



SFC Statistical publication



College Staffing Data 2016-17 (Experimental Statistics: data being developed)

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Summary: This publication provides summary information on staff employed in the college education sector in Scotland.

FAO: Principals and Chairs of Scotland's colleges

Further information: **Contact:** Kenny Wilson
Job title: Senior Analysis Officer
Department: Finance
Tel: 0131 313 6509
Email: kwilson@sfc.ac.uk



Scottish Funding Council
Promoting further and higher education

Scottish Funding Council
Apex 2
97 Haymarket Terrace
Edinburgh
EH12 5HD
T 0131 313 6500
F 0131 313 6501
www.sfc.ac.uk

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Key points

1. This report is an overview of staff employed in the college education sector in Scotland from 2014-15 to 2016-17. It provides sector summary data on headcount and teaching and non-teaching staff data by full-time equivalent (FTE) staff.
2. A small number of figures from previous year's published data have been revised following quality assurance issues identified during the 2016-17 collection process.
3. The publication is split into two sections:
 - Section one is based on full-time equivalent staff employed in colleges.
 - Section two is based on headcount of staff employed in colleges.
4. The key points from this report are:

Full-time equivalent

- There were 10,891 full-time equivalent staff in 2016-17.
- This represents an increase of 0.4% from 2015-16 and of 0.9% from 2014-15.
- 5,343 FTE (49.1%) were teaching staff and 5,548 (50.9%) non-teaching staff.
- Teaching staff reduced by 29 (-0.5%) between 2014-15 and 2016-17 whilst non-teaching staff increased by 122 (+2.2%).
- Full-time staff (7,643, teaching and non-teaching) fell by 0.9% since 2014-15.
- Part-time staff (3,247, teaching and non-teaching) increased by 5.2%.

Headcount

- The staff headcount increased by 160 from 2015-16 but actually fell by 194 (-1.3%) from 2014-15.
- Females made up 61% of all staff headcount in 2016-17.
- The 51 and over age group accounted for around 44% of the overall staff in 2016-17.
- Full-time permanent college teaching staff¹ with a recognised teaching qualification increased steadily from 87.8% in 2014-15, 88.4% in 2015-16 to 88.9% in 2016-17.
- Black and minority ethnic staff made up 2.2% (325) of all headcounts in 2016-17.
- Those with declared disability made up 5.2% of all headcounts in 2016-17.

¹ The percentage of full-time permanent college teaching staff with a recognised teaching qualification is a national college performance indicator measure and is reported annually as part of SFC's College Performance Indicators.

Introduction

5. This is the second annual publication of Staffing for Scotland's colleges and covers the period from 2014-17. It includes all college payroll staff for all colleges but excludes those staff employed to deliver or support the delivery of HE provision at the UHI and SRUC.
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 equality² and outcome-based planning through Outcome Agreements.
7. The staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics³ for further education colleges and from the average full-time equivalent (FTE) staffing figures as reported in colleges' published annual statements⁴.
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 between years.
9. The publication is spilt into two sections:
 - Section one is based on full-time equivalent staff employed in colleges.
 - Section two is based on headcount of staff employed in colleges.
10. The statistics in this report are classed as 'Experimental Statistics – data being developed' which are defined in the Code of Practice for Official Statistics as 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.
11. Following sector consultation we are proposing to change the way we collect the staffing data in 2017-18, to move away from the summary data to collect individualised data. This move is intended to improve the quality and utility of data that we hold.

² [Specific reference to the external facing Equality Outcome 2 in the SFC Mainstreaming and Equality Outcome Report 2017](#)

³ [Latest Public Sector Employment Statistics data](#)

⁴ [Latest published colleges' annual financial statements](#)

Purpose

12. 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.
13. The data collection is split into two sections, one for full-time equivalent (FTE) and the other for headcount which includes limited equalities data.
14. For further information on the staffing collection please see the [College Staffing Return Guidance](#) [PDF].
15. Section One is based on full-time equivalent (FTE)⁵ (**purple** charts / tables). Section Two is based on headcount⁶ (**blue** charts / tables).
16. Figures in all charts have been rounded to the nearest whole number and sub-group numbers and percentages may vary slightly due to rounding.

