

Further Education College Workforce Data for England

An Analysis of the Staff Individualised Record
Data 2009-2010

March 2011



Skills for Learning Professionals

Foreword



This report contains labour market intelligence on the further education college workforce in England. Based on the 2009-2010 Staff Individualised Record (SIR), it provides further education colleges, representative bodies and policy makers with a robust basis for workforce planning.

The publication of this report supports the Workforce Strategy for the Further Education Sector in England 2007-2012, and underlines the importance of understanding the workforce and using data to inform workforce management and policy development.

We are encouraged by the responses and feedback we have received since undertaking the collection in 2007-2008. In 2009-2010 we gathered information from over 357 further education colleges in England, accounting for almost a quarter of a million staff data records.

The launch of the Online Analytical Processing (OLAP) tool in February 2009 has further enhanced the collection allowing colleges to use their staff data to benchmark against other colleges in their area as well as that of the national picture.

We would like to thank everyone who has been involved over the past six years for their support.

A handwritten signature in black ink that reads "Sue Dutton". The signature is written in a cursive style.

Sue Dutton
Interim Chief Executive
Lifelong Learning UK

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Introduction

This report presents the findings from an analysis of workforce data from the Staff Individualised Record (SIR) dataset for further education colleges in England for 2009-2010, the most recent academic year for which data is available. The SIR data is gathered from further education colleges for each academic year and comprises demographic and socio-economic data and information about staff from various occupational groups. The types of colleges represented in this report are:

- General further education colleges (including tertiary education)
- National specialist colleges
- Sixth form colleges
- Special colleges – agriculture and horticulture
- Special colleges – art, design and performing arts
- Specialist designated colleges

This is the seventh in a series of annual reports on the further education college workforce in England produced by Lifelong Learning UK. It provides a profile of staff working in colleges, including information on age, gender and ethnicity. This report also gives an overview of annual pay, qualification levels and subject areas taught by further education college teaching staff.

Information on diversity, gender, annual pay and other areas is compared between all staff and teaching staff. Year-on-year analysis is also undertaken where possible.

In addition to this report, colleges that participated in the collection can benefit from access to their own data through the Staff Individualised Record portal. A powerful and comprehensive online analytical processing (OLAP) tool is available, which enables learning providers to interrogate their institutions' data, produce reports for further analysis and benchmark their performance against the sector.

Lifelong Learning UK also publishes specific reports on the 'Success for All' target, which was set by HM Government in 2001 and the 'Annual Workforce Diversity profile'; a detailed analysis of the diversity profile of the workforce.

The 2009-2010 dataset and response rate

The SIR data for 2009-2010 is based on responses from **357 further education colleges in England**. This is a two per cent drop from the 365 colleges recorded in 2008-2009, partially because of recent college mergers and partially because any backfilled data submitted by colleges more than five years ago has been excluded from the data set.

Where a college has not returned data within the time limit, data from a previous SIR collection have been used. This process is called 'backfilling' and backfilled data is used in all figures, graphs and tables presented in this report.

The percentage of backfilled data was: 8 per cent in 2005-2006, 23 per cent in 2006-2007, 9 per cent in 2007-2008, 21 per cent in 2008-2009 and 25 per cent in 2009-2010. A full list of further education colleges by region, number of contracts and year of most recent data submission can be found in **Appendix 1**.

National specialist colleges were invited to participate in the data collection for the first time in 2008-2009 to improve sector coverage of the Staff Individualised Record data collection. Data from eight national specialist colleges were obtained in 2009-2010, two more than 2008-2009. Data from these colleges have been included in figures presented in this report in order to provide a more comprehensive picture of the workforce in colleges than has been possible in the past.

Almost two-thirds of responding colleges were general further education colleges and approximately a quarter were sixth form colleges. Colleges with subject specialism formed almost seven per cent per cent of all colleges included in the data set, national specialist colleges formed two per cent and specialist designated colleges also formed two per cent. The number of colleges, by type and region, are shown in Table 1.

Table 1: Further education colleges included in the 2009-2010 SIR dataset, by region and type

| Region | General further education college including tertiary | National specialist college | Sixth form college | Special college - agriculture and horticulture | Special college - art, design and performing arts | Specialist designated college | Total by region ¹ |
|---------------------------|--|-----------------------------|--------------------|--|---|-------------------------------|------------------------------|
| East Midlands | 18 | 1 | 4 | 2 | 0 | 0 | 25 |
| East of England | 22 | 0 | 8 | 2 | 0 | 0 | 32 |
| Greater London | 33 | 1 | 12 | 1 | 0 | 5 | 52 |
| North East | 15 | 1 | 5 | 0 | 1 | 0 | 22 |
| North West | 34 | 0 | 19 | 2 | 0 | 0 | 55 |
| South East | 32 | 0 | 21 | 4 | 0 | 1 | 58 |
| South West | 24 | 2 | 2 | 3 | 1 | 0 | 32 |
| West Midlands | 31 | 3 | 10 | 0 | 1 | 1 | 46 |
| Yorkshire and the Humber | 20 | 0 | 10 | 2 | 1 | 1 | 34 |
| Total by type | 229 | 8 | 91 | 16 | 4 | 8 | 356 |
| Percentage by type | 64.3% | 2.2% | 25.6% | 4.5% | 1.1% | 2.2% | 100% |

The 2009-2010 SIR dataset comprises **247,859 records** (a drop of 7.6 per cent from 2008-2009), each relating to a standard contract of employment between a college and an individual. It is estimated that approximately 10 to 15 per cent of further education college staff hold multiple contracts so the actual number of staff is approximately 85 to 90 per cent of the total number of staff records. LLUK currently does not have any reliable methods of identifying the precise number of staff in further education colleges and uses individual contracts as a proxy for individual members of staff. For ease of presentation and readability, each contract will be referred to as a member of staff.

Table 2 provides the occupational breakdown of staff working in further education colleges returning data during the 2009-2010 academic year. More detailed tables of staff numbers by gender and type of colleges can be found in **Appendices 2 and 3**.

¹One college covering a specialist subject area has been excluded from the table because it does not correspond to the main categories relating to the types of college.

Table 2: Staff numbers by occupational group in further education colleges in England, 2009-2010

| Occupational group | Number | Per cent |
|---|----------------|-------------|
| Senior managers | 977 | 0.4% |
| Other managers | 15,256 | 6.2% |
| Administrative and professional staff | 17,719 | 7.1% |
| Technical staff | 15,248 | 6.2% |
| Word processing, clerical and secretarial staff | 25,363 | 10.2% |
| Service staff | 39,044 | 15.8% |
| Assessors and verifiers | 6,617 | 2.7% |
| Teaching staff (lecturers, tutors and trainers) | 122,578 | 49.5% |
| <i>Not known / not provided</i> | 5,057 | 2.0% |
| Total | 247,859 | 100% |

Structure of this report

This report provides an overview of the further education college workforce in England during the 2009-2010 academic year. It begins with a summary of key findings, followed by two chapters. The first chapter deals with the general profile of further education college staff, detailing aspects such as gender, age, ethnicity, geographical location and pay. The second chapter provides a more detailed analysis of the level of teaching qualifications held by teaching staff and subject areas taught.

For the last five years comparative SIR data has been collected and analysed, allowing for year-on-year analysis of the data over this timescale. These comparisons are highlighted in the report. Each section contains tables and charts accompanied by a narrative highlighting particular points of interest.

Please note that in 2007-2008 some changes were made to the data that is collected. These changes can be viewed in the SIR specification, which informs providers about the data they need to submit. Changes were also made to the specification in 2008-2009 and 2009-2010. These changes apply to all subsequent SIR data and are outlined at the end of this report on page 36.

Summary of main findings

Gender

In 2009-2010, 63.7 per cent of further education college staff were female and 36.3 per cent were male. 70.7 per cent of part-time staff and 53.4 per cent of full-time staff were female. The male to female ratio for full-time teaching staff was almost 50:50 whereas the gender breakdown of part-time teaching staff was similar to the sector average gender breakdown. These figures have not changed significantly since 2005-2006. 'Senior managers' and 'technical staff' were the only occupational groups where male staff continued to outnumber female staff.

Age

The average age of teaching staff in the 2009-2010 SIR dataset was 45 years, compared with the average for all college staff of 44 years. Over a quarter of teaching staff were in the 50 to 59 age group, and just 2.5 per cent of teaching staff were aged below 25. In comparison, 6.3 per cent of the whole college workforce were aged below 25. In general, the whole college workforce tends to

be in the older age groups and this has not changed significantly over time. With the current economic climate and abolition of the default retirement age, there may be an increase in older workers joining the sector from other industries as well as existing employees working beyond traditional retirement age. Therefore, workforce management and succession planning are crucial for the sector to deal with the potential loss of staff, staff working beyond the old statutory retirement age of 65 and requirements to work flexibly.

Ethnicity

More than 80 per cent of staff in each occupational group were white British. 'Senior managers' and 'assessors and verifiers' were most likely to be from this group (89.8 per cent and 89.4 per cent, respectively) and least likely to be from black and minority ethnic² (BME) groups. Greater London had the highest percentage of BME staff (42.9 per cent of the BME teaching workforce) but has seen one of the largest falls in a region of one percentage point since 2008-2009. The rise in percentage of BME staff since 2008-2009 was highest in the North West (of 0.7 percentage points).

Disability

In 2009-2010, 3.2 per cent of all college staff and 3.1 per cent of teaching staff disclosed having a disability. This has increased slightly as the equivalent figure in 2008-2009 was 2.9 per cent of all college staff and 2.8 per cent of teaching staff. However, the rate of staff disclosure remains extremely low.

Location of staff by region

Teaching staff are more likely to be working part-time than the workforce average across each region. The largest difference in working patterns of teaching staff and all staff was observed in Greater London, where a higher percentage of teaching staff were working part-time – 65.1 per cent compared with 58.9 per cent for all staff, a difference of 6.2 percentage points.

In general, the largest numbers of staff in most occupational groups are found in the North West, South East and West Midlands, with the lowest number in the North East. This relates proportionately to the number of colleges in each of these regions. Teaching staff constitute a large part of the total workforce in each region, whereas the numbers of senior managers, assessors and verifiers were lower.

Annual pay

The average annual pay for all full-time staff was £25,916. On average, senior managers earned the highest pay, followed by other managers and teaching staff. The gap in average pay of all full-time male and female staff has been closing over the last five years, but the pay of female staff was still noticeably lower than that of their male counterparts. The gap in full-time male and female teaching pay has continued to contract, and had been reducing at a much faster rate between 2005-2006 and 2008-2009 but had broadened slightly in 2009-2010. However, it is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could influence these variations.

The annual pay of full-time teaching staff was highest in Greater London (£32,692) and lowest in the South West (£27,135). In terms of subject areas, 'Humanities' and 'Science and mathematics' were the highest paid and 'Land based provision' and 'Retailing, customer service and transportation' were the lowest paid.

² BME staff includes individuals in the 'Asian', 'Black', 'Chinese or any other' and 'Mixed' ethnic groups.

Teaching qualifications – achieved or enrolled

The analysis shows that ‘Certificate of Education’ and ‘Postgraduate Certificate in Education’ were the two highest teaching qualifications most commonly held by teaching staff – 24.3 per cent and 23.3 per cent of teachers, respectively. These were also the highest enrolled teaching qualifications among teaching staff working in further education colleges in England – 23.9 per cent and 22.2 per cent, respectively. The percentage enrolled on or holding these qualifications has risen overall between 2005-2006 and 2009-2010.

The Further Education Teaching Reforms introduced new qualifications for teachers in the sector in 2007, namely ‘Preparing to Teach in the Lifelong Learning Sector’, ‘Certificate in Teaching in the Lifelong Learning Sector’ and ‘Diploma in Teaching in the Lifelong Learning Sector’. The percentage of teaching staff enrolled on these qualifications has risen since 2007-2008, even though numbers remain relatively low. It is important to note that the Certificate of Education and the PGCE also cover these requirements, and the figures may indicate that this is the preferred route (rather than progression through PTLLS, CTLLS and DTLLS). The proportion of staff who hold or are enrolled on these qualifications is likely to continue rising because there is a requirement for all new further education teaching staff in England to achieve Qualified Teacher Learning and Skills (QTLS) or Associate (ATLS) Status (according to their individual role and responsibilities) or acquire these qualifications within a specified period of starting a teaching role.

Subject areas taught in further education colleges in England

There were more staff teaching ‘Visual and performing arts and media’ in further education colleges than any other subject. ‘English, languages and communication’, ‘Health, social care and public services’ and ‘Foundation programmes’ were also identified as subject areas taught by the largest numbers of staff. Subjects with the lowest levels of teaching staff were ‘Land based provision’ and ‘Retailing, customer service and transportation’. Since 2005-2006, the largest decline in number of subject specific teaching staff was seen in ‘Foundation programmes’ (of 2.5 percentage points), ‘Health, social care and public services’ (of 2.3 percentage points) and ‘Business administration, management and professional’ (of 2.2 percentage points).

Data shows that ‘Hairdressing and beauty therapy’ continues to be predominantly taught by female staff and ‘Construction’ and ‘Engineering, technology and manufacturing’ both continue to be predominantly taught by male staff.

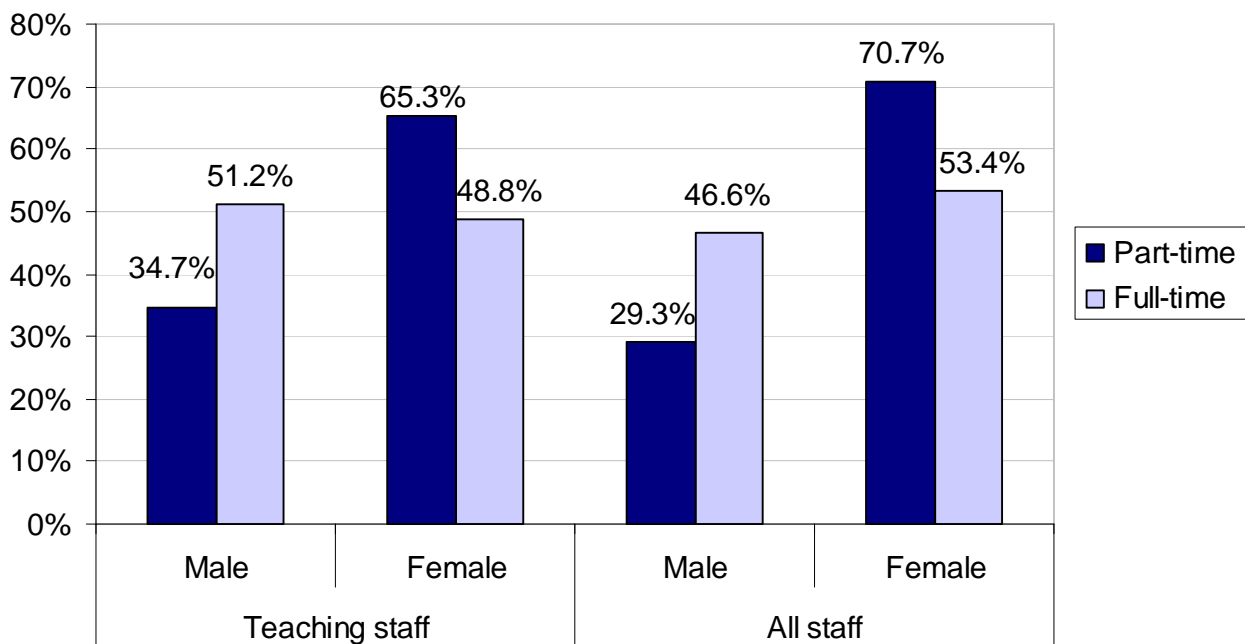
Section 1: Profile of the further education college workforce in England

Gender

This section presents key information relating to the gender of staff working in further education colleges in England. According to the 2009-2010 SIR data, 63.7 per cent of staff were female and 36.3 per cent were male, and there has been little change in the gender breakdown of staff over the past five years.

Further analysis reveals that a relatively high percentage (70.7 per cent) of part-time staff in the sector were female. The equivalent figure for full-time staff was much lower at 53.4 per cent. This is illustrated in Figure 1. The figure also shows full-time teaching staff to have an almost equal gender divide and it is apparent that the gender breakdown of part-time teaching staff was similar to that of the sector (as above). These figures have not changed radically since 2005-2006.

