



Scottish Funding Council
Promoting further and higher education



College Staffing Data 2017-18

SFC Statistical Publication

College Staffing Data 2017-18

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

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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 2017-18. It provides sector summary data on headcount and teaching and non-teaching staff data by full-time equivalent (FTE) staff.
2. The publication is split into two sections:
 - [Section 1](#) is based on full-time equivalent staff employed in colleges.
 - [Section 2](#) is based on headcount of staff employed in colleges.
3. The key points from this report are:

Full-time equivalent

- There were 10,942 FTE staff in 2017-18.
- While the FTE figure reduced by two from the 2016-17 year, the four year trend from the 2014-15 starting position represents an increase of 144 (1.3%).
- 5,512 FTE (50.4%) were teaching staff and 5,430 (49.6%) non-teaching staff.
- Teaching staff increased by 140 FTE (2.6%) between 2014-15 and 2017-18 while non-teaching staff showed only a small increase of four FTE (0.1%).
- Full-time staff (7,517, teaching and non-teaching) decreased by 2.5% since 2014-15.
- Part-time staff (3,425, teaching and non-teaching) increased by 11.0% since 2014-15.

Headcount

- The staff headcount decreased in 2017-18 by 49 from 2016-17 but has actually fallen by 321 (2.2%) from 2014-15.
- Females continue to account for 61% of all staff headcount in 2017-18.
- The 51 and over age group accounted for around 44% of the overall staff in 2017-18.
- Black and minority ethnic staff made up 2.1% (306) of all headcounts in 2017-18.
- Those with declared disability made up 5.9% of all headcounts in 2017-18.
- Full-time permanent college teaching staff with a recognised teaching qualification decreased by 1.0% from 88.9% in 2016-17 to 87.9% in 2017-18.

College Staffing Data 2017-18

Key Statistics

Full-Time Equivalent*

- **10,942** full-time equivalent staff, 1.3% increase from 2014-15.
- **5,512 (50.4%)** teaching and **5,430 (49.6%)** non-teaching, **p.10**
- **7,517** full-time staff, (teaching and non-teaching) 2.5% decrease from 2014-15, **p.9**
- **3,425** part-time staff, teaching and non-teaching, 11.0% increase from 2014-15.



Headcount*

- **3,842** female teaching staff (54%) and **3,280** male teaching staff (46%), **p.12**
- **306** Black and minority ethnic staff (2.1%), 0.1% decrease from 2016-17, **p13**
- **3,209** Full-time staff with a recognised teaching qualification, 1.0% decrease from 2016-17, **p.16**



* Definitions available on p8.

Introduction

4. This is the third annual publication of Staffing for Scotland's colleges and covers the period from 2014-2018.
5. 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 equality¹ and outcome-based planning through Outcome Agreements.
6. The college staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics² 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 statements³.
7. 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.
8. 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.

¹ Specific reference to the external facing Equality Outcome 2 in the [SFC Mainstreaming and Equality Outcome Report 2017](#)

² [Latest Public Sector Employment Statistics data](#)

³ [Latest published colleges' annual financial statements](#)

Purpose

9. 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.
10. The data collection is split into two sections, one for full-time equivalent (FTE) and the other for headcount which includes limited equalities data.
11. For further information on the staffing collection please see the [College Staffing Return Guidance](#) [PDF].
12. [Section 1](#) is based on full-time equivalent (FTE)⁴ (**purple** charts / tables). [Section 2](#) is based on headcount⁵ (**blue** charts / tables).
13. Figures in all charts have been rounded to the nearest whole number and sub-group numbers and percentages may vary slightly due to rounding.

⁴ 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).