⁵ FTE – The number of full-time equivalent staff employed by the college (a standard working year is assumed to comprise 201 working days or about 40 working weeks. Standard contracted hours is assumed to be 35 hours per week).

⁶ Headcount – The number of staff employed in the college during the academic year (a standard working year is assumed to comprise 230 working days or about 36 working weeks. Standard contracted hours are assumed to be 35 hours per week).

Section One – Full-time Equivalent Staffing Data

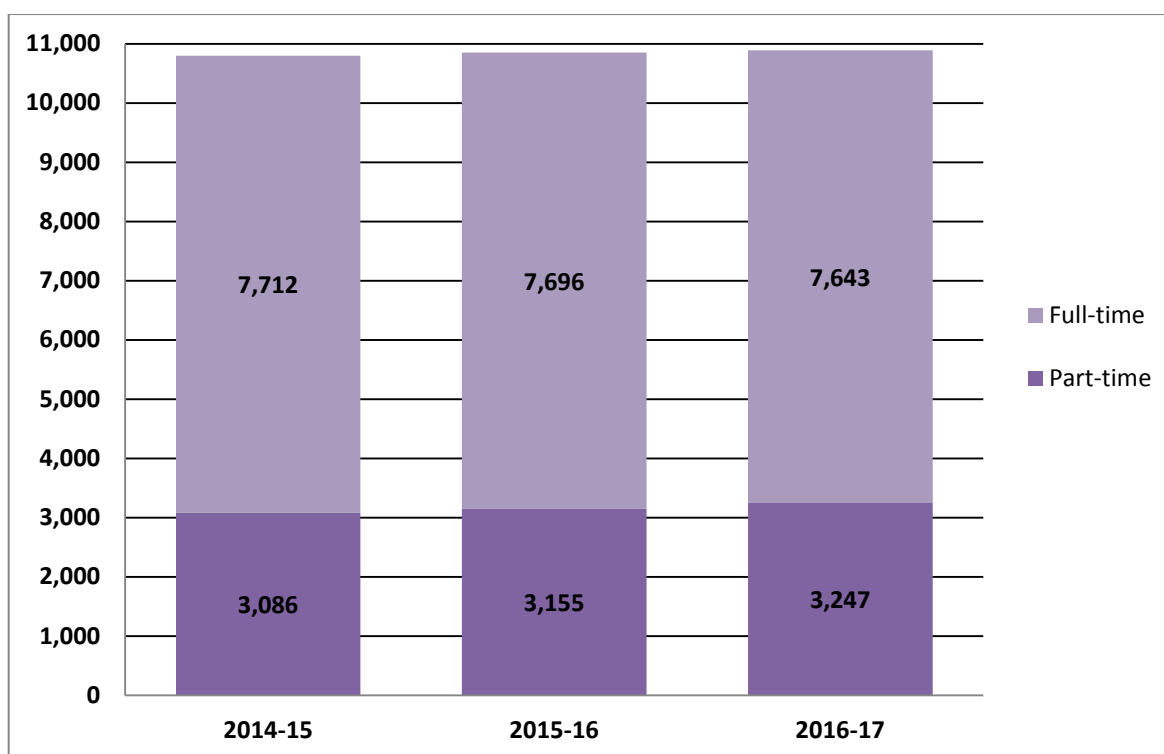
FTE Staff numbers in Scotland's colleges

17. In 2016-17 there was a total of 10,891 staff compared to 10,851 in 2015-16, an increase of 0.4%. In 2014-15 the total was similar again (10,798) with a 0.9% increase in staff over the 3 year period.