Figure 1: Teaching and all further education staff – gender by full-time and part-time, 2009-2010



In the 2007-2008 SIR data collection, further education colleges were given 'Rather not say' as a response category to the gender question for the first time. In the first year, 14 individuals from more than 250,000 members of staff were classified in this group and this number had risen to 18 by 2008-2009. In 2009-2010 the number has fallen to 10. The small number could be explained by one or all of the following:

- a small number of individuals in the sector choose not to disclose their gender
- a small number of individuals in the sector do not identify as either male or female
- colleges were not collecting this data (rather not say) at the time of the SIR collection

The gender split of staff in different occupational groups will now be assessed. Colleges were asked to classify each contract into 1 of 64 occupations (see Appendix 2) as part of their SIR data submission. These have been reclassified into the following seven broad occupational groups: administrative and professional staff; managers (including senior managers and other managers);

service staff; teaching staff (including lecturers, tutors and trainers); technical staff; word processing, clerical and secretarial staff; and assessors and verifiers.

The detailed list of occupational groups by gender is shown in **Appendix 2**. The gender split by broad occupational groups is displayed in Table 3 and Figure 2.

Table 3: Occupational group by gender 2005-2006 to 2009-2010

| Occupational group | Gender | 2005/06 | 2006/07 | 2007/08 | 2008-09 | 2009-10 |
|--|--------|---------|---------|---------|---------|---------|
| Administrative and professional staff | Female | 75.0% | 74.6% | 75.0% | 75.3% | 75.8% |
| | Male | 25.0% | 25.4% | 25.0% | 24.7% | 24.2% |
| Assessors and verifiers | Female | - | - | 69.8% | 67.3% | 66.5% |
| | Male | - | - | 30.2% | 32.7% | 33.5% |
| All managers (including senior and other) | Female | 58.8% | 59.8% | 61.4% | 61.5% | 61.5% |
| | Male | 41.2% | 40.2% | 38.6% | 38.5% | 38.5% |
| Senior manager | Female | - | - | 45.3% | 43.8% | 45.0% |
| | Male | - | - | 54.7% | 56.2% | 55.0% |
| Other managers | Female | - | - | 62.1% | 62.4% | 62.6% |
| | Male | - | - | 37.9% | 37.6% | 37.4% |
| Service staff | Female | 68.9% | 68.3% | 69.5% | 69.1% | 69.3% |
| | Male | 31.1% | 31.7% | 30.5% | 30.9% | 30.7% |
| Teaching staff | Female | 59.1% | 58.9% | 59.4% | 59.0% | 59.1% |
| | Male | 40.9% | 41.1% | 40.6% | 41.0% | 40.9% |
| Technical staff | Female | 39.8% | 40.4% | 41.9% | 42.4% | 41.5% |
| | Male | 60.2% | 59.6% | 58.1% | 57.6% | 58.5% |
| Word processing, clerical, secretarial staff | Female | 85.0% | 85.2% | 84.5% | 84.1% | 83.5% |
| | Male | 15.0% | 14.8% | 15.5% | 15.9% | 16.5% |

Note: the 'assessors and verifiers' category was included for the first time in 2007-2008 and this was also the first year senior and other managers could be distinguished.

Figure 2: Occupational group by gender 2005-2006 to 2009-2010

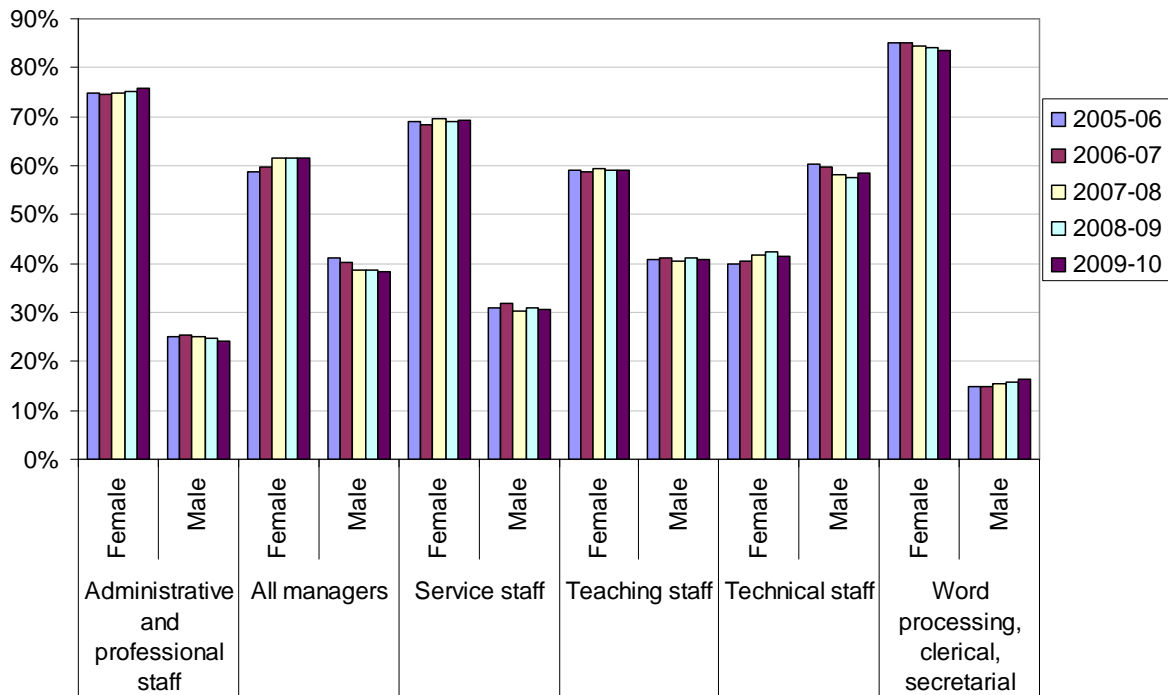


Table 3 and Figure 2 show little change in the gender breakdown of staff in different occupational groups between 2005-2006 and 2009-2010. The slow but consistent rise in the percentage of female managers observed in previous SIR reports during this period appears to have levelled off at 61.5 per cent, which is closer to the overall gender split across the sector than the figure of 58.8 per cent in 2005-2006.

In 2007-2008, new managerial categories were introduced to the SIR data collection, which allowed senior managers and other managers to be distinguished. The 'All managers' occupational group in the table and figure above includes both of these sub-groups. When the gender breakdown of senior managers and other managers was assessed separately, it was found that 55.0 per cent of the former and 37.4 per cent of the latter were males in 2009-2010. This is a difference of 17.6 percentage points. The proportion of senior managers who were female fell by 1.5 percentage points between 2007-2008 and 2008-2009, but in 2009-2010 had risen by 1.2 percentage points, almost returning to the 2007-2008 level. The proportion of other managers who are female has remained reasonably constant since 2007-2008.

Apart from senior managers, 'technical staff' was the only other occupational group where males outnumbered females, and although the percentage of male staff in this occupational group has fallen each year since 2005-2006, it had risen slightly in 2009-2010.

Age

The analysis reveals that in 2009-2010, the average age for female and male teaching staff was 45 and 47 years, respectively. The average age for all teaching staff was 45 years compared with 44 years for all college staff.

Figures 3a and 3b present the age distribution of female and male teaching staff. Although the two distributions are generally quite similar, the peaks around 55 to 60 for male teaching staff are not observed for their female counterparts.

Figure 3a: Age distribution of female teaching staff, 2009-2010

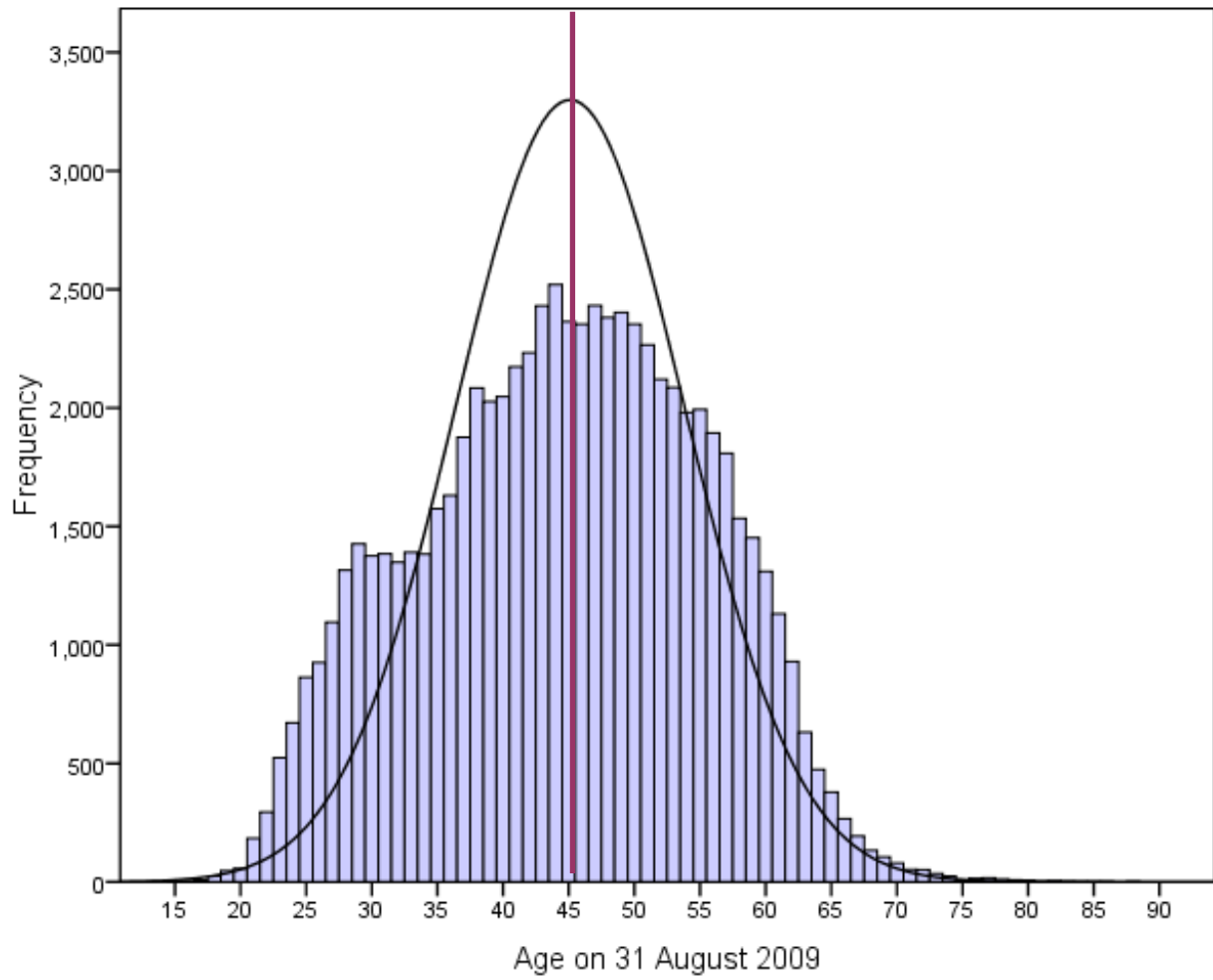


Figure 3b: Age distribution of male teaching staff, 2009-2010

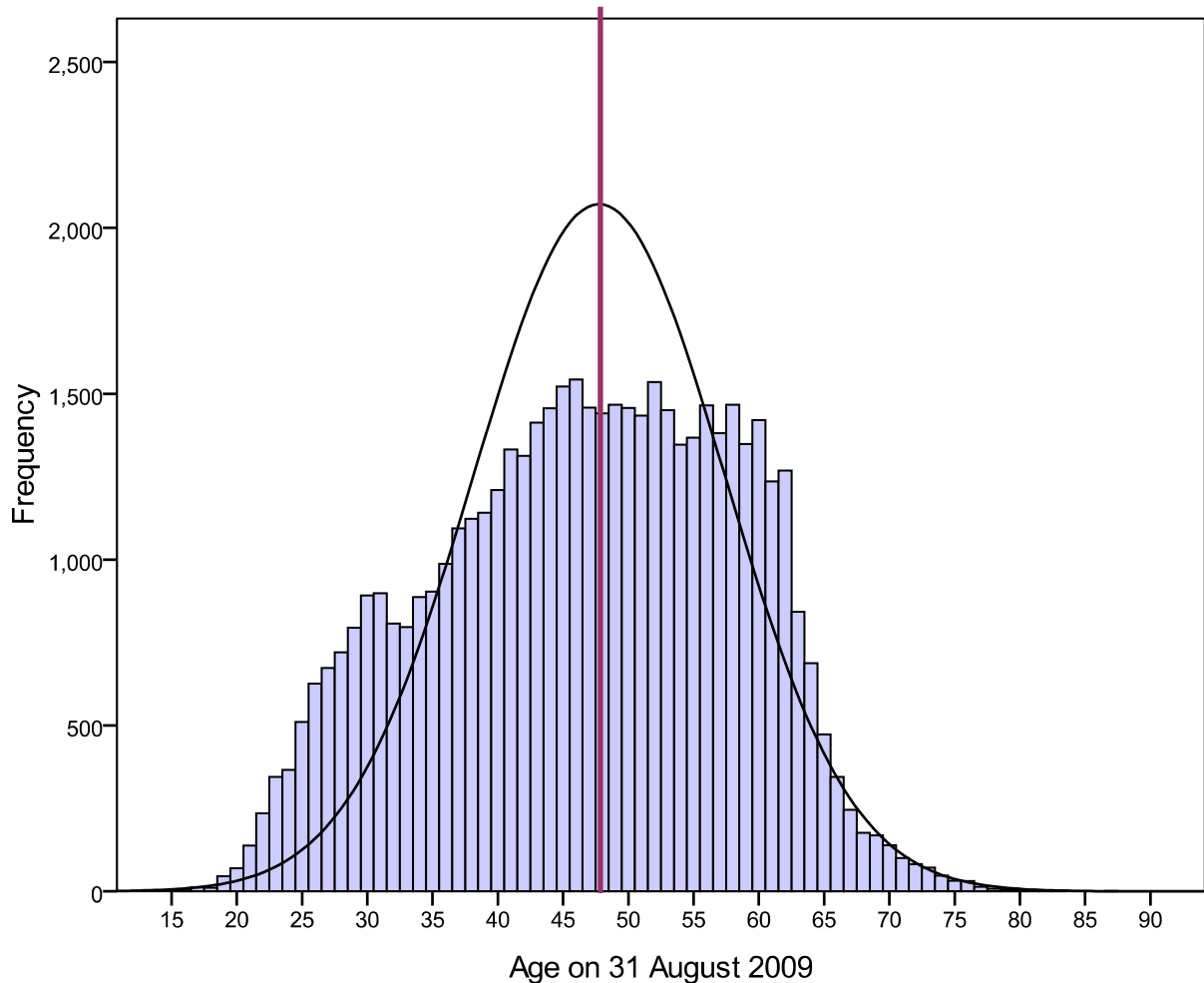
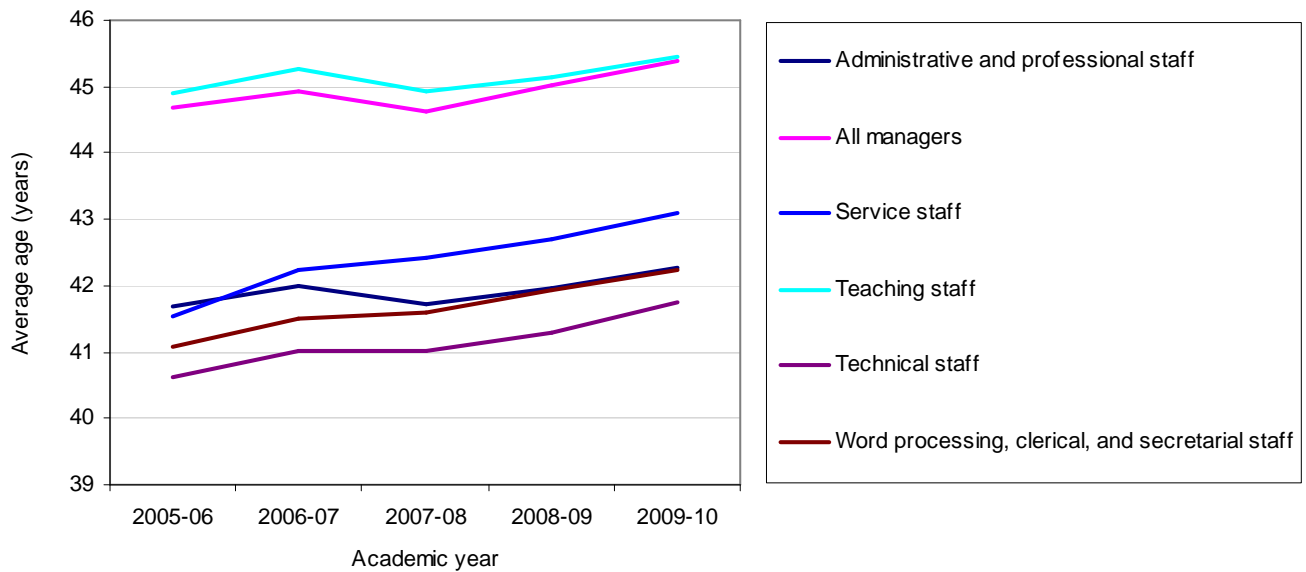


Figure 4 shows the average age of staff in different occupational groups for each year between 2005-2006 and 2009-2010. It is apparent that the average age of teaching staff and managers was higher than staff in other occupational groups. The figure further illustrates that the average age of staff in all occupational groups has risen overall in the last five years. Although there was a slight fall in the average age of teaching staff, managers, and administrative and professional staff between 2006-2007 and 2007-2008, the overall trend has been consistent and upwards to 2009-2010.