⁵ 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 1 – Full-time Equivalent Staffing Data

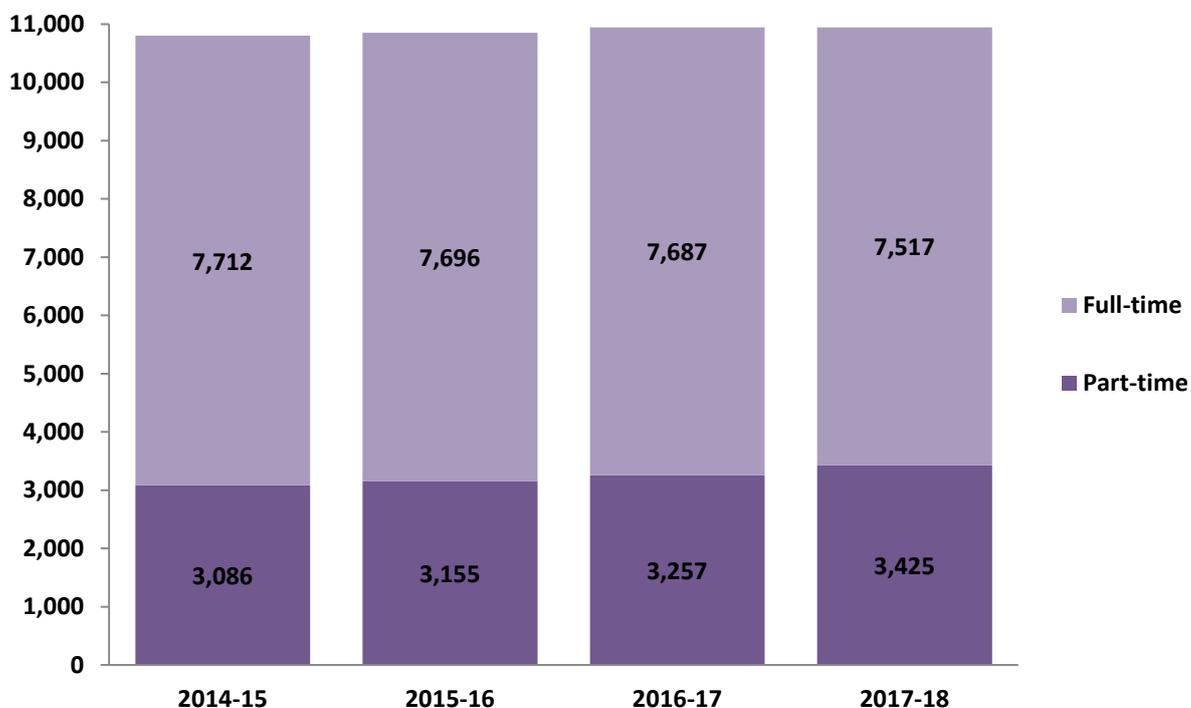
FTE Staff numbers in Scotland’s colleges

14. In 2017-18, there were 10,942 FTE staff compared to 10,944 FTE in 2016-17, a decrease of only two. Over the reported four year period there was an increase of 144 FTE (1.3%).