FTE by mode of employment, occupation and contract type

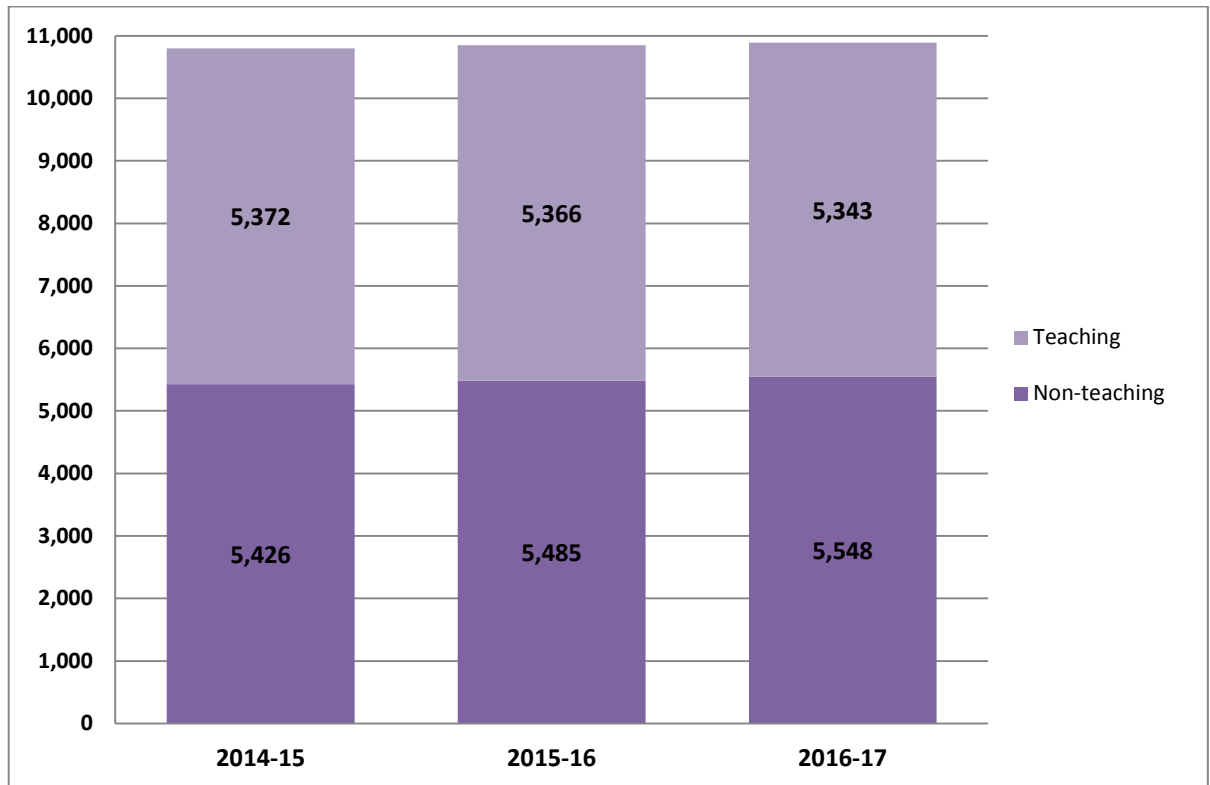
18. Full-time staff numbers have decreased over the three years from 7,712 in 2014-15 to 7,643 in 2016-17, a decrease of 0.9%. In contrast part-time staff numbers have steadily increased from 3,086 in 2014-15 to 3,247 in 2016-17 an increase of 5.2 percent (Figure 1).

Figure 1: Staff FTE by mode of employment 2014-15 to 2016-17



19. Figure 2 below shows that teaching staff numbers were relatively steady over the 3 year period (-29 FTE, -0.5%) whilst non-teaching staff increase by 122 (2.2%).