Figure 4: Average age of staff by occupational group, 2005-2006 to 2009-2010



The average age of assessors and verifiers (previously similar to that of teaching staff and managers) was slightly higher than these other occupational groups in 2009-2010 (46 years compared to 45 years). Senior managers were on average five years older (50) than other managers (45).

Table 4 shows the age breakdown of the part-time and full-time further education college workforce in 2009-2010. The most noticeable difference was seen at the 60 years and over age group, who were more likely to be working part-time than full-time. The opposite was true for those aged 50 to 59 years and 25 to 34 years.

Table 4: Age group of all part-time and full-time staff, 2009-2010

| Age band | Part-time | Full-time |
|---------------------------------|-------------|-------------|
| Under 25 | 6.5% | 6.0% |
| 25 to 29 | 7.3% | 9.7% |
| 30 to 34 | 8.2% | 10.0% |
| 35 to 39 | 11.1% | 10.8% |
| 40 to 44 | 14.3% | 13.0% |
| 45 to 49 | 15.0% | 15.2% |
| 50 to 54 | 13.1% | 15.1% |
| 55 to 59 | 11.6% | 12.8% |
| 60 to 64 | 8.8% | 6.3% |
| 65 and over | 4.1% | 0.9% |
| <i>Not known / not provided</i> | <i>0.1%</i> | <i>0.1%</i> |
| Total | 100% | 100% |

The results shown in Table 5 indicate that 30.7 per cent of teaching staff and 28.9 per cent of all staff working in further education colleges in England were aged between 40 and 49. Furthermore, over a quarter of teaching staff were in the 50 to 59 age group. Although the age breakdown of all college staff and teaching staff was similar across most age groups, a noticeable difference was observed for those aged below 25 – 2.5 per cent of teaching staff and 6.3 per cent of all staff were in this age group.

Table 5: Age group of all further education staff and teaching staff, 2009-2010

| Age band | Teaching staff | | All staff | |
|---------------------------------|----------------|-------------|----------------|-------------|
| | Number | Per cent | Number | Per cent |
| Under 25 | 3,048 | 2.5% | 15,640 | 6.3% |
| 25 to 29 | 8,967 | 7.3% | 20,547 | 8.3% |
| 30 to 34 | 11,186 | 9.1% | 22,169 | 8.9% |
| 35 to 39 | 14,490 | 11.8% | 27,229 | 11.0% |
| 40 to 44 | 18,183 | 14.8% | 34,212 | 13.8% |
| 45 to 49 | 19,444 | 15.9% | 37,315 | 15.1% |
| 50 to 54 | 18,090 | 14.8% | 34,440 | 13.9% |
| 55 to 59 | 15,775 | 12.9% | 29,953 | 12.1% |
| 60 to 64 | 9,968 | 8.1% | 19,279 | 7.8% |
| 65 and over | 3,351 | 2.7% | 6,846 | 2.8% |
| <i>Not known / not provided</i> | 76 | 0.1% | 229 | 0.1% |
| Total | 122,578 | 100% | 247,859 | 100% |

Table 6 shows little change in the age breakdown of teaching staff over time. The largest difference was seen for the 60 to 64 age group, which has risen by 2.6 percentage points between 2005-2006 and 2009-2010. The percentage share of two upper age bands has consistently increased, year on year.

Table 6: Age group of teaching staff, 2005-2006 to 2009-2010

| Age band | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|--------------|-------------|-------------|-------------|-------------|-------------|
| Under 25 | 2.7% | 2.4% | 2.8% | 2.7% | 2.5% |
| 25 to 29 | 6.9% | 6.9% | 7.7% | 7.6% | 7.3% |
| 30 to 34 | 9.7% | 9.2% | 9.0% | 9.1% | 9.1% |
| 35 to 39 | 12.7% | 12.5% | 12.8% | 12.2% | 11.8% |
| 40 to 44 | 15.2% | 15.1% | 15.2% | 15.1% | 14.8% |
| 45 to 49 | 15.7% | 15.7% | 15.4% | 15.6% | 15.9% |
| 50 to 54 | 15.2% | 15.3% | 14.6% | 14.4% | 14.8% |
| 55 to 59 | 14.0% | 14.3% | 13.1% | 13.0% | 12.9% |
| 60 to 64 | 5.5% | 6.2% | 6.9% | 7.6% | 8.1% |
| 65 and over | 2.1% | 2.2% | 2.2% | 2.5% | 2.7% |
| Total | 100% | 100% | 100% | 100% | 100% |

The workforce tended to be in the older age groups and this has not changed significantly over time. This could mean that during the next few years, a relatively large part of the workforce may go into retirement (although this is by no means certain, as the default retirement age has been abolished). Equally, with the current economic climate there could be an increase in older workers joining the sector from other industries and existing employees working for longer. Therefore, workforce management and succession planning are crucial for the sector to deal with the potential loss of staff, staff working beyond the previous default retirement age and requirements to work flexibly.

Diversity - Ethnicity

The SIR data collection requires colleges to submit data on the ethnicity of each contract holder. The following section aims to provide an overview of this information. There are 19 distinct categories in the ethnicity field (these are listed in **Appendix 4**), which are classified into the following general groups in order to provide an overview and make meaningful comparisons.

- Asian
- Black
- Chinese or any other
- Mixed
- White – British
- White – other
- Prefer not to say
- Not known or not provided

The ethnic breakdown of the further education workforce and teaching staff in the sector is shown in Table 7 and more detailed information is presented in **Appendix 4**.

Similarities are evident when comparing the ethnic representation of staff in both these groups. The biggest difference of 1.3 percentage points existed for white British staff, i.e. 82.6 per cent of all further education college staff compared with 81.3 per cent of teaching staff being from this ethnic group.

Table 7: Ethnicity of further education staff, 2009-2010

| Ethnic group | Teaching staff | | All staff | |
|---------------------------------|----------------|-------------|----------------|-------------|
| | Number | Per cent | Number | Per cent |
| Asian | 4,175 | 3.4% | 8,711 | 3.5% |
| Black | 3,564 | 2.9% | 7,033 | 2.8% |
| Chinese / any other | 1,634 | 1.3% | 2,888 | 1.2% |
| Mixed | 1,191 | 1.0% | 2,369 | 1.0% |
| White - British | 99,655 | 81.3% | 204,611 | 82.6% |
| White - other | 5,732 | 4.7% | 9,602 | 3.9% |
| Prefer not to say | 1,582 | 1.3% | 3,001 | 1.2% |
| <i>Not known / not provided</i> | <i>5,045</i> | <i>4.1%</i> | <i>9,644</i> | <i>3.9%</i> |
| Total | 122,578 | 100% | 247,859 | 100% |

The category 'Prefer not to say' was included in the ethnicity field of the SIR specification for the first time in 2007-2008. It allowed further education colleges to specify which staff members preferred not to disclose their ethnicity. Analysis of the 2007-2008 data identified that 1,848 individuals were classified using this category, which constituted 0.7 per cent of the workforce. This number had increased to 2,992 (1.1 per cent of the workforce) by 2008-2009 and to 3,001 (1.2 per cent of the workforce) by 2009-2010. If the majority of these staff are from an ethnic group other than 'White – British' then the percentage in that group, as shown in Table 7, could actually be much higher. However, this cannot be determined without further evidence.

Table 8 shows the ethnicity of teaching staff annually from 2005-2006 to 2009-2010. In general, the percentage of staff in most ethnic groups (except for 'Chinese / any other') has gradually increased over the five year period. Based on trends, this is likely to be a result of an actual increase in the number of staff in these groups but also because the ethnicity of a higher proportion of staff is provided by colleges in 2009-2010 ('Not known / not provided' was 10.1 per cent in 2005-2006 and

4.1 per cent in 2009-2010). The most marked increase during the five year period is in the percentage of white British staff.

Table 8: Ethnicity of teaching staff, 2005-2006 to 2009-2010

| Ethnic group | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|
| Asian | 3.0% | 3.1% | 3.3% | 3.5% | 3.4% |
| Black | 2.6% | 2.7% | 2.9% | 2.9% | 2.9% |
| Chinese / any other | 1.5% | 1.5% | 1.4% | 1.4% | 1.3% |
| Mixed | 0.6% | 0.7% | 0.8% | 0.9% | 1.0% |
| White - British | 78.2% | 77.8% | 79.4% | 80.5% | 81.3% |
| White - other | 4.0% | 4.1% | 4.4% | 4.6% | 4.7% |
| Prefer not to say | - | - | 0.6% | 1.1% | 1.3% |
| <i>Not known / not provided</i> | 10.1% | 10.0% | 7.0% | 5.2% | 4.1% |
| Total | 100% | 100% | 100% | 100% | 100% |

The table below shows that more than 80 per cent of staff in each occupational group were 'White – British'. 'Senior managers' and 'assessors and verifiers' were most likely to be from this ethnic group (89.8 per cent and 89.4 per cent, respectively) and least likely to be from minority ethnic groups. The ethnic profile of staff in these occupational groups generally tended to vary most from the sector average (as shown in Table 7 above) whereas most other groups reflected the overall picture of the sector.

Table 9: Percentage of staff in each ethnic group by occupational group, 2009-2010

| Occupational group | Ethnic group | | | | | | | | Total |
|---|--------------|-------|---------------------|-------|---------------|-------------|-------------------|--------------------------|-------------|
| | Asian | Black | Chinese / any other | Mixed | White-British | White-other | Prefer not to say | Not known / not provided | |
| Administrative and professional staff | 3.4% | 3.1% | 1.0% | 1.0% | 83.9% | 3.0% | 1.2% | 3.4% | 100% |
| Assessors and verifiers | 1.6% | 1.8% | 0.4% | 0.5% | 89.4% | 2.1% | 0.6% | 3.6% | 100% |
| Senior managers | 1.2% | 1.6% | 0.4% | 0.9% | 89.8% | 2.6% | 0.8% | 2.7% | 100% |
| Other managers | 3.5% | 2.6% | 0.7% | 0.8% | 86.9% | 3.2% | 0.7% | 1.6% | 100% |
| Service staff | 3.8% | 3.2% | 1.1% | 1.0% | 82.3% | 3.7% | 1.4% | 3.3% | 100% |
| Teaching staff | 3.4% | 2.9% | 1.3% | 1.0% | 81.3% | 4.7% | 1.3% | 4.1% | 100% |
| Technical staff | 3.5% | 2.4% | 1.1% | 0.9% | 84.9% | 3.1% | 1.0% | 3.0% | 100% |
| Word processing, clerical and secretarial staff | 4.3% | 2.6% | 1.2% | 0.9% | 84.1% | 2.6% | 1.3% | 2.9% | 100% |

The distribution of the further education black and minority ethnic (BME) workforce across the regions in England will now be considered. BME staff includes individuals in the 'Asian', 'Black', 'Chinese or any other' and 'Mixed' ethnic groups.

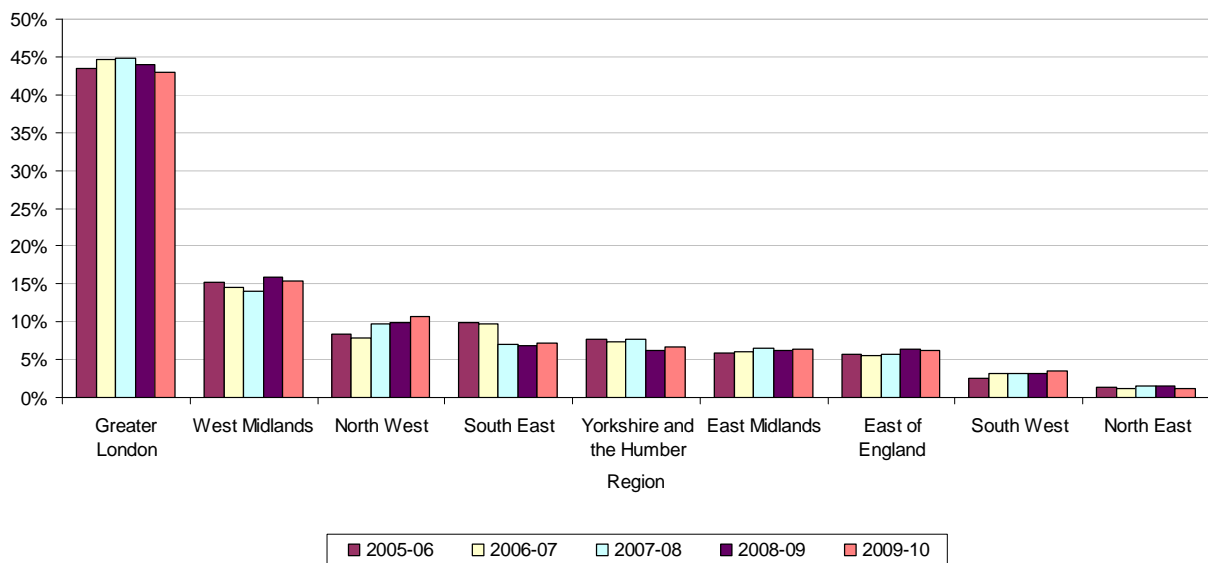
Table 10 and Figure 5 present key regional data on BME teaching staff but there was no clear or consistent year-on-year trend across most regions between 2005-2006 and 2009-2010. Greater London clearly had the highest percentage of BME staff (42.9 per cent of BME teaching workforce) but has seen a consistent fall each year since 2007-2008 (of almost two percentage points). The percentage of BME teaching staff in the South East experienced the greatest overall fall during the

five year period. The highest rise during the five year period was in the North West (of 2.3 percentage points). Although some annual fluctuations were observed in the distribution of BME staff across many regions, some have not experienced major changes overall since 2005-2006.

Table 10: Percentage of BME teaching staff by region in England, 2005-2006 to 2009-2010

| Region | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|--------------------------|---------|---------|---------|---------|---------|
| East of England | 5.7% | 5.5% | 5.7% | 6.4% | 6.2% |
| East Midlands | 5.9% | 6.0% | 6.5% | 6.1% | 6.4% |
| Greater London | 43.5% | 44.7% | 44.8% | 43.9% | 42.9% |
| North East | 1.4% | 1.2% | 1.5% | 1.5% | 1.1% |
| North West | 8.3% | 7.8% | 9.7% | 9.9% | 10.6% |
| South East | 9.8% | 9.7% | 7.0% | 6.9% | 7.2% |
| South West | 2.5% | 3.2% | 3.1% | 3.2% | 3.5% |
| West Midlands | 15.1% | 14.6% | 14.0% | 15.8% | 15.3% |
| Yorkshire and the Humber | 7.8% | 7.4% | 7.7% | 6.2% | 6.7% |

Figure 5: Percentage of BME teaching staff by region in England, 2005-2006 to 2009-2010



Diversity - Disability

In 2009-2010, 3.2 per cent of all further education staff and 3.1 per cent of teaching staff in England disclosed having a disability. This has increased slightly as the equivalent figure in 2008-2009 was 2.9 per cent of all further education staff and 2.8 per cent of teaching staff. However, the rate of staff disclosure remains extremely low.