FTE by mode of employment, occupation and contract type

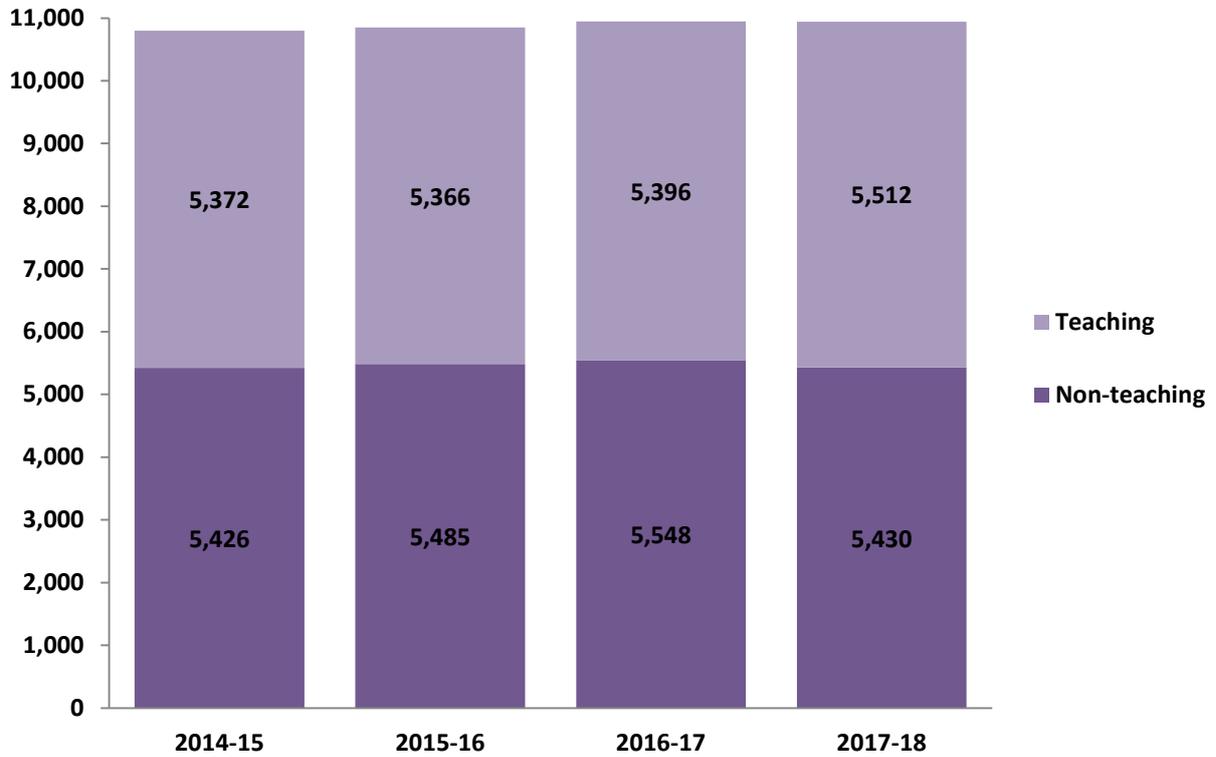
15. Figure 1 below shows that full-time staff numbers decreased over the four years from 7,712 FTE in 2014-15 to 7,517 FTE in 2017-18, a decrease of 195 FTE (2.5%). In contrast part-time staff numbers have steadily increased from 3,086 FTE in 2014-15 to 3,425 FTE in 2017-18, an increase of 339 FTE (11.0%).

Figure 1: Staff FTE by mode of employment 2014-15 to 2017-18



16. Figure 2 below shows that teaching staff FTE numbers have increased by 140 FTE (2.6%) over the four year period from 2014-15 to 2017-18. The non-teaching staff FTE numbers have shown a more changeable pattern in the middle two years but with only a small (four FTE (0.1%)) increase over the four year reporting period.

