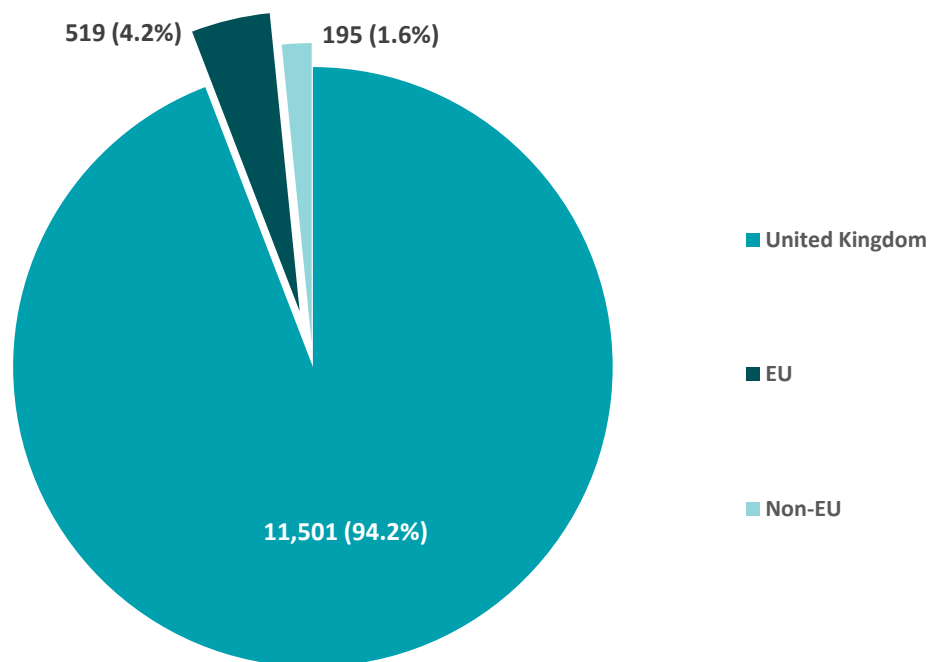


⁷ NRS, Scotland's Census 2011 (Table DC3101SC)

Nationality

35. Figure 10 below provides a breakdown of staff with a known nationality, 85.3% (12,215) of all college staff. The majority of college staff have a United Kingdom nationality, 94.2% (11,501).
36. In 2021-22, among teaching staff with a known nationality, 3.5% (216) had an EU nationality and 1.7% (103) had an international non-EU nationality. Both nationality proportions have increased from the previous year by 0.4pp for EU and 0.1pp for international non-EU.
37. In 2021-22, among non-teaching staff with a known nationality, 5.1% (303) had an EU nationality and 1.5% (92) had an international non-EU nationality. Non-teaching staff nationality proportions have increased from the previous year for EU by 0.5pp and decreased by 0.2pp for international non-EU.

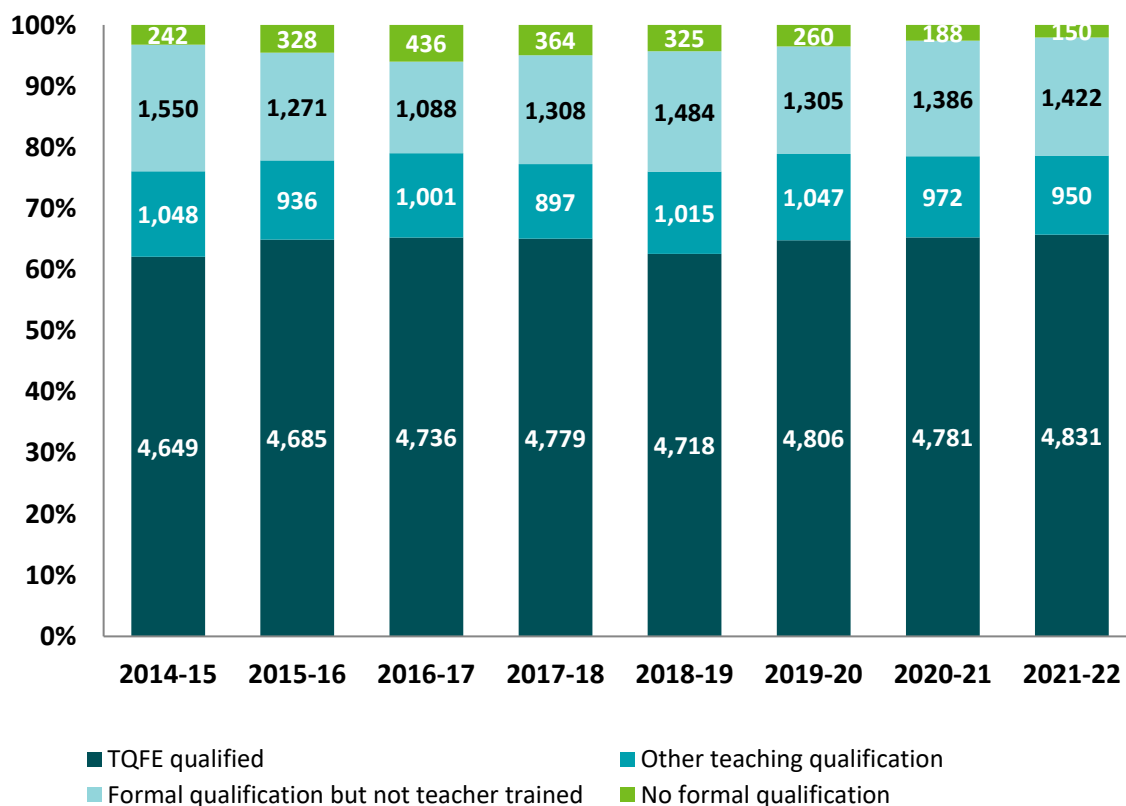
Figure 10: Known nationality for all college staff 2021-22