Furthermore, one per cent of staff preferred not to provide information about disability and almost nine per cent of all records contained missing or unknown data on disability. This has not changed since 2008-2009.

Table 11: Disability among teaching and all staff, 2009-2010

| Disability | Teaching staff | | All staff | |
|---------------------------------|----------------|-------------|----------------|-------------|
| | Number | Per cent | Number | Per cent |
| Yes | 3,832 | 3.1% | 7,971 | 3.2% |
| No | 107,020 | 87.3% | 216,902 | 87.5% |
| Prefer not to say | 1,173 | 1.0% | 2,376 | 1.0% |
| <i>Not known / not provided</i> | <i>10,553</i> | <i>8.6%</i> | <i>20,610</i> | <i>8.3%</i> |
| Total | 122,578 | 100% | 247,859 | 100% |

Location of staff by region

The distribution of further education colleges and teaching staff across the regions in England can be seen in Table 12.

Table 12: Teaching staff and further education colleges by region in England, 2009-2010

| Region | Colleges | | Teaching staff | |
|--------------------------|------------|-------------|----------------|-------------|
| | Number | Per cent | Number | Per cent |
| East of England | 33 | 9.2% | 10,010 | 8.2% |
| East Midlands | 25 | 7.0% | 9,722 | 7.9% |
| Greater London | 52 | 14.6% | 16,941 | 13.8% |
| North East | 22 | 6.2% | 5,990 | 4.9% |
| North West | 55 | 15.4% | 21,586 | 17.6% |
| South East | 58 | 16.2% | 17,110 | 14.0% |
| South West | 32 | 9.0% | 12,664 | 10.3% |
| West Midlands | 46 | 12.9% | 15,182 | 12.4% |
| Yorkshire and the Humber | 34 | 9.5% | 13,373 | 10.9% |
| Total | 357 | 100% | 122,578 | 100% |

Regions with relatively more further education college provision had a correspondingly higher level of further education teaching staff. This can be seen more clearly in Figure 6 below. Consistent with findings in the past, the North East had the lowest number of teaching staff and colleges and the North West had the highest number of teaching staff across all regions.

Figure 6: Percentage of teaching staff and further education colleges by region in England

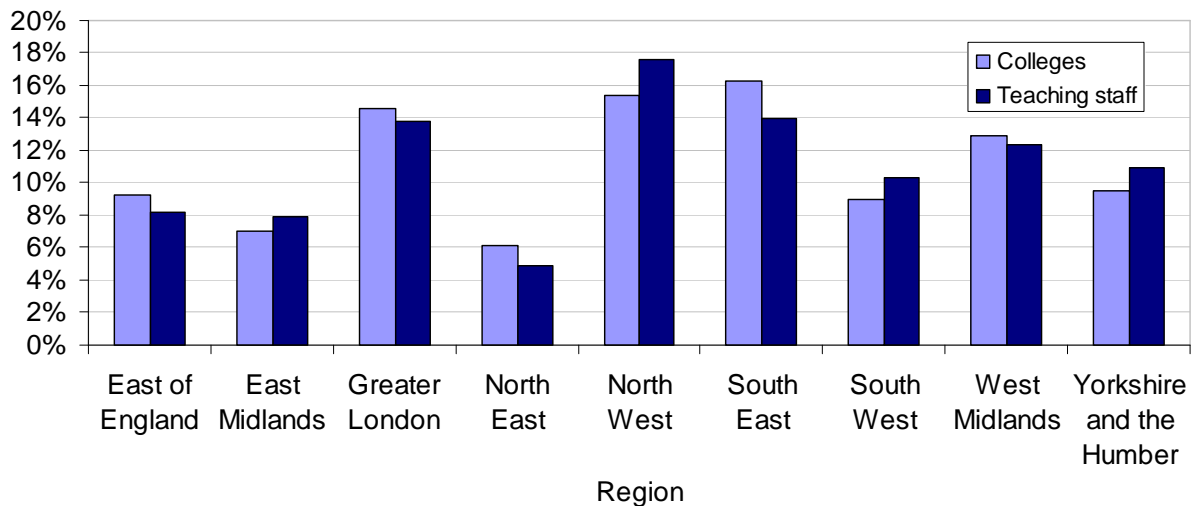


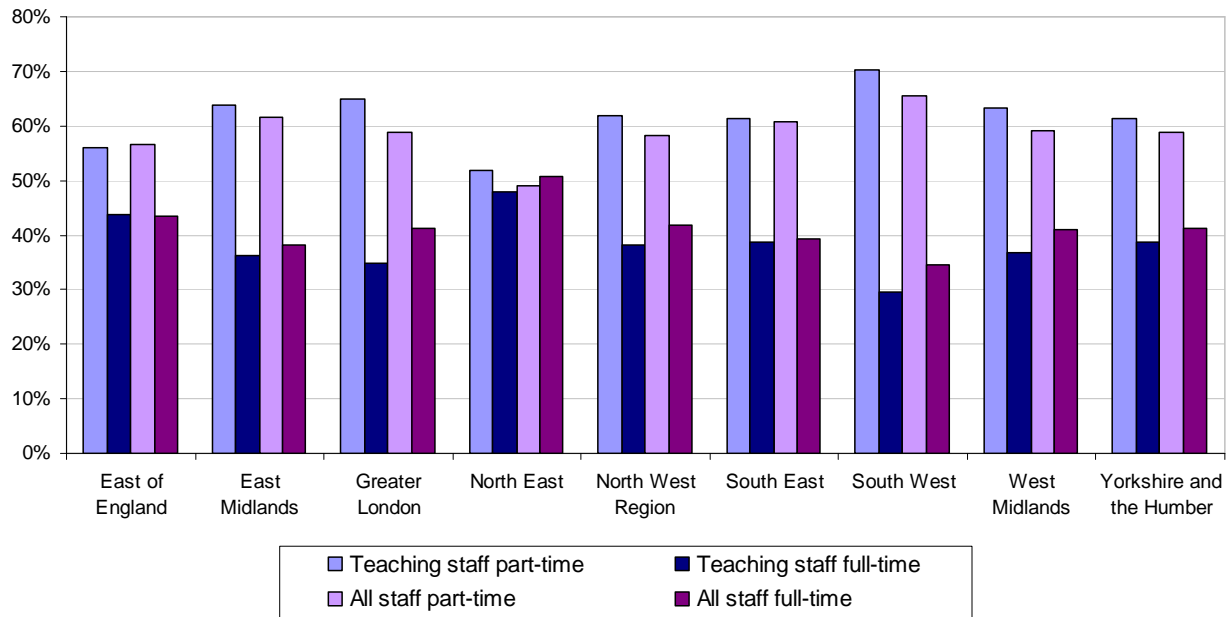
Table 13 and Figure 7 provide information on teaching staff and all staff working full-time and part-time by region. Evaluation of this information shows differences between patterns of working across the regions in England. For instance, staff in the South West of England were more likely to be working part-time than staff in any other region. The opposite was true for the North East.

Teaching staff were generally more likely to be working part-time than the workforce average across each region. The largest difference in working patterns of teaching staff and all staff was observed in Greater London, where a higher percentage of teaching staff were working part-time – 65.1 per cent compared with 58.9 per cent for all staff, a difference of 6.2 percentage points.

Table 13: Part-time / full-time staff by region in England, 2009-2010

| English region | Teaching staff | | All staff | |
|--------------------------|----------------|-----------|-----------|-----------|
| | Part-time | Full-time | Part-time | Full-time |
| East of England | 56.1% | 43.9% | 56.5% | 43.5% |
| East Midlands | 63.8% | 36.2% | 61.7% | 38.3% |
| Greater London | 65.1% | 34.9% | 58.9% | 41.1% |
| North East | 52.0% | 48.0% | 49.2% | 50.8% |
| North West | 61.9% | 38.1% | 58.2% | 41.8% |
| South East | 61.2% | 38.8% | 60.7% | 39.3% |
| South West | 70.4% | 29.6% | 65.4% | 34.6% |
| West Midlands | 63.3% | 36.7% | 59.1% | 40.9% |
| Yorkshire and the Humber | 61.3% | 38.7% | 58.8% | 41.2% |

Figure 7: Part-time / full-time staff by region in England, 2009-2010



The following table provides the number of staff in each occupational group within the nine regions of England. In general, the largest numbers of staff in most occupational groups were found in the North West, South East and West Midlands, with the lowest number in the North East. This relates proportionately to the number of further education institutions in each of these regions. Teaching staff constituted a large part of the total workforce in each region, whereas the numbers of senior managers, assessors and verifiers were lower.

Table 14: Number of staff in each occupational group and region, 2009-2010

| Occupational group | Region | | | | | | | | |
|---|-----------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| | East of England | East Midlands | Greater London | North East | North West | South East | South West | West Midlands | Yorkshire and the Humber |
| Administrative and professional staff | 1,532 | 1,314 | 2,082 | 902 | 3,332 | 2,199 | 2,207 | 2,296 | 1,855 |
| Assessors and verifiers | 895 | 530 | 489 | 298 | 1,016 | 709 | 523 | 1,361 | 796 |
| Senior managers | 98 | 98 | 160 | 38 | 162 | 114 | 78 | 101 | 128 |
| Other managers | 1,319 | 1,315 | 2,241 | 790 | 2,176 | 2,140 | 1,852 | 1,919 | 1,504 |
| Service staff | 3,480 | 3,832 | 3,952 | 2,095 | 6,332 | 5,523 | 4,879 | 4,268 | 4,683 |
| Teaching staff | 10,010 | 9,722 | 16,941 | 5,990 | 21,586 | 17,110 | 12,664 | 15,182 | 13,373 |
| Technical staff | 1,481 | 1,410 | 1,517 | 974 | 2,551 | 2,148 | 1,682 | 1,686 | 1,799 |
| Word processing, clerical and secretarial staff | 2,384 | 2,389 | 2,812 | 1,234 | 4,370 | 3,386 | 2,637 | 3,080 | 3,071 |
| <i>Not known / not provided</i> | 336 | 645 | 620 | 38 | 470 | 352 | 598 | 1,660 | 338 |
| Total | 21,535 | 21,255 | 30,814 | 12,359 | 41,995 | 33,681 | 27,120 | 31,553 | 27,547 |

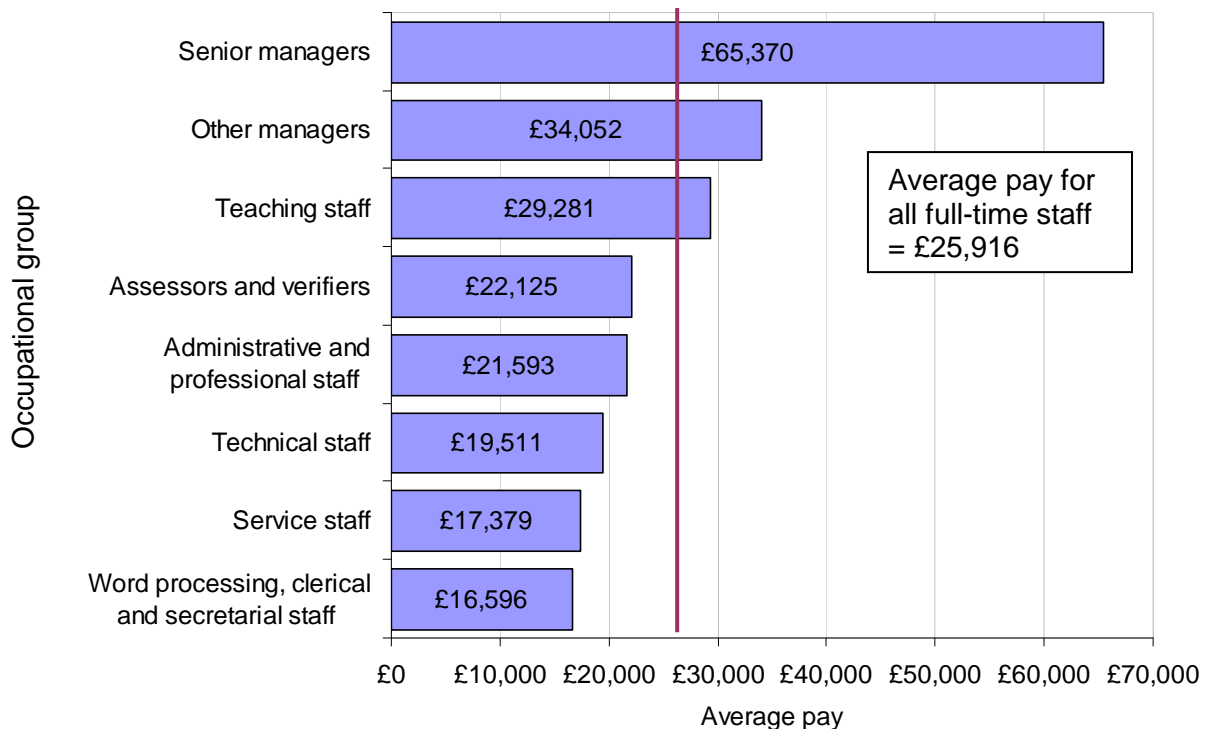
Annual Pay

The data includes information on the annual pay of the further education college workforce. It provides the **annual pay for the tax year**, so for the 2009-2010 collection, this would cover the period from 6 April 2009 to 5 April 2010. Therefore this is the actual pay received by an individual contract for that particular tax year, which may not be the full annual salary. If a full-time member of staff started part way through the tax year then their annual pay may show as being less than their annual salary. Similarly, where staff received no pay for the 2009-2010 tax year, i.e. if they started working for a college after 5 April 2010, an entry of '£0 to £1,999' is recorded in this field. For this reason, **'£0 to £1,999' was filtered out** of the analysis.

In addition, colleges were asked to select a **pay band**, for example '£3,000 to £3,999', for each member of staff. By assigning a numeric value to the mid-point of each band (£3,500 for '£3,000 to £3,999' etc), it is possible to roughly calculate average pay for staff, once outlying values (i.e. 'zero') are filtered out. Prior to 2007-2008, 75 pay bands were used in the SIR collection and the highest pay band was '£75,000 or more'. In 2007-2008, **25 additional bands were added**, increasing the highest pay band to '£100,000 or more'. Although, the new banding allows analysis to be performed more accurately (as more mid-points can be assigned to the upper end of the scale), it presents issues for comparability to previous years. Therefore, where comparisons are made to previous years, all bands greater than £75,000 in the 2007-2008, 2008-2009 and 2009-2010 data sets have been assigned a mid point of £75,500 to make them comparable to past data.

Furthermore, due to the nature of part-time and full-time contracts in further education colleges, it is also necessary to focus only on **full-time contracts**. This is because the 'fraction of full-time' for part-time contracts varies enormously and with it the rates of pay, to the extent that it becomes difficult to draw a meaningful comparison.

Figure 8: Average full-time further education pay by occupational group, 2009-2010



The average annual pay of staff in each occupational group by region is presented in **Appendix 5**; the key findings from which are summarised below.

- The highest average pay of staff in most occupational groups was found in Greater London.

- On average, most occupational groups earned between £2,000 and £4,000 more in Greater London than the average for the rest of England in each occupational group.
- Senior managers earned around £4,000 less in the North West and East Midlands than the national average for this group.
- Word processing, clerical and secretarial staff and staff in service roles were on average the lowest earners across most regions.

The table below shows that despite female pay increasing at a higher rate (12.8 per cent) than male pay (10.6 per cent) between 2005-2006 and 2009-2010, a pay gap still existed in further education colleges. On average, full-time male staff earned £2,116 more than their female counterparts in 2009-2010. However, it is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could influence these variations.

Table 15: Average pay for all male and female full-time staff, 2005-2006 to 2009-2010

| Gender | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | % rise |
|--|---------|---------|---------|---------|---------|--------|
| Female | £21,983 | £22,435 | £23,335 | £24,141 | £24,802 | 12.8% |
| Male | £24,347 | £24,870 | £25,602 | £26,260 | £26,918 | 10.6% |
| Difference | £2,363 | £2,434 | £2,267 | £2,119 | £2,116 | |
| Female pay as a percentage of male pay | 90% | 90% | 91% | 92% | 92% | |

Table 16 and Figure 9 illustrate a year-on-year rise in the average pay of full-time male and female teaching staff. The difference in the pay of these members of staff in 2009-2010 is also shown – this gap, which had been slowly closing over the past five years, has broadened slightly in 2009-2010. This pay gap is still much lower than the gap found for all staff. Full-time female teachers gained an overall increase of 11.7 per cent in average pay since 2005-2006, whereas their counterparts only saw a 10.3 per cent rise.