Figure 2: Staff FTE by occupation 2014-15 to 2017-18



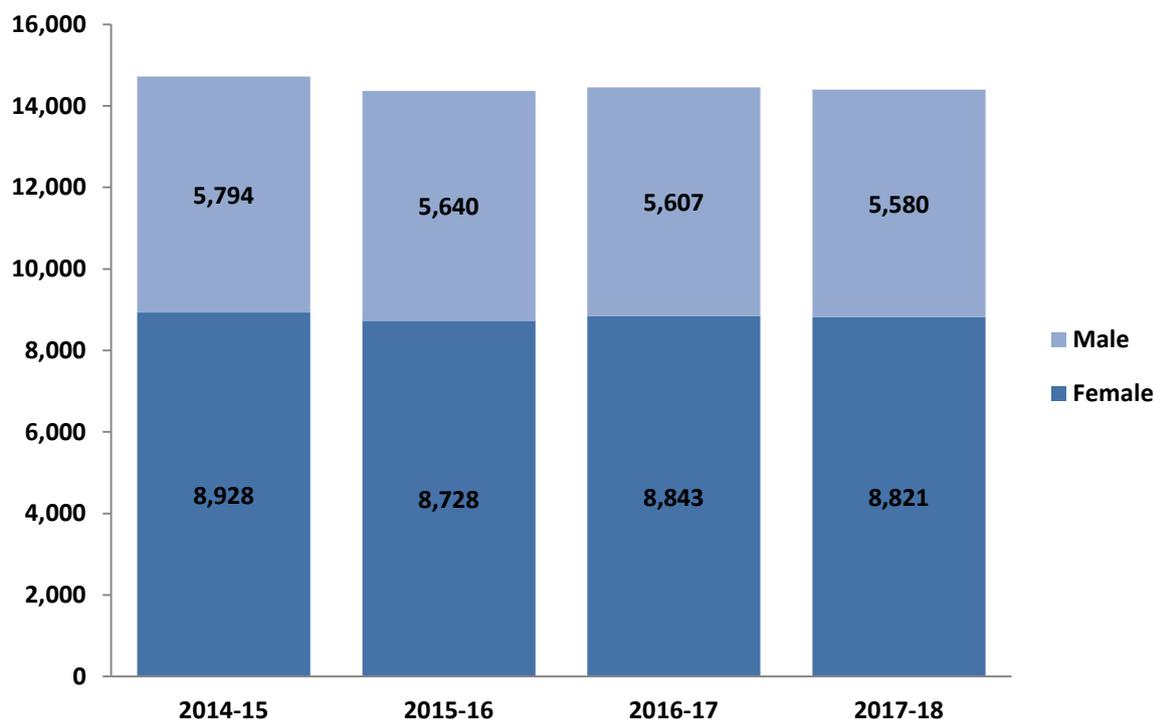
Section 2 – Headcount Staffing Data

17. While figure 1 shows a rise in full-time equivalent staff over the period 2014-15 to 2017-18, figure 3 shows a reduction of 321 (2.2%) in staff headcount over the same four year period.

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

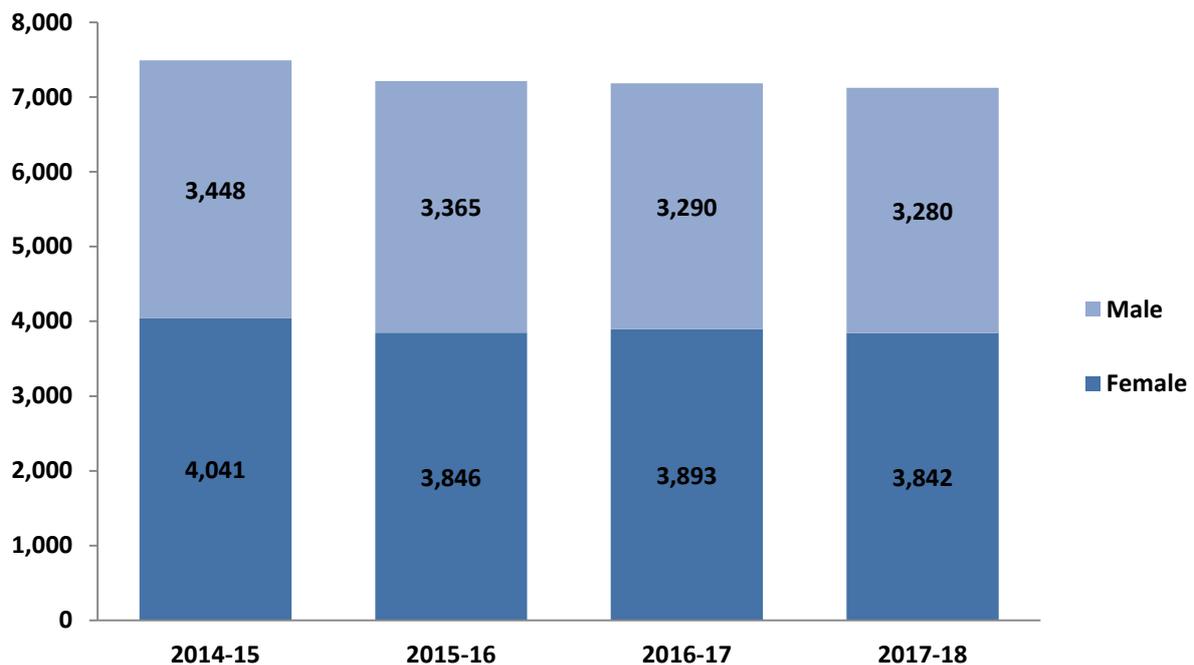
18. Figure 3 shows that females accounted for 61% of all the sector staff headcount in each year.