Headcount by teaching qualification

38. Figure 11 below provides a breakdown of the proportions of all teaching staff against each of the four qualification categories (Teaching Qualification in Further Education (TQFE) qualified, formal qualification but not teacher trained, other teaching qualification, and no formal qualification) over the eight-year period 2014-15 to 2021-22.
39. The proportion of teaching staff with a TQFE or equivalent has, from a low point of 62.1% in 2014-15, increased in 2021-22 to 65.7%, which is the highest proportion over the eight-year period and an increase of 0.4pp from the previous year.
40. The proportion of all teaching staff with a recognised teaching qualification increased by 0.1pp from 78.5% in 2020-21 to 78.6% in 2021-22.
41. The proportion of teaching staff with no formal qualification shows a decrease of 0.6pp over the last year to 2.0% (150) in 2021-22. 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 2021-22



42. Table 1 below provides the headcount of staff by teaching grade, teaching qualification and mode of employment over the seven-year period 2014-15 to 2021-22.
43. Part-time permanent college teaching staff shows a decrease from 2020-21 of 2.5pp (74). The proportion with a formally recognised qualification increased by 1.6pp from 77.2% in 2020-21 to 78.8.% in 2021-22.
44. The proportion of full-time permanent college teaching staff with a formally recognised teaching qualification decreased by 0.5pp from 86.8% in 2020-21 to 86.3% in 2021-22.

Table 1: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2021-22

	2014-15				2015-16				2016-17				2017-18				2018-19				2019-20				2020-21				2021-22			
	permanent		temporary		permanent		temporary		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	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	2,729	1,874	32	146	2,772	1,873	36	150
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	395	403	19	155	403	394	12	141
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	403	587	38	358	429	551	75	367
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	73	86	6	23	73	58	6	13
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	3,600	2,950	95	682	3,677	2,876	129	671
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	3,124	2,277	51	301	3,175	2,267	48	291
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%	*86.8%	77.2%	53.7%	44.1%	*86.3%	78.8%	37.2%	43.4%

*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 2021-22
Description	Includes trends on college staff by headcount and full-time equivalent staff during the academic years 2014-2022
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	08 October 2022
Release date	28 March 2023
Frequency	Annual
Timeframe of data and timeliness	Academic year (1 August 2021 to 31 July 2022), and trend data from academic years 2014-2022
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 2021-22
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.

Metadata Indicator	Description
Official Statistics designation	Official Statistics
UK Statistics Authority Assessment	N/A
Last published	29 March 2022
Next published	March 2024
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 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.

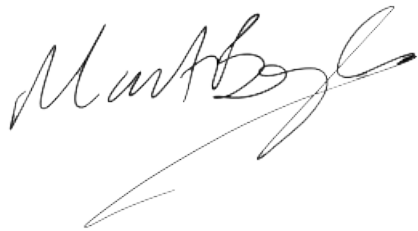
Age: age on 31 July 2022.

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.

Further information

45. Please contact the SFC Data Collection Team, email: kwilson@sfc.ac.uk.

A handwritten signature in black ink, appearing to read 'Martin Boyle', with a long, sweeping underline.

Martin Boyle

Director of policy, Insight and Analytics