Table 16: Average pay for male and female full-time teaching staff, 2005-2006 to 2009-2010

| Gender | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | % rise |
|--|---------|---------|---------|---------|---------|--------|
| Female | £25,834 | £26,413 | £27,097 | £28,215 | £28,847 | 11.7% |
| Male | £26,846 | £27,424 | £27,839 | £28,894 | £29,617 | 10.3% |
| Difference | £1,012 | £1,011 | £742 | £680 | £769 | |
| Female pay as a percentage of male pay | 96% | 96% | 97% | 98% | 97% | |

Figure 9: Average pay for male and female full-time teaching staff, 2005-2006 to 2009-2010

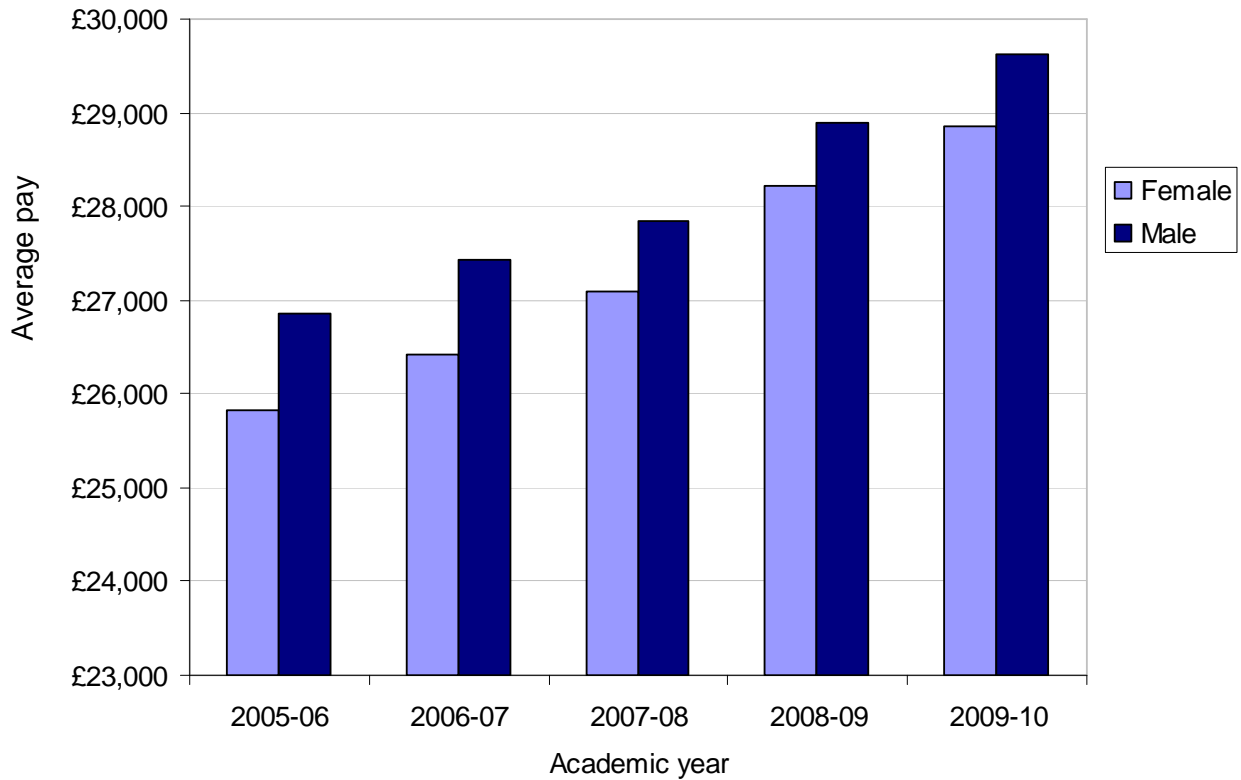


Table 17 and Figure 10 show the variation in average pay among regions. Full-time teaching staff in Greater London had the highest average pay and those in North West and the South West had the lowest.

Table 17: Average full-time annual pay of teachers by region, 2009-2010

| Region | Average pay |
|--------------------------|-------------|
| East of England | £29,873 |
| East Midlands | £28,145 |
| Greater London | £32,692 |
| North East | £29,836 |
| North West | £27,549 |
| South East | £29,185 |
| South West | £27,135 |
| West Midlands | £28,875 |
| Yorkshire and the Humber | £30,484 |

Figure 10 illustrates the regions where pay for teaching staff was above and below the full-time teaching staff average for England.

Figure 10: Average full-time teaching pay by region, 2009-2010

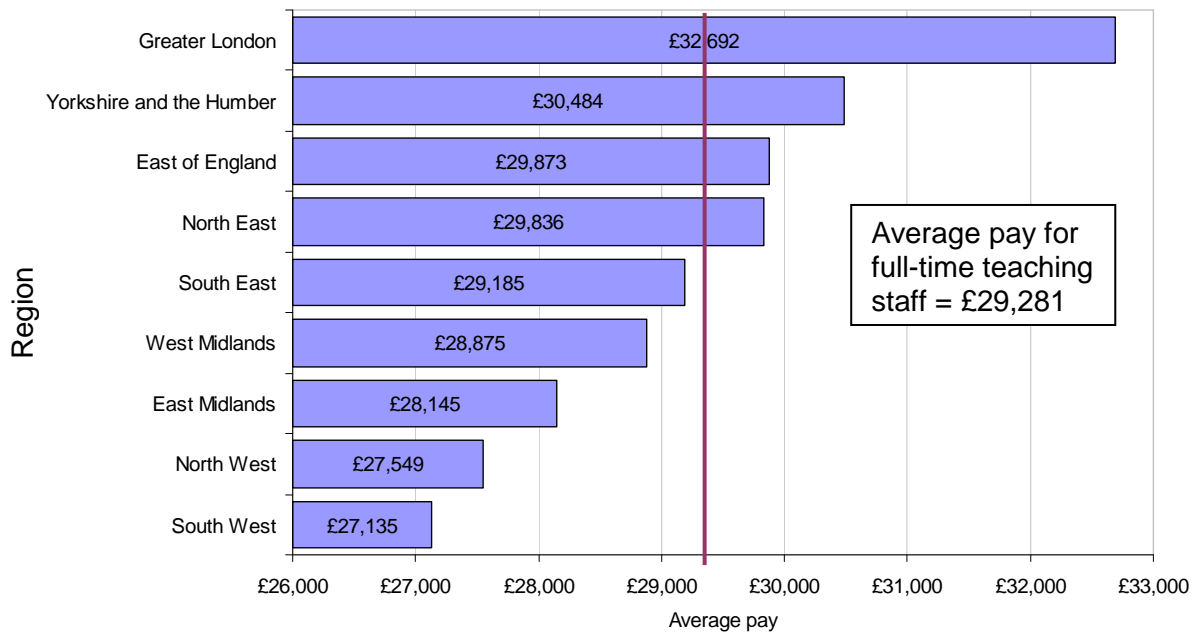


Table 18 identifies the average pay of full-time teaching staff across the regions between 2005-2006 and 2009-2010. It shows that the rise in average pay of teaching staff across the regions in England ranged between 4 per cent and 22 per cent, with the largest increase in the North East and the smallest increase in the North West.

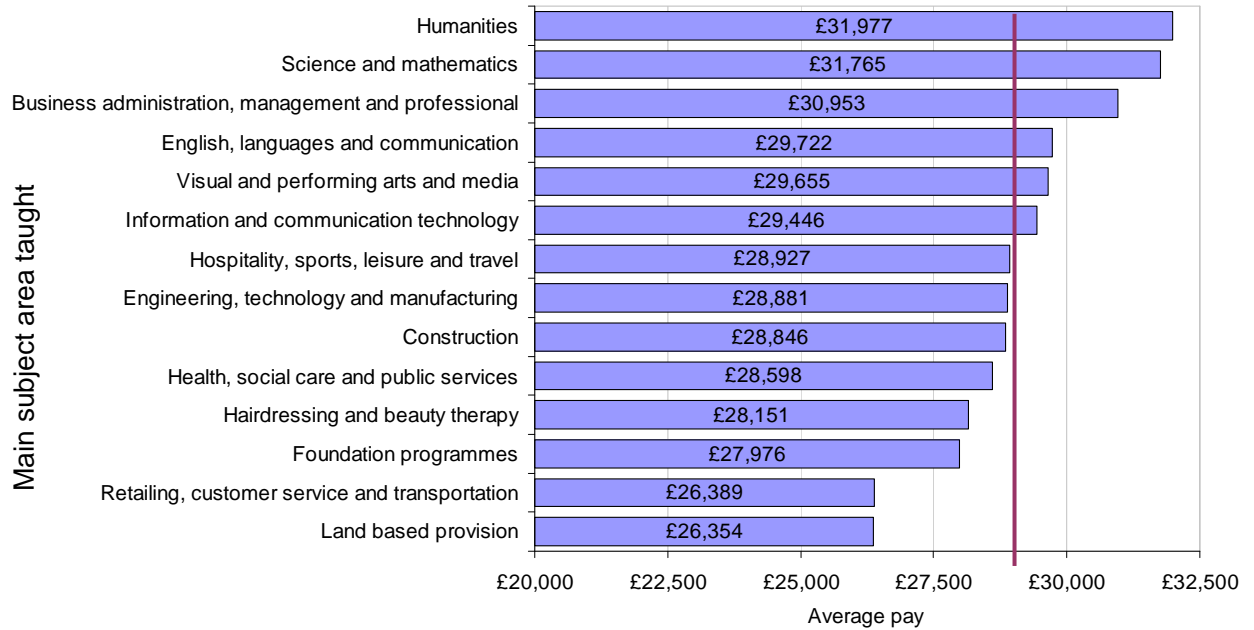
Table 18: Average full-time pay of teaching staff by region, 2005-2006 to 2009-2010

| Region | Year | Average pay | % rise |
|--------------------------|---------|-------------|--------|
| East of England | 2005-06 | £26,556 | 12% |
| | 2006-07 | £27,753 | |
| | 2007-08 | £27,836 | |
| | 2008-09 | £29,191 | |
| | 2009-10 | £29,861 | |
| East Midlands | 2005-06 | £24,946 | 13% |
| | 2006-07 | £25,436 | |
| | 2007-08 | £25,544 | |
| | 2008-09 | £26,776 | |
| | 2009-10 | £28,135 | |
| Greater London | 2005-06 | £28,901 | 13% |
| | 2006-07 | £28,852 | |
| | 2007-08 | £30,500 | |
| | 2008-09 | £31,629 | |
| | 2009-10 | £32,587 | |
| North East | 2005-06 | £24,448 | 22% |
| | 2006-07 | £26,990 | |
| | 2007-08 | £27,561 | |
| | 2008-09 | £28,549 | |
| | 2009-10 | £29,829 | |
| North West | 2005-06 | £26,377 | 4% |
| | 2006-07 | £26,813 | |
| | 2007-08 | £27,204 | |
| | 2008-09 | £28,754 | |
| | 2009-10 | £27,537 | |
| South East | 2005-06 | £26,976 | 8% |
| | 2006-07 | £27,665 | |
| | 2007-08 | £27,179 | |
| | 2008-09 | £28,621 | |
| | 2009-10 | £29,064 | |
| South West | 2005-06 | £24,482 | 11% |
| | 2006-07 | £24,920 | |
| | 2007-08 | £25,776 | |
| | 2008-09 | £25,807 | |
| | 2009-10 | £27,135 | |
| West Midlands | 2005-06 | £25,382 | 14% |
| | 2006-07 | £25,622 | |
| | 2007-08 | £26,706 | |
| | 2008-09 | £27,273 | |
| | 2009-10 | £28,862 | |
| Yorkshire and the Humber | 2005-06 | £26,908 | 13% |
| | 2006-07 | £26,906 | |
| | 2007-08 | £27,675 | |
| | 2008-09 | £28,953 | |
| | 2009-10 | £30,484 | |

Note: Numbers for 2009-2010 vary from Table 17 because new pay bands are used for Table 17 and old bands are used for Table 18 to enable a year-on-year comparison.

According to Figure 11, there is a slight variation in the pay of full-time teaching staff by area of main subject taught. The highest pay was earned by those teaching humanities (£31,977), science and mathematics (£31,765), and business administration, management and professional (£30,953) and the lowest paid subject areas were land based provision (£26,354), retailing, customer service and transportation (£26,389) and foundation programmes (£27,976).

Figure 11: Average full-time further education teaching pay by subject area taught, 2009-2010



Section 2: Qualifications held and subjects taught by the teaching workforce

Teaching qualifications held by teaching staff

This section provides results from the analysis of data on qualifications held by the teaching workforce in further education colleges. Before proceeding, it is important to mention that the Further Education Workforce Reforms were introduced in September 2007. In order to implement the reforms, the Further Education and Teachers' Qualifications (England) Regulations also came into force at this time.

“The regulations require all new teachers appointed after the 1st of September 2007 to hold or acquire within a specified period of time:

- *A ‘Preparing to Teach in the Lifelong Learning Sector’ (PTLLS) award (or its equivalent³), which is a minimum threshold licence to teach for all who have an element of teaching in their role, irrespective of job title; **and either***
- *A Diploma in Teaching in the Lifelong Learning Sector at minimum Level 5 (or its equivalent³) leading towards Qualified Teacher Learning and Skills (QTLS) status for those in a full teaching role; **or***
- *A Certificate in Teaching in the Lifelong Learning Sector at level 3 or 4 (or its equivalent³), leading towards Associate Teacher Learning and Skills (ATLS) status for those in an associate teaching role, (i.e. a role that carries significantly less than the full range of teaching responsibilities carried out in a full teaching role)”*

As a result of these changes, the three qualifications mentioned above were included in the 2007-2008 SIR data collection for the first time. These new qualifications, in the main, replaced the previous Level 4 Certificate in Further Education Teaching with its three stages. Relatively few teachers held these as their highest teaching qualification in 2009–2010 (compared to the more commonly held ‘Certificate of Education’ and ‘Postgraduate Certificate in Education’), although their numbers have increased significantly since 2007-2008. The percentage of the workforce that held one of these qualifications increased from less than one per cent in 2007-2008 to almost six per cent in 2009-2010. Almost three per cent of teaching staff in 2009-2010 held PTLLS qualifications, which can be seen as a marker of new staff starting out in the sector. These staff should soon appear as CTLLS and DTLLS achievers.

At the time of the reform, all ‘Certificate of Education’ and ‘Postgraduate Certificate in Education’ qualifications were revalidated by higher education institutions to ensure they met the new requirements. Although course specifications were newly developed, the titles of these qualifications did not change. Hence, it is to be expected that these continue to be the most widely held teaching qualifications – held by 24.3 per cent and 23.3 per cent of teaching staff, respectively, in 2009-2010. It is also, in part, a result of awarding organisations being relatively new to offering qualifications equivalent to a Certificate of Education. Before 2007 it was common for trainee teachers to transfer from Stage 2 programmes to complete the Stage 3 requirements in a higher education institution. Since 2007 a range of opportunities continues to allow for transfer from awarding body qualifications to those in a higher education institution.

³ An explanation of ‘equivalent’ is available at: www.opsi.gov.uk/si/si2007/uksi_20072264_en_1 (accessed Jan 2011)

Further education colleges were asked to submit up to four teaching qualifications held by all teaching staff. This information is used by Lifelong Learning UK to calculate the highest teaching qualification held by each member of staff. Table 19 presents this information on teaching staff for the 2009-2010 academic year.

Almost four per cent of teaching staff were reported to hold 'Other teaching qualifications not listed' which may refer to teacher training qualifications gained abroad. It is not known whether these are recognised as an equivalent to current requirements.