Figure 3: Staff headcount by gender 2014-15 to 2017-18



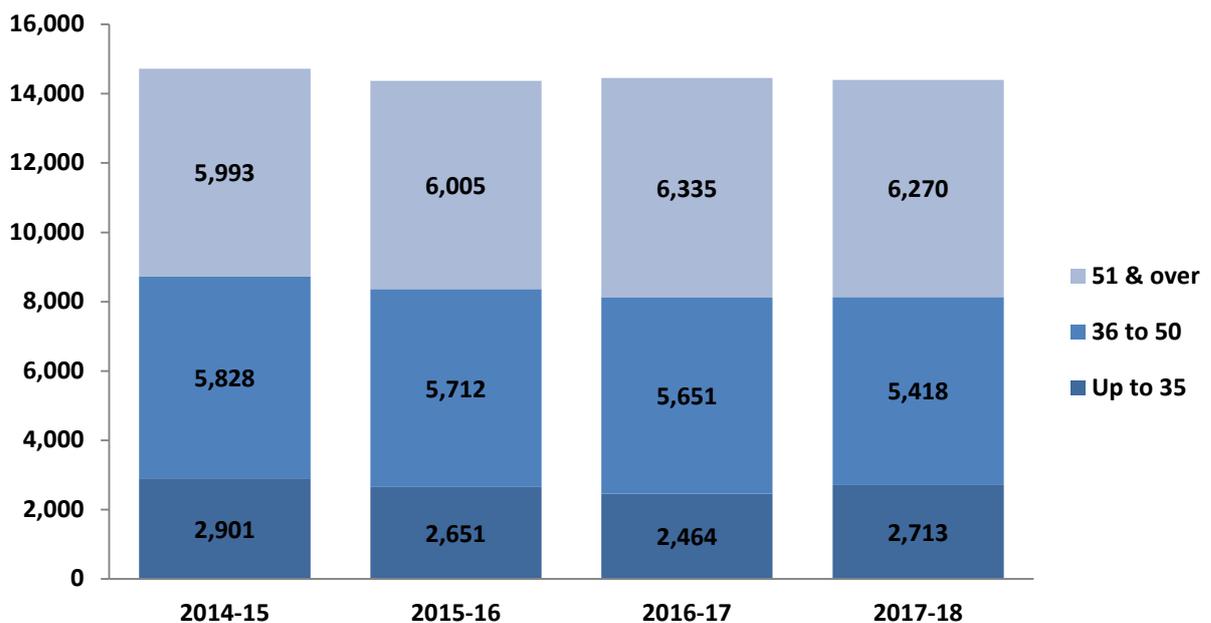
19. Figure 4 below shows the staff headcount numbers for teaching staff by gender. In 2017-18 females accounted for 54% of all teaching staff and the proportion of females has remained relatively constant across all four years. By comparing figure 3 and figure 4, we can also tell that females accounted for 68% of non-teaching staff and again the proportion of females has remained the same across the four year period.