Figure 2: Staff FTE by occupation 2014-15 to 2016-17



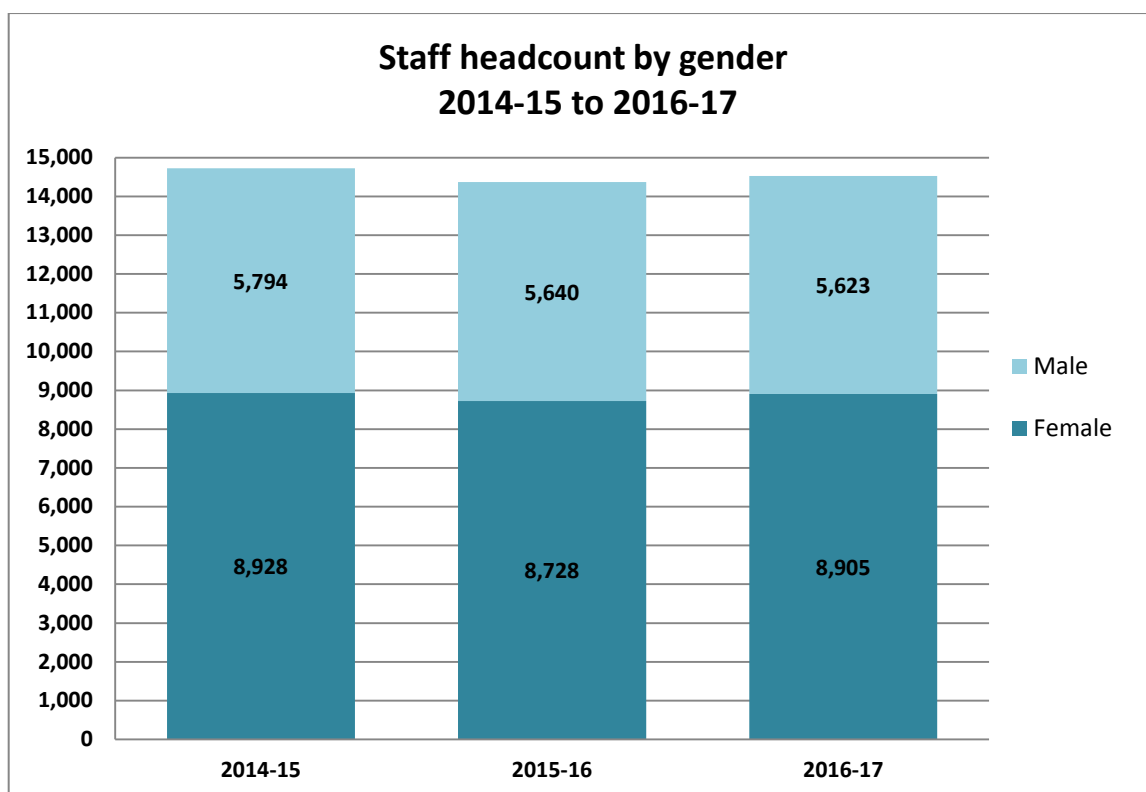
Section Two – Headcount Staffing Data

20. Whilst figure 1 shows a small rise in full-time equivalent staff over the period 2014-15 to 2016-17, figure 3 shows that there was actually a small reduction of 194 (-1.3%) in staff headcount over the same period.

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

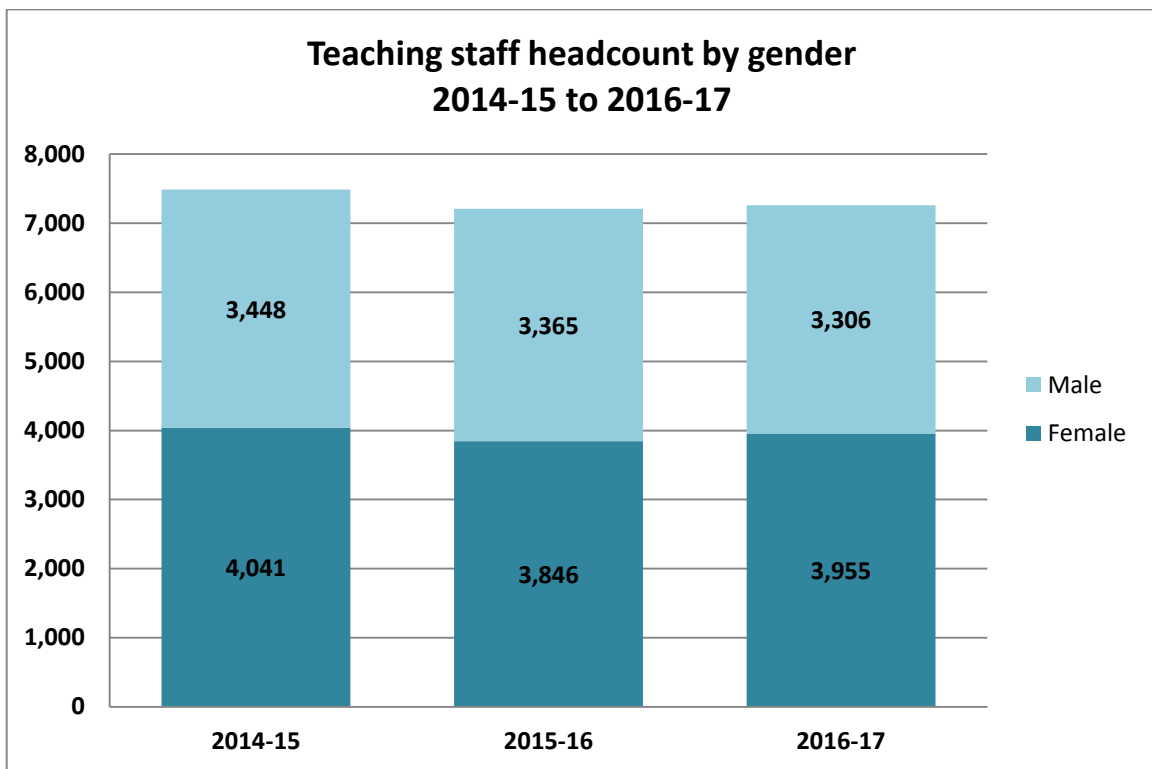
21. Figure 3 shows that females accounted for 61% of all the sector staff headcount in each year.