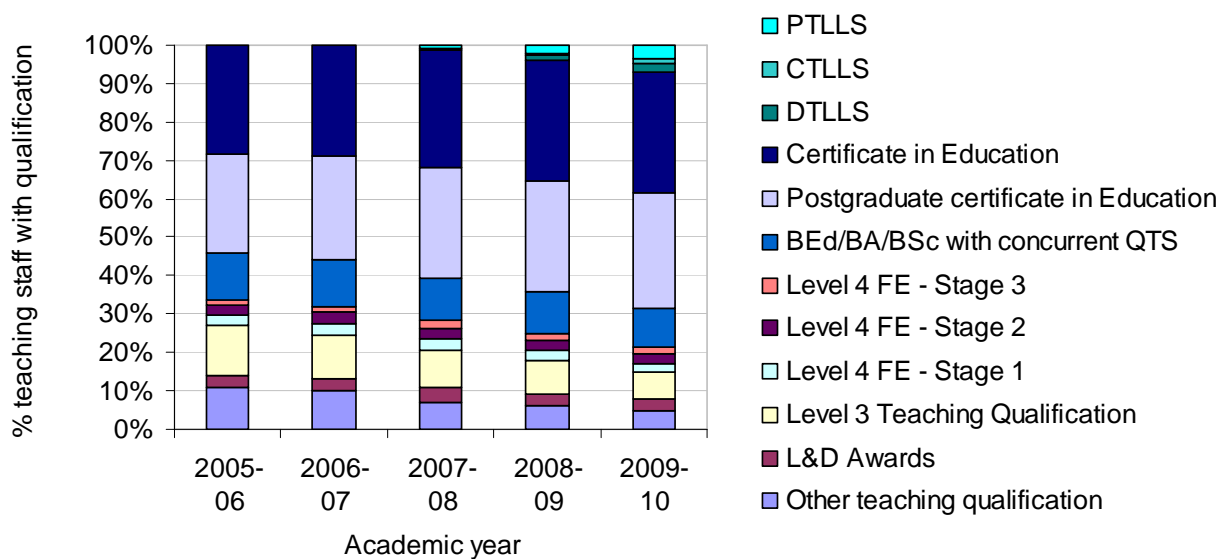
In 2009-2010, qualifications data for almost 18 per cent of teaching staff was unknown and a further 5.1 per cent were classified as having none of the listed qualifications. These figures have fallen since 2008-2009, but still need to be taken into account when interpreting the data.

Table 19: Highest teaching qualification held by teaching staff, 2009-2010

| Teaching qualification | Number | Per cent |
|---|----------------|-------------|
| Preparing to Teach in the Lifelong Learning Sector (PTLLS) | 3,477 | 2.8% |
| Certificate in Teaching in the Lifelong Learning Sector (CTLLS) | 910 | 0.7% |
| Diploma in Teaching in the Lifelong Learning Sector (DTLLS) | 2,077 | 1.7% |
| Certificate of Education | 29,750 | 24.3% |
| Post Graduate Certificate in Education (PGCE) | 28,580 | 23.3% |
| BEd/BA/BSc with concurrent qualified teacher status | 9,636 | 7.9% |
| Level 4 FE Teaching Qualification - Stage 3 | 1,666 | 1.4% |
| Level 4 FE Teaching Qualification - Stage 2 | 2,107 | 1.7% |
| Level 4 FE Teaching Qualification - Stage 1 | 2,145 | 1.7% |
| Level 3 Teaching Qualification (e.g. CG 7303) | 6,749 | 5.5% |
| Learning and Development Awards - includes predecessor Training and Development Lead Body (TDLB) awards | 2,688 | 2.2% |
| Other teaching qualifications not listed | 4,676 | 3.8% |
| None of the above | 6,207 | 5.1% |
| <i>Not known / not provided / not applicable</i> | 21,910 | 17.9% |
| Total | 122,578 | 100% |

Figures 12 and 13 and Table 20 provide a year-on-year comparison of the highest qualification held by teaching staff in the five years between 2005-2006 and 2009-2010.

Figure 12: Highest teaching qualification held by teaching staff, 2005-2006 to 2009-2010



Note: 'None of the above' and 'Not known / not provided' have been excluded from the figure above to enable a more meaningful comparison.

The figure above shows a year-on-year increase in the number of teaching staff holding the 'Certificate of Education' and 'Postgraduate Certificate in Education' qualifications. In addition, the percentage of staff who have gained the new qualifications, 'Preparing to Teach in the Lifelong Learning Sector', 'Certificate in Teaching in the Lifelong Learning Sector' and 'Diploma in Teaching in the Lifelong Learning Sector', has increased steadily since 2007-2008.

According to the information in Table 20, the numbers that hold the 'Level 3 Teaching Qualification' or 'other teaching qualification' have dropped by four percentage points each over a five year period. The fall in the former is expected because of the requirement for teachers to gain other qualifications from 2001, as set out in the Further Education Teachers' Qualifications (England) Regulations⁴. The analysis also revealed that figures for most other qualifications have not changed overall by more than one percentage point since 2005-2006. The fall in the percentage holding the 'BEd/BA/BSc with concurrent qualified teacher status' between 2006-2007 and 2008-2009 appears to have levelled off in 2009-2010.

Table 20: Percentage of teaching staff holding each qualification, 2005-2006 to 2009-2010

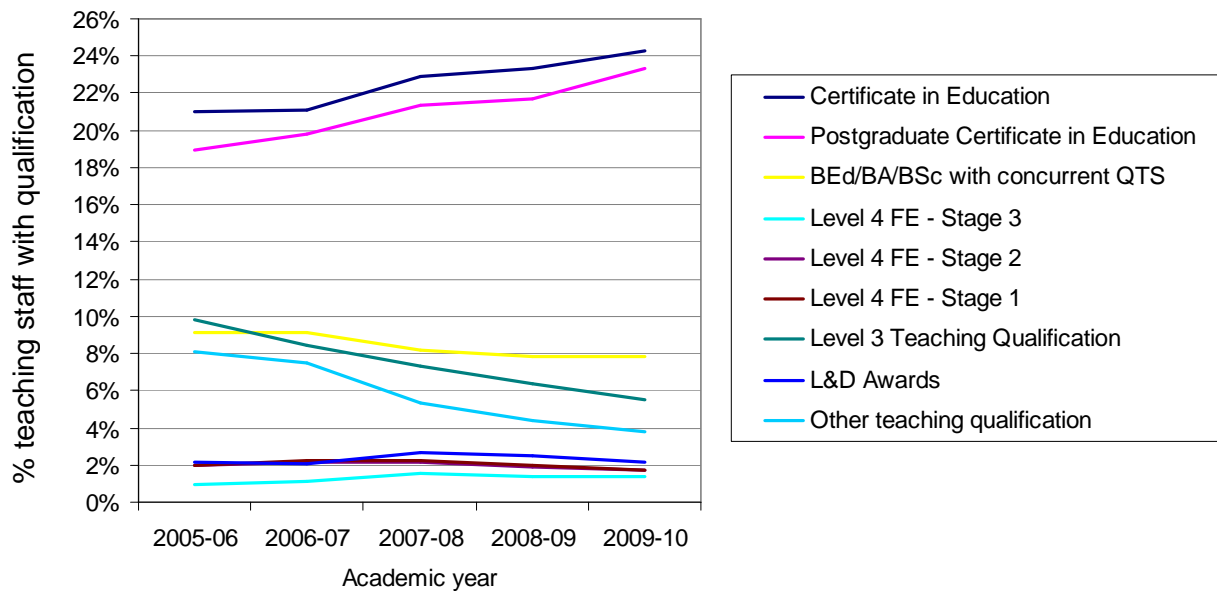
| Teaching qualification | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|---|---------|---------|---------|---------|---------|
| Preparing to Teach in the Lifelong Learning Sector (PTLLS) | - | - | 0.6% | 1.6% | 2.8% |
| Certificate in Teaching in the Lifelong Learning Sector (CTLLS) | - | - | 0.1% | 0.5% | 0.7% |
| Diploma in Teaching in the Lifelong Learning Sector (DTLLS) | - | - | 0.2% | 0.8% | 1.7% |
| Certificate of Education | 21.0% | 21.1% | 22.9% | 23.3% | 24.3% |
| Postgraduate Certificate in Education (PGCE) | 18.9% | 19.8% | 21.4% | 21.7% | 23.3% |
| BEd/BA/BSc with concurrent qualified teacher status | 9.1% | 9.1% | 8.2% | 7.9% | 7.9% |
| Level 4 FE Teaching Qualification - Stage 3 | 0.9% | 1.1% | 1.5% | 1.4% | 1.4% |

⁴ The Further Education Teachers' Qualifications (England) Regulations 2001: available at <http://www.opsi.gov.uk/si/si2001/20011209.htm> (accessed Jan 2011)

| | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|
| Level 4 FE Teaching Qualification - Stage 2 | 2.0% | 2.1% | 2.1% | 1.9% | 1.7% |
| Level 4 FE Teaching Qualification - Stage 1 | 2.0% | 2.2% | 2.2% | 2.0% | 1.7% |
| Level 3 Teaching Qualification (e.g. CG 7303) | 9.8% | 8.4% | 7.3% | 6.4% | 5.5% |
| Learning and Development Awards | 2.1% | 2.0% | 2.7% | 2.5% | 2.2% |
| Other teaching qualification not listed | 8.1% | 7.4% | 5.4% | 4.4% | 3.8% |
| None of the above | 5.3% | 5.6% | 5.8% | 5.6% | 5.1% |
| <i>Not known / not provided</i> | 20.7% | 21.0% | 19.7% | 19.9% | 17.9% |
| Total | 100% | 100% | 100% | 100% | 100% |

The figure below illustrates the change in highest teaching qualifications held by teaching staff over time. Please note that PTLLS, CTLLS and DTLLS are not included because information on these qualifications is only available for the last three years.

Figure 13: Percentage of teaching staff holding each qualification, 2005-2006 to 2009-2010



Enrolment on teaching qualifications

In addition to data on qualifications held, colleges provided information on the teaching qualifications on which contract holders were enrolled. Of the 247,859 records, 45,590 (18.4 per cent) were known to be enrolled on a teaching qualification. The table below shows the highest enrolled teaching qualification for these members of staff.

Table 21: Enrolment on teaching qualifications, 2009-2010

| Teaching qualification | Number | Per cent |
|--|---------------|-------------|
| Preparing to Teach in the Lifelong Learning Sector (PTLLS) | 2,968 | 6.5% |
| Certificate to Teach in the Lifelong Learning Sector (CTLLS) | 879 | 1.9% |
| Diploma to Teach in the Lifelong Learning Sector (DTLLS) | 2,807 | 6.2% |
| Certificate of Education | 10,883 | 23.9% |
| Postgraduate Certificate in Education (PGCE) | 10,114 | 22.2% |
| BEd/BA/BSc with concurrent qualified teacher status | 2,786 | 6.1% |
| Level 4 FE Teaching Qualification - Stage 3 | 1,002 | 2.2% |
| Level 4 FE Teaching Qualification - Stage 2 | 1,161 | 2.5% |
| Level 4 FE Teaching Qualification - Stage 1 | 1,229 | 2.7% |
| Level 3 Teaching Qualification (e.g. CG 7303) | 2,546 | 5.6% |
| Learning and Development Awards | 3,848 | 8.4% |
| Other teaching qualification not listed | 5,367 | 11.8% |
| Total | 45,590 | 100% |

Enrolments on 'Certificate of Education' and the 'Postgraduate Certificate in Education' courses accounted for almost half of all enrolments in 2009-2010. Although enrolments on 'Certificate of Education' continued to rise year on year until 2007-2008, a slight drop was observed in 2008-2009. This drop is even more pronounced in 2009-2010. The same was not experienced for the 'Postgraduate Certificate in Education', although this does appear to have levelled off.

Enrolments on the new teaching qualifications have increased steadily since 2007-2008.

The Level 4 Further Education Teaching Qualifications are no longer recognised under the 2007 regulations, but 7.4 per cent of staff were identified as being enrolled on these qualifications, a level which remains similar to the figure in 2008-2009. This is likely to be a result of backfilling of data (see Introduction).

Table 22: Enrolment on teaching qualifications, 2005-2006 to 2009-2010

| Highest enrolled qualification | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|---|-------------|-------------|-------------|-------------|-------------|
| Preparing to Teach in the Lifelong Learning Sector (PTLLS) | - | - | 1.7% | 4.0% | 6.5% |
| Certificate in Teaching in the Lifelong Learning Sector (CTLLS) | - | - | 0.7% | 1.3% | 1.9% |
| Diploma in Teaching in the Lifelong Learning Sector (DTLLS) | - | - | 2.5% | 4.8% | 6.2% |
| Certificate of Education | 27.0% | 27.2% | 27.8% | 27.3% | 23.9% |
| Postgraduate Certificate in Education (PGCE) | 19.3% | 20.1% | 21.8% | 22.1% | 22.2% |
| BEd/BA/BSc with concurrent qualified teacher status | 7.4% | 7.2% | 7.0% | 6.6% | 6.1% |
| Level 4 FE Teaching Qualification - Stage 3 | 2.7% | 2.7% | 2.4% | 2.1% | 2.2% |
| Level 4 FE Teaching Qualification - Stage 2 | 4.4% | 4.1% | 3.0% | 2.4% | 2.5% |
| Level 4 FE Teaching Qualification - Stage 1 | 4.2% | 4.0% | 3.6% | 3.0% | 2.7% |
| Level 3 Teaching Qualification (e.g. CG 7303) | 8.7% | 7.6% | 7.3% | 6.5% | 5.6% |
| Learning and Development Awards | 3.2% | 3.1% | 4.2% | 5.1% | 8.4% |
| Other teaching qualification not listed | 23.1% | 24.0% | 18.0% | 14.7% | 11.8% |
| Total | 100% | 100% | 100% | 100% | 100% |

Subject areas taught in further education colleges

Table 23 shows the main subject area taught by teaching staff in 2009-2010. There were more staff teaching 'Visual and performing arts and media' in further education colleges than any other subject. 'English, languages and communication', 'Health, social care and public services' and 'Foundation programmes' were also identified as popular subject areas. However, some of these are also areas with relatively higher levels of part-time working so a member of staff could be teaching the same subject as their main subject area in more than one college.

Subjects with the lowest levels of teaching staff were 'Land based provision' and 'Retailing, customer service and transportation'. Based on the analysis of average teaching pay in Section 1.6, it was evident that staff teaching in these areas were among the lowest paid in this occupational group.

Table 23: Subject area taught by teaching staff during 2009-2010

| Area of learning of main subject taught | Number | Per cent |
|---|----------------|-------------|
| Visual and performing arts and media | 15,090 | 12.3% |
| English, languages and communication | 11,700 | 9.5% |
| Health, social care and public services | 10,706 | 8.7% |
| Foundation programmes | 10,668 | 8.7% |
| Business admin, management and professional | 9,888 | 8.1% |
| Hospitality, sports, leisure and travel | 8,912 | 7.3% |
| Science and mathematics | 7,197 | 5.9% |
| Engineering, technology and manufacturing | 6,776 | 5.5% |
| Humanities | 6,760 | 5.5% |
| Construction | 6,444 | 5.3% |
| Information and communication technology | 6,247 | 5.1% |
| Hairdressing and beauty therapy | 5,279 | 4.3% |
| Land based provision | 3,015 | 2.5% |
| Retailing, customer service and transportation | 2,696 | 2.2% |
| Teaching staff lower than NQF level 4 | 2,839 | 2.3% |
| Not a member of staff providing teaching and promoting learning | 3,148 | 2.6% |
| <i>Not known / not provided</i> | 5,213 | 4.3% |
| Total | 122,578 | 100% |

Table 24 provides an overview of change in the provision of subject areas over time. Although there was no major variation in the percentage of teaching staff in each subject area since 2007-2008, some differences were observed over the five year period between 2005-2006 and 2009-2010. The largest decline was seen in 'Foundation programmes' (of 2.5 percentage points), 'Health, social care and public services' (of 2.3 percentage points) and 'Business administration, management and professional' (of 2.2 percentage points). On the other hand 'Construction' experienced the largest increase, by 1.0 percentage point since 2005-2006.