Figure 4: Teaching staff headcount by gender 2014-15 to 2017-18



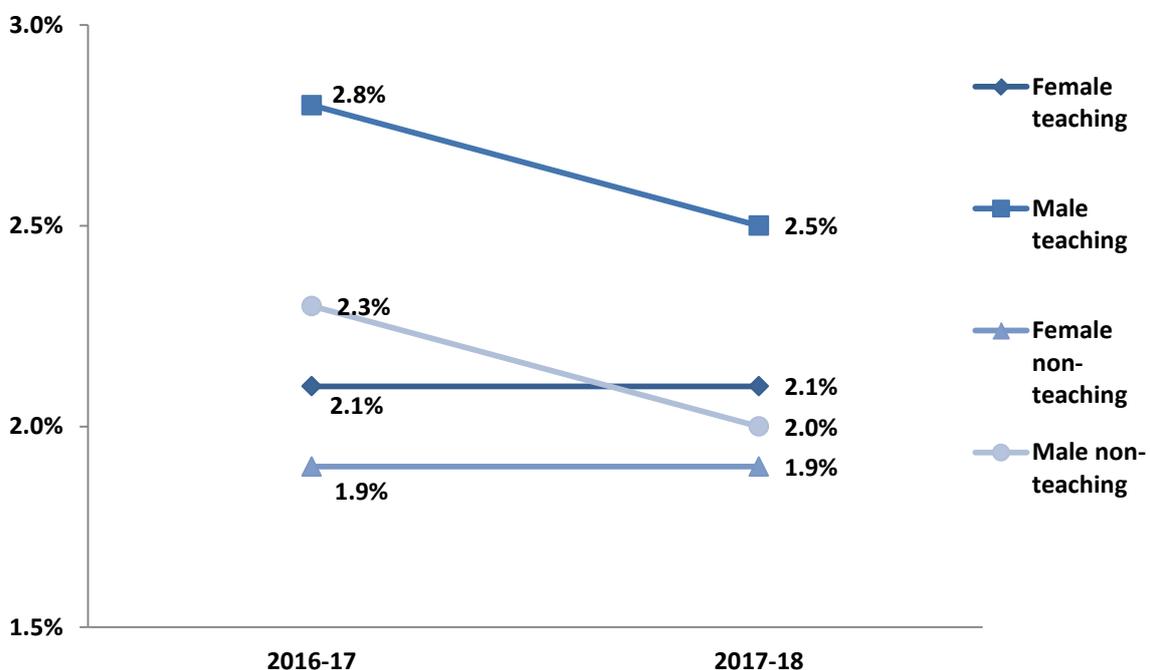
20. Figure 5 below shows the proportion of college staff by age band. Those aged '51 and over' make up the largest proportion in all years. However, in the last year the number of staff in the '51 and over' age band has decreased by 64 whereas in contrast the number of staff in the 'up to 35' age band has increased by 249.

Figure 5: Staff headcount (teaching and non-teaching) by age group 2014-15 to 2017-18



21. 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.
22. The reporting on BME staff in colleges is restricted to two years (2016-17 and 2017-18) due to identified data quality issues on staff ethnicity from previous years.
23. Black and Minority Ethnic (BME) total staff employed in the college sector shows a slight decrease from 320 (2.2%) in 2016-17 to 306 (2.1%) in 2017-18 (See Appendix 1 for BME ethnicity group classification).
24. 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.
25. The proportion of BME female teaching and non-teaching staff remained the same in both years. However, there is a reduction in the male BME staff proportions of 0.3 percentage points (PP) in 2017-18 across both teaching and non-teaching roles.

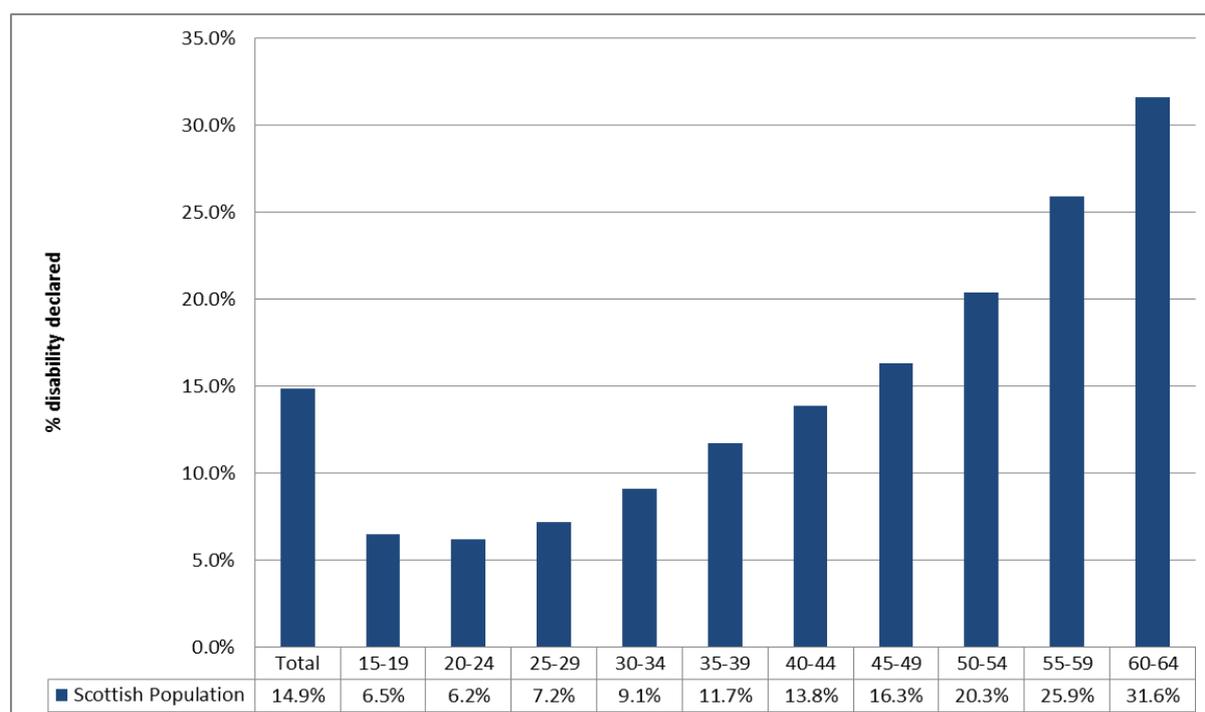
Figure 6: Proportion of staff from a minority ethnic background by gender and role 2016-17 to 2017-18