Figure 3: Staff headcount by gender 2014-15 to 2016-17



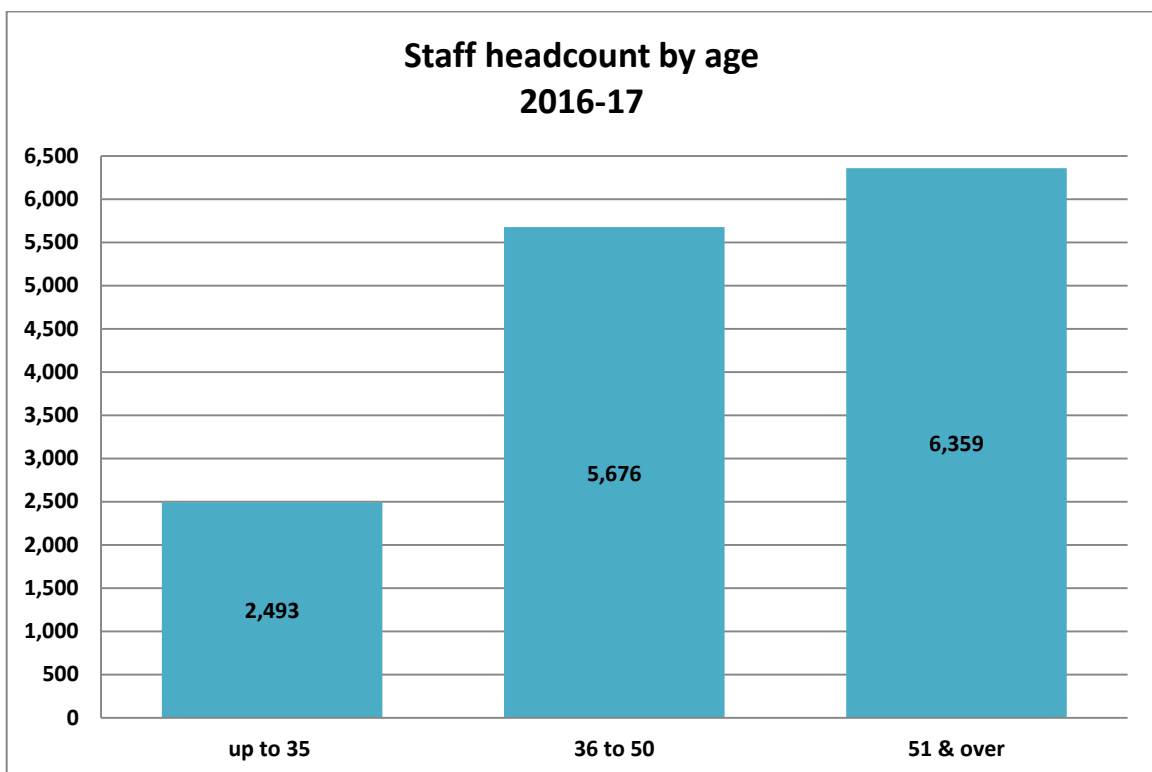
22. Figure 4 shows the staff headcount numbers for teaching staff by gender. In 2016-17 females accounted for 54.5% of all teaching staff. By comparing figure 3 and figure 4 we can also tell that females accounted for 68.1% of non-teaching staff.