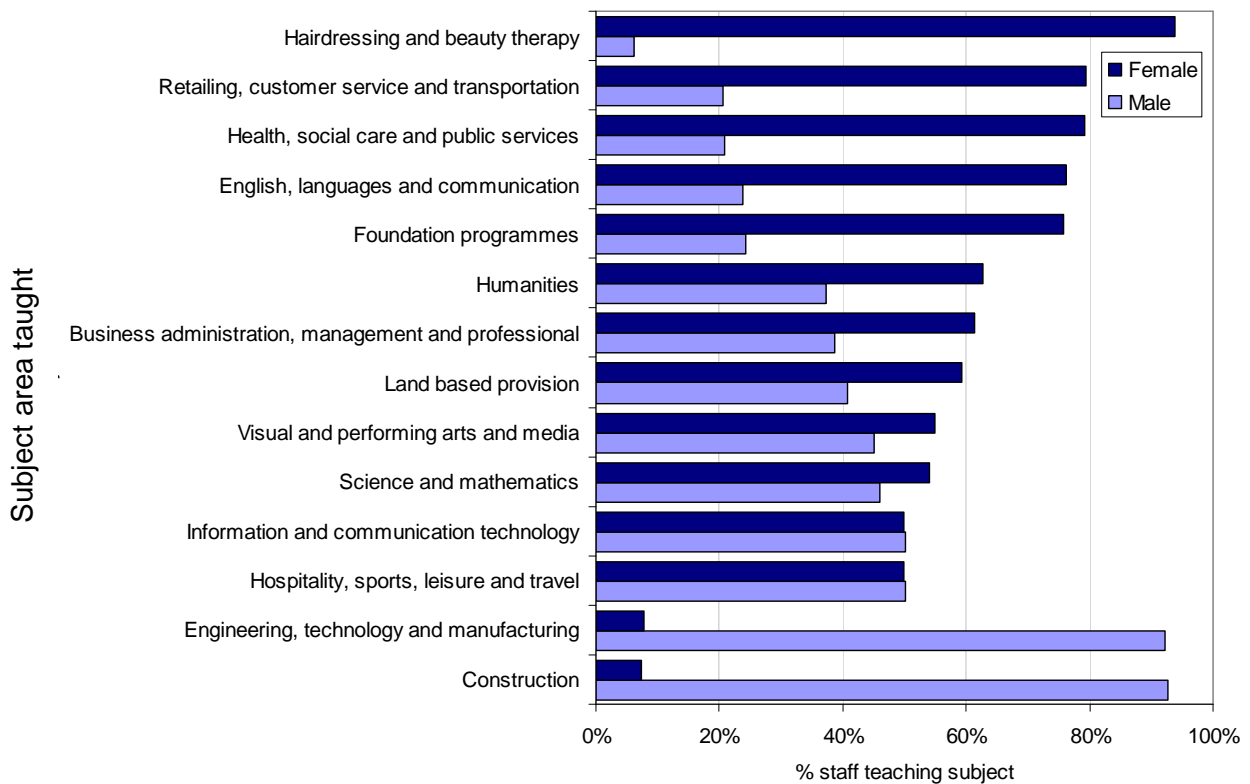
Table 24: Subject area taught by teaching staff between 2005-2006 and 2009-2010

| Area of learning of main subject taught | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|---|---------|---------|---------|---------|---------|
| Visual and performing arts and media | 11.7% | 12.0% | 12.2% | 12.2% | 12.3% |
| English, languages and communication | 8.9% | 9.5% | 9.8% | 9.6% | 9.5% |
| Health, social care and public services | 11.1% | 10.7% | 9.4% | 9.1% | 8.7% |
| Foundation programmes | 11.2% | 10.9% | 9.3% | 9.0% | 8.7% |
| Business admin, management and professional | 10.3% | 9.4% | 8.5% | 8.4% | 8.1% |
| Hospitality, sports, leisure and travel | 7.8% | 7.7% | 7.2% | 7.1% | 7.3% |
| Science and mathematics | 6.7% | 7.2% | 6.0% | 5.9% | 5.9% |
| Engineering, technology and manufacturing | 5.5% | 5.6% | 5.2% | 5.5% | 5.5% |

| | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|
| Humanities | 6.0% | 6.4% | 5.3% | 5.2% | 5.5% |
| Construction | 4.2% | 4.7% | 4.9% | 5.0% | 5.3% |
| Information and communication technology | 5.8% | 5.7% | 5.5% | 5.2% | 5.1% |
| Hairdressing and beauty therapy | 5.2% | 5.2% | 4.4% | 4.2% | 4.3% |
| Land based provision | 2.0% | 1.9% | 2.1% | 2.2% | 2.5% |
| Retailing, customer service and transportation | 1.7% | 1.5% | 2.4% | 2.4% | 2.2% |
| Teaching staff lower than NQF level 4 | - | - | 2.1% | 2.6% | 2.3% |
| Not a member of staff providing teaching and promoting learning | 1.7% | 1.6% | 2.0% | 2.6% | 2.6% |
| <i>Not known / not provided</i> | 0.1% | 0.1% | 3.5% | 3.9% | 4.3% |
| Total | 100% | 100% | 100% | 100% | 100% |

Further analysis revealed that there were more female staff teaching most subject areas than male staff; however, the male to female ratio tended to vary. This is presented in Figure 14.

Figure 14: Subject area taught by teaching staff by gender, 2009-2010



The evidence shows that ‘Construction’ and ‘Engineering, technology and manufacturing’ continued to be predominantly taught by male teaching staff (i.e. more than 90 per cent of staff teaching these subjects) whereas the vast majority (i.e. more than 90 per cent) of staff teaching ‘Hairdressing and beauty therapy’ were female. This is confirmed by the figures shown in Table 25 below, which provides information on the gender breakdown of staff teaching various subject areas.

Table 25: Subject area taught by teaching staff by gender, 2009-2010

| Area of learning of main subject taught | | Male | Female | Total |
|---|---------------|---------------|---------------|----------------|
| Science and mathematics | Number | 3,303 | 3,869 | 7,172 |
| | % | 46.1% | 53.9% | 100% |
| Land based provision | Number | 1,221 | 1,785 | 3,006 |
| | % | 40.6% | 59.4% | 100% |
| Construction | Number | 5,934 | 469 | 6,403 |
| | % | 92.7% | 7.3% | 100% |
| Engineering, technology and manufacturing | Number | 6,206 | 529 | 6,735 |
| | % | 92.1% | 7.9% | 100% |
| Business administration, management and professional | Number | 3,810 | 6,033 | 9,843 |
| | % | 38.7% | 61.3% | 100% |
| Information and communication technology | Number | 3,121 | 3,103 | 6,224 |
| | % | 50.1% | 49.9% | 100% |
| Retailing, customer service and transportation | Number | 553 | 2,139 | 2,692 |
| | % | 20.5% | 79.5% | 100% |
| Hospitality, sports, leisure and travel | Number | 4,459 | 4,432 | 8,891 |
| | % | 50.2% | 49.8% | 100% |
| Hairdressing and beauty therapy | Number | 323 | 4,945 | 5,268 |
| | % | 6.1% | 93.9% | 100% |
| Health, social care and public services | Number | 2,231 | 8,427 | 10,658 |
| | % | 20.9% | 79.1% | 100% |
| Visual and performing arts and media | Number | 6,788 | 8,259 | 15,047 |
| | % | 45.1% | 54.9% | 100% |
| Humanities | Number | 2,511 | 4,230 | 6,741 |
| | % | 37.2% | 62.8% | 100% |
| English, languages and communication | Number | 2,778 | 8,892 | 11,670 |
| | % | 23.8% | 76.2% | 100% |
| Foundation programmes | Number | 2,585 | 8,064 | 10,649 |
| | % | 24.3% | 75.7% | 100% |
| Teaching staff lower than NQF level 4 | Number | 834 | 2,005 | 2,839 |
| | % | 29.4% | 70.6% | 100% |
| Not a member of staff providing teaching and promoting learning | Number | 1,259 | 1,888 | 3,147 |
| | % | 40.0% | 60.0% | 100% |
| <i>Not known / not provided</i> | <i>Number</i> | <i>2,023</i> | <i>3,187</i> | <i>5,210</i> |
| | % | 38.8% | 61.2% | 100% |
| Total | Number | 49,939 | 72,256 | 122,195 |
| | % | 40.9% | 59.1% | 100% |

Note: Gender information for 383 teaching staff was not known or not provided. These cases have been excluded from the table above.

Changes to the SIR specification

The following changes were made to the **2007-2008** data collection specification and also apply to the subsequent specifications.

| |
|---|
| <p>Occupational groups: addition of answer options</p> <ul style="list-style-type: none"> 'Chief executive' 'Director' 'College principal' 'Other senior management' 'Lecturer/tutor' 'Trainer' 'Assessor/verifier' 'Unknown' |
| <p>Gender: addition of answer options</p> <ul style="list-style-type: none"> 'Unknown' 'Rather not say' |
| <p>Ethnicity: addition of answer options</p> <ul style="list-style-type: none"> 'White – other European' 'Prefer not to say' |
| <p>Disability: addition of answer options</p> <ul style="list-style-type: none"> 'Yes – physical impairment' 'Yes – learning difficulty' 'Yes – mental ill health' 'Prefer not to say' |
| <p>Annual Pay: addition of 25 additional pay bands, increasing the highest pay band from '£75,000 or more' in 2006-2007 (and earlier) to '£100,000 or more' in 2007-2008.</p> |
| <p>Teaching qualification held and enrolled: addition of answer options</p> <ul style="list-style-type: none"> 'Preparing to Teach in the Lifelong Learning Sector' 'Certificate in Teaching in the Lifelong Learning Sector' 'Diploma in Teaching in the Lifelong Learning Sector' |
| <p>Area of learning of main subject taught: addition of answer option</p> <ul style="list-style-type: none"> 'Unknown' |

The following changes were made to the **2008-2009** data collection specification and also apply to the subsequent specifications.

| |
|--|
| <p>Occupational groups: addition of answer options</p> <ul style="list-style-type: none"> 'Residential staff' 'Counselling staff' |
|--|

The following changes were made to the **2009-2010** data collection specification

| |
|---|
| <p>Occupational groups:</p> <p><u>Addition of answer options:</u></p> <ul style="list-style-type: none"> 'Medical staff' 'Professions allied to medicine (e.g. Speech and language therapist, Physiotherapist)' <p><u>Amendment to answer options:</u></p> <ul style="list-style-type: none"> 'Director' to 'Second Tier Manager (i.e. line managed by the Chief Executive)' 'Principal's secretary/personnel assistant' to 'Chief Executive's secretary/personal assistant' <p><u>Removal of answer option:</u></p> <ul style="list-style-type: none"> 'College Principal' |
|---|

Appendix 1:

Further education colleges in the 2009-2010 staff individualised record dataset

| Region | Type of further education college | College name | Number of contracts | Source year |
|----------------------------|--|------------------------------------|---------------------|-------------|
| East of England | General FE College incl Tertiary | North Hertfordshire College | 1,555 | 2009-10 |
| | General FE College incl Tertiary | City College Norwich | 1,464 | 2009-10 |
| | General FE College incl Tertiary | Cambridge Regional College | 1,217 | 2009-10 |
| | General FE College incl Tertiary | The College of West Anglia | 1,181 | 2009-10 |
| | General FE College incl Tertiary | West Suffolk College | 1,144 | 2009-10 |
| | General FE College incl Tertiary | Colchester Institute | 1,059 | 2009-10 |
| | General FE College incl Tertiary | Barnfield College | 1,018 | 2009-10 |
| | General FE College incl Tertiary | Bedford college | 941 | 2009-10 |
| | General FE College incl Tertiary | South East Essex College | 908 | 2008-09 |
| | General FE College incl Tertiary | West Herts College | 857 | 2009-10 |
| | General FE College incl Tertiary | Hertford Regional College | 809 | 2008-09 |
| | General FE College incl Tertiary | Peterborough Regional College | 754 | 2008-09 |
| | General FE College incl Tertiary | Oaklands College | 721 | 2009-10 |
| | General FE College incl Tertiary | Suffolk College | 701 | 2009-10 |
| | General FE College incl Tertiary | Great Yarmouth College | 603 | 2008-09 |
| | General FE College incl Tertiary | Central Bedfordshire College | 582 | 2009-10 |
| | General FE College incl Tertiary | Lowestoft College | 524 | 2009-10 |
| | General FE College incl Tertiary | Chelmsford College | 515 | 2009-10 |
| | General FE College incl Tertiary | Harlow College | 494 | 2005-06 |
| | General FE College incl Tertiary | Thurrock and Basildon College | 485 | 2008-09 |
| | General FE College incl Tertiary | Huntingdonshire Regional College | 398 | 2008-09 |
| | General FE College incl Tertiary | Epping Forest College | 371 | 2009-10 |
| | Sixth form college | The Sixth Form College, Colchester | 500 | 2008-09 |
| | Sixth form college | Luton Sixth Form College | 418 | 2008-09 |
| | Sixth form college | Seevic College | 392 | 2007-08 |
| | Sixth form college | Hills Road Sixth Form College | 348 | 2008-09 |
| | Sixth form college | Palmer's College | 251 | 2009-10 |
| | Sixth form college | Long Road Sixth Form College | 247 | 2009-10 |
| | Sixth form college | East Norfolk Sixth Form | 181 | 2008-09 |
| | Sixth form college | Paston College | 147 | 2009-10 |
| | Special college - Agriculture and horticulture | Otley College | 436 | 2008-09 |
| | Special college - Agriculture and horticulture | Easton College | 298 | 2009-10 |
| Specialist college - other | The College of Animal Welfare | 16 | 2007-08 | |
| East Midlands | General FE College incl Tertiary | Leicester College | 2,266 | 2009-10 |
| | General FE College incl Tertiary | Lincoln College | 1,853 | 2008-09 |
| | General FE College incl Tertiary | New College, Nottingham | 1,692 | 2009-10 |
| | General FE College incl Tertiary | Derby College | 1,462 | 2008-09 |
| | General FE College incl Tertiary | Castle College, Nottingham | 1,350 | 2009-10 |
| | General FE College incl Tertiary | West Nottinghamshire College | 1,126 | 2009-10 |
| | General FE College incl Tertiary | Loughborough College | 1,066 | 2009-10 |
| | General FE College incl Tertiary | New College Stamford | 1,061 | 2009-10 |
| | General FE College incl Tertiary | Northampton College | 1,013 | 2008-09 |
| | General FE College incl Tertiary | Chesterfield College | 985 | 2009-10 |
| | General FE College incl Tertiary | Tresham Institute | 717 | 2009-10 |
| | General FE College incl Tertiary | South Nottingham College | 698 | 2009-10 |
| | General FE College incl Tertiary | Stephenson College | 687 | 2009-10 |
| | General FE College incl Tertiary | South Leicestershire College | 594 | 2009-10 |

| Region | Type of further education college | College name | Number of contracts | Source year |
|-----------------------------|--|--|---------------------|-------------|
| East Midlands | General FE College incl Tertiary | North Nottinghamshire College | 492 | 2009-10 |
| | General FE College incl Tertiary | Grantham College | 469 | 2009-10 |
| | General FE College incl Tertiary | Boston College | 457 | 2009-10 |
| | General FE College incl Tertiary | South East Derbyshire College | 296 | 2009-10 |
| | National Specialist College | Linkage College | 826 | 2009-10 |
| | Sixth form college | Bilborough College | 410 | 2009-10 |
| | Sixth form college | Wyggeston and Queen Elizabeth I College | 328 | 2009-10 |
| | Sixth form college | Gateway College | 165 | 2008-09 |
| | Sixth form college | Regent College | 157 | 2009-10 |
| | Special college - Agriculture and horticulture | Moulton College | 722 | 2009-10 |
| | Special college - Agriculture and horticulture | Brooksby Melton College | 363 | 2009-10 |
| Greater London | General FE College incl Tertiary | Harrow College | 1,362 | 2008-09 |
| | General FE College incl Tertiary | South Thames College | 1,311 | 2009-10 |
| | General FE College incl Tertiary | Ealing, Hammersmith and West London College | 1,215 | 2007-08 |
| | General FE College incl Tertiary | Croydon College | 1,172 | 2007-08 |
| | General FE College incl Tertiary | Uxbridge College | 1,125 | 2009-10 |
| | General FE College incl Tertiary | Havering College of Further & Higher Education | 1,085 | 2009-10 |
| | General FE College incl Tertiary | Barnet College | 1,009 | 2009-10 |
| | General FE College incl Tertiary | College of Haringey, Enfield and North East London | 1,009 | 2009-10 |
| | General FE College incl Tertiary | Kingston College | 946 | 2008-09 |
| | General FE College incl Tertiary | West Thames College | 938 | 2009-10 |
| | General FE College incl Tertiary | City and Islington College | 934 | 2006-07 |
| | General FE College incl Tertiary | College of North West London | 908 | 2009-10 |
| | General FE College incl Tertiary | Newham College of FE | 895 | 2009-10 |
| | General FE College incl Tertiary | Lewisham College | 893 | 2008-09 |
| | General FE College incl Tertiary | Bromley College | 879 | 2009-10 |
| | General FE College incl Tertiary | Westminster Kingsway College | 825 | 2009-10 |
| | General FE College incl Tertiary | Southgate College | 823 | 2009-10 |
| | General FE College incl Tertiary | Lambeth College | 814 | 2009-10 |
| | General FE College incl Tertiary | Richmond upon Thames College | 761 | 2009-10 |
| | General FE College incl Tertiary | Greenwich Community College | 732 | 2005-06 |
| | General FE College incl Tertiary | City of Westminster College | 694 | 2009-10 |
| | General FE College incl Tertiary | Barking and Dagenham College | 674 | 2009-10 |
| | General FE College incl Tertiary | Hackney Community College | 616 | 2007-08 |
| | General FE College incl Tertiary | Tower Hamlets College | 597 | 2009-10 |
| | General FE College incl Tertiary | Kensington & Chelsea College | 572 | 2009-10 |
| | General FE College incl Tertiary | Orpington College of FE | 474 | 2007-08 |
| | General FE College incl Tertiary | Richmond Adult Community College | 470 | 2008-09 |
| | General FE College incl Tertiary | Waltham Forest College | 456 | 2009-10 |
| | General FE College incl Tertiary | Bexley College | 427 | 2009-10 |
| | General FE College incl Tertiary | Carshalton College | 365 | 2009-10 |
| | General FE College incl Tertiary | Stanmore College | 331 | 2009-10 |
| | General FE College incl Tertiary | Redbridge College | 330 | 2009-10 |
| | General FE College incl Tertiary | Southwark College | 274 | 2009-10 |
| National Specialist College | Orchard Hill College | 203 | 2009-10 | |
| Sixth form college | Newham Sixth Form College | 453 | 2009-10 | |
| Sixth form college | Havering Sixth Form College | 280 | 2009-10 | |
| Sixth form college | Leyton Sixth Form College | 268 | 2009-10 | |