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

26. Of the 14,401 staff headcount in 2017-18, 844 (5.9%) declared⁷ one or more disabilities, up from 747 (5.2%) in 2016-17. It is unknown 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.
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 (5.9%) is below the levels in the Scottish population.

Figure 7: Proportion of the Scottish population: 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 four year period 2014-15 to 2017-18.
29. The proportion of teaching staff with a recognised teaching qualification shows an increase from 76.1% in 2014-15 to 77.2% in 2017-18, a 1.1 PP increase over the four year period.

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

⁸ Source: NRS, Scotland's Census 2011 (Table DC3101SC)

30. Of the staff with a formal qualification but not teacher trained, 887 (68%) were employed part-time in 2017-18.
31. The proportion of teaching staff with no formal qualification increases over the four year period from 3.2% in 2014-15 to 5.0% in 2017-18. 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 reduced by 1.0 PP from 2016-17 to 87.9% in 2017-18. However, over the four year period it shows a 0.1 PP increase in teaching staff with a formally recognised teaching qualification.

Table A: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2017-18

	2014-15				2015-16				2016-17				2017-18			
	permanent		temporary		permanent		temporary		permanent		temporary		permanent		temporary	
	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
Other TQ not equivalent to above	411	379	18	240	380	341	12	203	383	331	20	267	362	356	11	168
Formal qualification but not teacher trained	420	427	31	672	352	406	24	489	321	340	35	392	372	415	49	472
No formal qualification	35	41	1	165	76	62	5	185	80	84	8	264	72	71	0	221
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
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
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%

*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 2017-18
Description	Includes trends on college staff by headcount and full-time equivalent staff during the academic years 2014-2018
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	12 October 2018
Release date	26 March 2019
Frequency	Annual
Timeframe of data and timeliness	Academic year (1 August 2017 to 31 July 2018), and trend data from academic years 2014-2017
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	A small number of figures both headcount and full-time equivalent from the 2016-17 years published data have been corrected following quality assurance issues identified during the 2017-18 collection process.
Concepts and definitions	Please see the College Staffing return guidance .
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	27 March 2018
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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 during the academic year. Each member of staff should be counted once, regardless of the amount of time / contracts for which they are employed.

Number of staff (FTE): number of Full-Time Equivalent staff employed by the college. A full-time member of staff employed for the year would normally have an FTE of 1 (but cannot be greater than 1).

Teaching Staff: staff whose primary contractual responsibility is teaching and / or who spend at least 10% of their time in teaching activity.

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) should be 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 should be classified as temporary staff.

Age: age is at 31 July 2018.

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 your ability to do normal daily activities.