Figure 4: Teaching staff headcount by gender 2014-15 to 2016-17



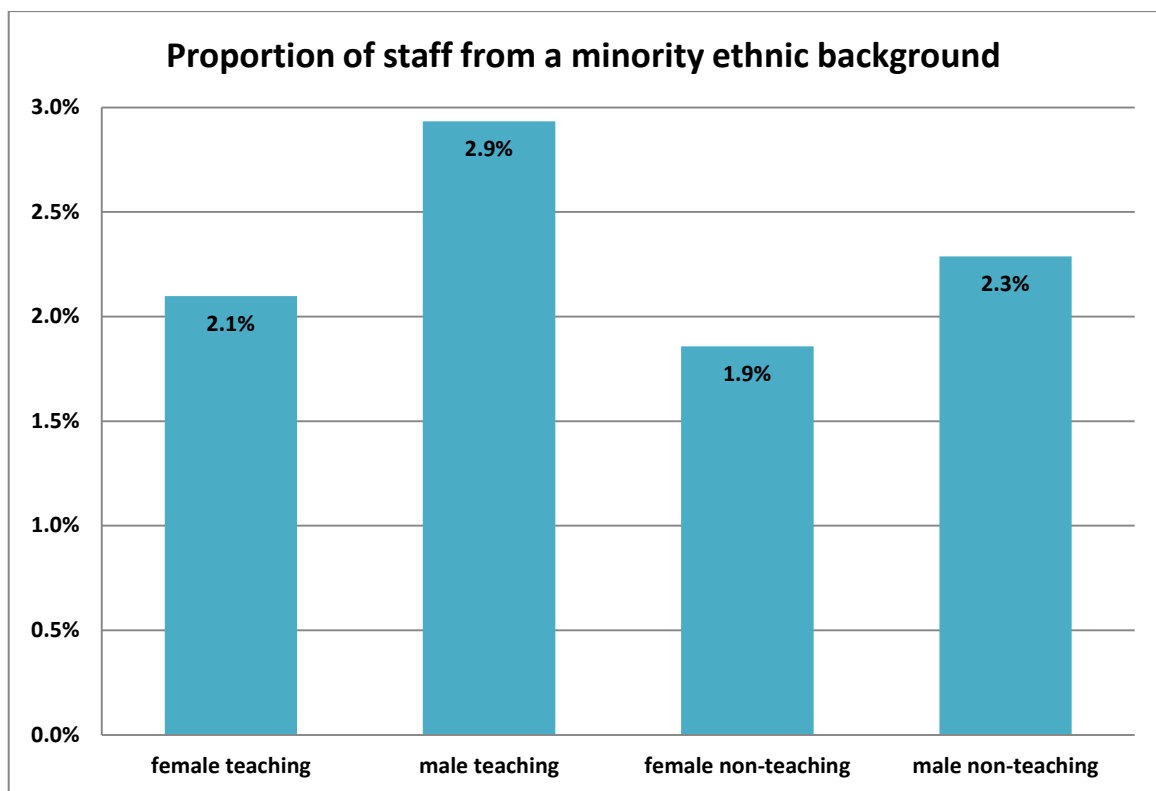
23. There are more college staff aged 50 and below than those aged 51 and over but those in the older age group do make up 43.8% of the staff headcount.

Figure 5: Staff headcount (teaching and non-teaching) by age group 2016-17



24. In order to understand and compare Black and minority ethnic (BME) and groups employed in Scottish colleges, the proportion of BME population in Scotland (4%) is used as a reference.
25. BME staff makes up 2.2% (325) of total staff employed in the college sector. (See Appendix 1 for BME ethnicity group classification). Figure 6 provides a breakdown of the proportion of staff from a minority ethnic background for male and female, teaching and non-teaching roles. The proportions are below the expected levels for all groups.

