



COLLEGE STAFFING DATA 2020-21



Scottish Funding Council
Comhairle Maoineachaidh na h-Alba

SFC STATISTICS

Issue Date: 29 March 2022
Reference: SFC/ST/02/2022

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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 2020-21. 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 2020-21 College staff record was collected during the second year of the COVID 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 split 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

- 10,849 FTE staff employed in colleges in 2020-21.
- The FTE figure decreased by 132 from the previous year (2019-20) and the seven-year trend from the 2014-15 starting position represents an increase of 0.5 percentage points (pp) (51).
- 5,506 FTE (50.8%) were teaching staff and 5,343 FTE (49.2%) non-teaching staff.
- Teaching staff increased by 2.5pp (134 FTE) between 2014-15 and 2020-21 while non-teaching staff showed a decrease of 1.5pp (83 FTE).
- Full-time staff (7,387) decreased by 4.2pp since 2014-15.
- Part-time staff (3,462) increased by 12.1pp since 2014-15.

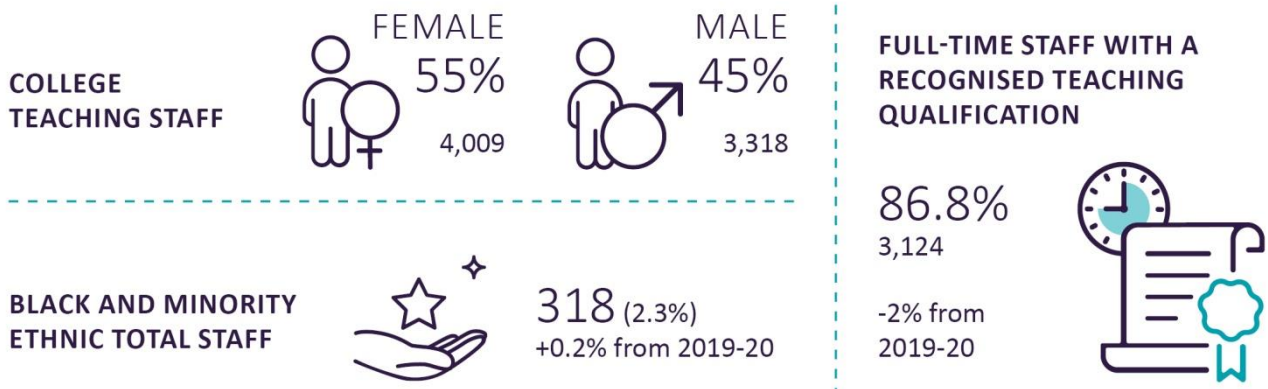
Headcount

- The staff headcount decreased in 2020-21 by 441 from 2019-20 and is the largest decrease by 4.1pp (598) from 2014-15.

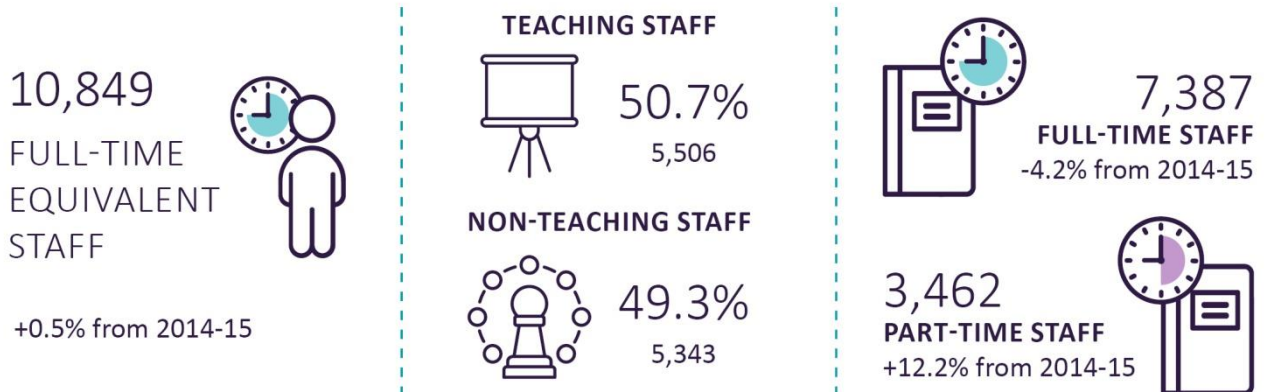
- Females account for 61% of all staff headcount in 2020-21 and females account for 55% of teaching and 68% of non-teaching staff.
- In 2020-21 the senior management female gender has decreased by 1.2pp; 53.3% and male gender has increased by 1.2pp; 46.7%.
- The 51 and over age group accounted for 48% of the overall staff in 2020-21.
- Black and minority ethnic staff made up 2.3% (318) of all headcounts in 2020-21.
- Those with declared disability made up 6.7% (950) of all headcounts in 2020-21.
- Full-time permanent college teaching staff with a recognised teaching qualification decreased by 2.0pp from 88.8% in 2019-20 to 86.8% in 2020-21.
- College staff known nationality proportions; 94.9% UK, 3.7% EU (excluding the UK), 1.4% Non-EU (excluding the UK).

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HEADCOUNT*



FULL-TIME EQUIVALENT*



*Definitions available at page 9