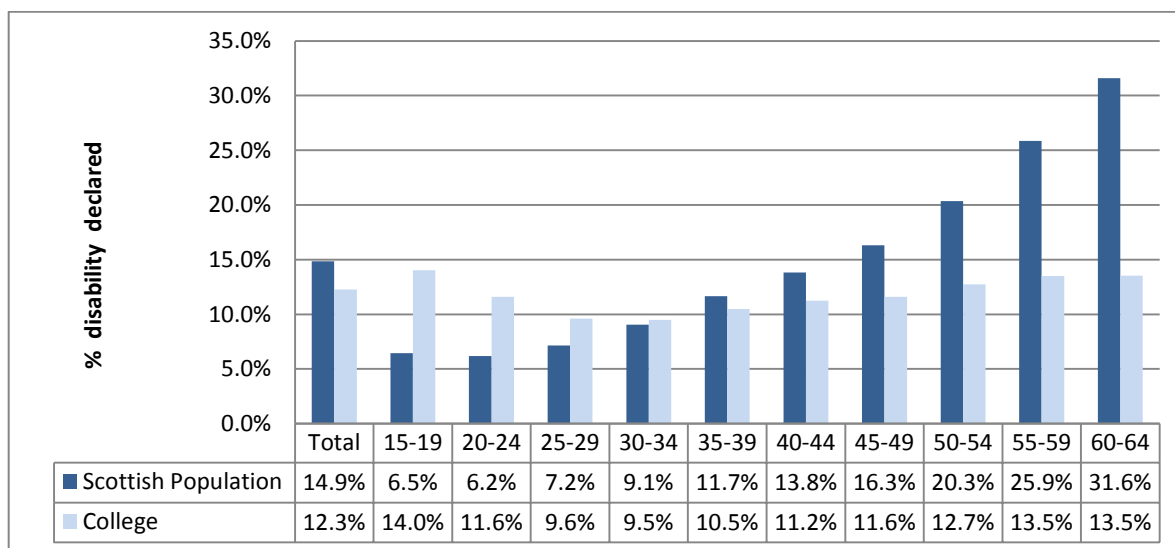
Figure 6: Proportion of staff from a minority ethnic background by gender and role 2016-17



26. Of the 15,528 staff headcount in 2016-17, 750 (5.2%) declared⁷ one or more disabilities. We would expect this figure to be considerably higher based on the population of Scotland with a disability and the age breakdown of college staff.
27. The proportion of the Scottish population with a disability increases with age as shown in Figure 7 below. This clearly suggests that the proportion of college staff with a disability is well below the levels in the Scottish population and student population of our colleges. It is unknown how this is impacted by the willingness of staff at our colleges to disclose a disability.

⁷ Clarification: all disability data comes from self-declaration from staff themselves

Figure 7: Proportion of the Scottish and college student populations: disability by age⁸



Headcount by teaching qualification

28. Table A provides the headcount of staff by teaching grade, teaching qualification and mode of employment over the three year period 2014-15 to 2016-17.
29. The proportion of teaching staff with a recognised teaching qualification shows an increase from 76.1% in 2014-15 to 79.0% in 2016-17, a 2.9% increase over the three year period.
30. Of the staff with a formal qualification but not teacher trained, 732 (67%) were employed part-time in 2016-17.
31. The proportion of teaching staff with no formal qualification increases over the three year period from 3.2% in 2014-15 to 6.0% in 2016-17. 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.
32. The proportion of full-time permanent college teaching staff with a formally recognised teaching qualification increased to 88.9% in 2016-17, compared to 87.8% in 2014-15, a 1.1% increase over the three year period.

⁸ Source: NRS, Scotland's Census 2011 (Table DC3101SC), Scottish Funding Council (FES)

Table A: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2016-17

	2014-15				2015-16				2016-17			
	permanent		temporary		permanent		temporary		permanent		temporary	
	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
Other TQ not equivalent to above	411	379	18	240	380	341	12	203	383	331	20	267
Formal qualification but not teacher trained	420	427	31	672	352	406	24	489	321	340	35	392
No formal qualification	35	41	1	165	76	62	5	185	80	84	8	264
Teaching staff	3,732	2,204	81	1,472	3,674	2,220	70	1,256	3,601	2,244	84	1,332
Number with recognised teaching qualification	3,277	1,736	49	635	3,246	1,752	41	582	3,200	1,820	41	676
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%

*Figures represent the national college performance measure: Proportion of full-time 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.