| Region | Type of further education college | College name | Number of contracts | Source year |
|----------------------------------|---|---|------------------------|-------------|
| Greater London | Sixth form college | Sir George Monoux College | 236 | 2009-10 |
| | Sixth form college | St Francis Xavier Sixth Form College | 218 | 2009-10 |
| | Sixth form college | Coulsdon College | 199 | 2009-10 |
| | Sixth form college | Christ the King Sixth Form College | 181 | 2008-09 |
| | Sixth form college | The Sixth Form College Brooke House | 132 | 2008-09 |
| | Sixth form college | St Charles Catholic Sixth Form College | 118 | 2009-10 |
| | Sixth form college | St Dominic's Sixth Form College | 108 | 2008-09 |
| | Sixth form college | John Ruskin College | 101 | 2008-09 |
| | Sixth form college | Woodhouse College | 100 | 2009-10 |
| | Special college - Agriculture and horticulture | Capel Manor College | 509 | 2009-10 |
| | Specialist Designated college | City Lit | 983 | 2009-10 |
| | Specialist Designated college | Morley College | 499 | 2005-06 |
| | Specialist Designated college | Mary Ward Centre | 154 | 2009-10 |
| | Specialist Designated college | Hillcroft College | 126 | 2008-09 |
| | Specialist Designated college | Working Men's College | 30 | 2008-09 |
| North East | General FE College incl Tertiary | Newcastle College | 2,512 | 2007-08 |
| | General FE College incl Tertiary | City of Sunderland College | 1,258 | 2009-10 |
| | General FE College incl Tertiary | Middlesbrough College | 797 | 2008-09 |
| | General FE College incl Tertiary | Northumberland College | 739 | 2009-10 |
| | General FE College incl Tertiary | Tyne Metropolitan College | 697 | 2009-10 |
| | General FE College incl Tertiary | New College Durham | 686 | 2009-10 |
| | General FE College incl Tertiary | East Durham College | 646 | 2009-10 |
| | General FE College incl Tertiary | South Tyneside College | 630 | 2008-09 |
| | General FE College incl Tertiary | Hartlepool College of Further Education | 626 | 2009-10 |
| | General FE College incl Tertiary | Gateshead College | 575 | 2009-10 |
| | General FE College incl Tertiary | Darlington College | 552 | 2009-10 |
| | General FE College incl Tertiary | Bishop Auckland College | 510 | 2008-09 |
| | General FE College incl Tertiary | Stockton Riverside College | 497 | 2007-08 |
| | General FE College incl Tertiary | Redcar & Cleveland College | 370 | 2009-10 |
| | General FE College incl Tertiary | Derwentside College | 175 | 2007-08 |
| | National Specialist College | Northern Counties College | 78 | 2009-10 |
| | Sixth form college | Queen Elizabeth Sixth Form College | 285 | 2009-10 |
| | Sixth form college | Prior Pursglove College | 252 | 2009-10 |
| | Sixth form college | Stockton Sixth Form College | 102 | 2009-10 |
| | Sixth form college | Hartlepool Sixth Form College | 93 | 2007-08 |
| | Sixth form college | St Mary's College, Middlesbrough | 73 | 2009-10 |
| | Special college - Art, design and performing arts | Cleveland College of Art & Design | 206 | 2007-08 |
| | North West | General FE College incl Tertiary | The Manchester College | 6,122 |
| General FE College incl Tertiary | | Preston College | 2,325 | 2009-10 |
| General FE College incl Tertiary | | Liverpool Community College | 1,824 | 2009-10 |
| General FE College incl Tertiary | | West Cheshire College | 1,708 | 2009-10 |
| General FE College incl Tertiary | | Blackburn College | 1,277 | 2009-10 |
| General FE College incl Tertiary | | Salford City College | 1,260 | 2009-10 |
| General FE College incl Tertiary | | Trafford College | 1,160 | 2009-10 |
| General FE College incl Tertiary | | Bolton Community College | 1,114 | 2008-09 |
| General FE College incl Tertiary | | Stockport College | 1,102 | 2009-10 |
| General FE College incl Tertiary | | Wigan & Leigh College | 1,063 | 2009-10 |
| General FE College incl Tertiary | | St Helens College | 1,040 | 2009-10 |
| General FE College incl Tertiary | | Bury College | 1,038 | 2009-10 |

| Region | Type of further education college | College name | Number of contracts | Source year |
|--|--|--------------------------------------|---------------------|-------------|
| North West | General FE College incl Tertiary | The Oldham College | 1,019 | 2009-10 |
| | General FE College incl Tertiary | Blackpool & The Fylde College | 1,016 | 2007-08 |
| | General FE College incl Tertiary | Wirral Metropolitan College | 1,004 | 2009-10 |
| | General FE College incl Tertiary | Runshaw College | 931 | 2009-10 |
| | General FE College incl Tertiary | Accrington and Rossendale College | 812 | 2006-07 |
| | General FE College incl Tertiary | South Cheshire College | 766 | 2009-10 |
| | General FE College incl Tertiary | Tameside College | 765 | 2009-10 |
| | General FE College incl Tertiary | Riverside College Halton | 737 | 2005-06 |
| | General FE College incl Tertiary | Hugh Baird College | 715 | 2009-10 |
| | General FE College incl Tertiary | Hopwood Hall College | 709 | 2009-10 |
| | General FE College incl Tertiary | Lancaster & Morecambe College | 625 | 2009-10 |
| | General FE College incl Tertiary | Burnley College | 586 | 2007-08 |
| | General FE College incl Tertiary | Mid-Cheshire College | 586 | 2009-10 |
| | General FE College incl Tertiary | Warrington Collegiate Institute | 583 | 2009-10 |
| | General FE College incl Tertiary | Knowsley Community College | 573 | 2005-06 |
| | General FE College incl Tertiary | Kendal College | 538 | 2009-10 |
| | General FE College incl Tertiary | Southport College | 521 | 2007-08 |
| | General FE College incl Tertiary | Nelson & Colne College | 477 | 2008-09 |
| | General FE College incl Tertiary | Furness College | 402 | 2009-10 |
| | General FE College incl Tertiary | Macclesfield College | 396 | 2006-07 |
| | General FE College incl Tertiary | Lakes College West Cumbria | 256 | 2009-10 |
| | General FE College incl Tertiary | Carlisle College | 230 | 2007-08 |
| | Sixth form college | Cheadle & Marple Sixth Form College | 444 | 2007-08 |
| | Sixth form college | Oldham Sixth Form College | 341 | 2009-10 |
| | Sixth form college | Priestley College | 304 | 2009-10 |
| | Sixth form college | Ashton-u-Lyne 6th Form College | 297 | 2008-09 |
| | Sixth form college | Blackpool Sixth Form College | 273 | 2009-10 |
| | Sixth form college | St Mary's College, Blackburn | 272 | 2007-08 |
| | Sixth form college | Carmel College | 270 | 2009-10 |
| | Sixth form college | Holy Cross College | 254 | 2009-10 |
| | Sixth form college | Winstanley College | 234 | 2009-10 |
| | Sixth form college | King George V College | 227 | 2009-10 |
| | Sixth form college | Loreto College | 226 | 2009-10 |
| | Sixth form college | Cardinal Newman College | 208 | 2008-09 |
| | Sixth form college | Xaverian College | 200 | 2008-09 |
| | Sixth form college | Aquinas College | 188 | 2005-06 |
| | Sixth form college | St John Rigby College | 179 | 2009-10 |
| | Sixth form college | Sir John Deane's College | 177 | 2009-10 |
| | Sixth form college | Birkenhead Sixth Form College | 172 | 2007-08 |
| | Sixth form college | Barrow-In-Furness Sixth Form College | 133 | 2009-10 |
| | Sixth form college | Bolton Sixth Form College | 111 | 2006-07 |
| | Special college - Agriculture and horticulture | Reaseheath College | 1,203 | 2009-10 |
| Special college - Agriculture and horticulture | Myerscough College | 1,002 | 2007-08 | |
| South East | General FE College incl Tertiary | South Downs College | 1,854 | 2009-10 |
| | General FE College incl Tertiary | Chichester College | 1,692 | 2009-10 |
| | General FE College incl Tertiary | Canterbury College | 1,652 | 2009-10 |
| | General FE College incl Tertiary | Sussex Downs College | 1,224 | 2008-09 |
| | General FE College incl Tertiary | Milton Keynes College | 1,155 | 2009-10 |
| | General FE College incl Tertiary | City College Brighton & Hove | 1,079 | 2009-10 |

| Region | Type of further education college | College name | Number of contracts | Source year |
|--|-----------------------------------|--|---------------------|-------------|
| South East | General FE College incl Tertiary | North West Kent College | 1,015 | 2008-09 |
| | General FE College incl Tertiary | Central Sussex College | 937 | 2009-10 |
| | General FE College incl Tertiary | Bracknell & Wokingham College | 874 | 2009-10 |
| | General FE College incl Tertiary | East Berkshire College | 826 | 2009-10 |
| | General FE College incl Tertiary | Oxford and Cherwell Valley College | 813 | 2008-09 |
| | General FE College incl Tertiary | Brockenhurst College | 802 | 2008-09 |
| | General FE College incl Tertiary | Sussex Coast College Hastings | 792 | 2008-09 |
| | General FE College incl Tertiary | Guildford College | 791 | 2008-09 |
| | General FE College incl Tertiary | West Kent College | 757 | 2009-10 |
| | General FE College incl Tertiary | East Surrey College | 722 | 2009-10 |
| | General FE College incl Tertiary | Basingstoke College of Technology | 641 | 2008-09 |
| | General FE College incl Tertiary | Farnborough College of Technology | 639 | 2008-09 |
| | General FE College incl Tertiary | Eastleigh College | 638 | 2009-10 |
| | General FE College incl Tertiary | Abingdon & Witney College | 634 | 2008-09 |
| | General FE College incl Tertiary | Highbury College | 632 | 2007-08 |
| | General FE College incl Tertiary | Thanet College | 632 | 2008-09 |
| | General FE College incl Tertiary | South Kent College | 628 | 2005-06 |
| | General FE College incl Tertiary | Brooklands College | 591 | 2008-09 |
| | General FE College incl Tertiary | Isle of Wight College | 585 | 2009-10 |
| | General FE College incl Tertiary | North East Surrey College of Technology | 544 | 2009-10 |
| | General FE College incl Tertiary | Newbury College | 487 | 2009-10 |
| | General FE College incl Tertiary | Fareham College | 467 | 2009-10 |
| | General FE College incl Tertiary | Southampton City College | 426 | 2009-10 |
| | General FE College incl Tertiary | Aylesbury College | 425 | 2009-10 |
| | General FE College incl Tertiary | Henley College | 418 | 2007-08 |
| | General FE College incl Tertiary | Amersham and Wycombe College | 411 | 2009-10 |
| | Sixth form college | Peter Symond's College | 628 | 2009-10 |
| | Sixth form college | The Sixth Form College Farnborough | 497 | 2009-10 |
| | Sixth form college | Barton Peveril College | 471 | 2009-10 |
| | Sixth form college | Totton College | 381 | 2009-10 |
| | Sixth form college | The College of Richard Collyer | 372 | 2009-10 |
| | Sixth form college | Queen Mary's College | 367 | 2009-10 |
| | Sixth form college | Alton College | 356 | 2009-10 |
| | Sixth form college | Worthing College | 319 | 2007-08 |
| | Sixth form college | Godalming College | 302 | 2009-10 |
| | Sixth form college | Brighton, Hove & Sussex Sixth Form College (BHASVIC) | 267 | 2009-10 |
| | Sixth form college | Strode's College | 256 | 2009-10 |
| | Sixth form college | St Vincent College | 248 | 2007-08 |
| | Sixth form college | Itchen College | 240 | 2007-08 |
| | Sixth form college | Varndean College | 217 | 2007-08 |
| | Sixth form college | Portsmouth College | 199 | 2007-08 |
| | Sixth form college | Esher College | 192 | 2009-10 |
| | Sixth form college | Havant College | 188 | 2007-08 |
| | Sixth form college | Reigate College | 181 | 2007-08 |
| | Sixth form college | Taunton's College | 176 | 2007-08 |
| | Sixth form college | Bexhill College | 165 | 2008-09 |
| | Sixth form college | Woking College | 103 | 2009-10 |
| Special college - Agriculture and horticulture | Sparsholt College, Hampshire | 922 | 2009-10 | |
| Special college - Agriculture and horticulture | Berkshire College of Agriculture | 278 | 2009-10 | |
| Special college - Agriculture and horticulture | Plumpton College | 221 | 2006-07 | |

| Region | Type of further education college | College name | Number of contracts | Source year |
|---------------|---|---------------------------------------|---------------------|-------------|
| South East | horticulture | | | |
| | Special college - Agriculture and horticulture | Hadlow College | 211 | 2008-09 |
| | Specialist Designated college | Ruskin College | 141 | 2009-10 |
| South West | General FE College incl Tertiary | Cornwall College | 2,287 | 2007-08 |
| | General FE College incl Tertiary | Wiltshire College | 2,070 | 2009-10 |
| | General FE College incl Tertiary | City of Bristol College | 2,005 | 2009-10 |
| | General FE College incl Tertiary | PETROC | 1,635 | 2009-10 |
| | General FE College incl Tertiary | Gloucestershire College | 1,604 | 2009-10 |
| | General FE College incl Tertiary | Bournemouth & Poole College | 1,420 | 2008-09 |
| | General FE College incl Tertiary | Truro and Penwith College | 1,404 | 2007-08 |
| | General FE College incl Tertiary | Bridgwater College, Cannington | 1,202 | 2009-10 |
| | General FE College incl Tertiary | Weston College | 1,135 | 2007-08 |
| | General FE College incl Tertiary | City College Plymouth | 1,003 | 2009-10 |
| | General FE College incl Tertiary | Strode College | 837 | 2009-10 |
| | General FE College incl Tertiary | Exeter College | 807 | 2007-08 |
| | General FE College incl Tertiary | New College, Swindon | 758 | 2009-10 |
| | General FE College incl Tertiary | Filton College | 750 | 2009-10 |
| | General FE College incl Tertiary | Somerset College of Arts & Technology | 707 | 2009-10 |
| | General FE College incl Tertiary | South Devon College | 676 | 2008-09 |
| | General FE College incl Tertiary | Yeovil College | 614 | 2009-10 |
| | General FE College incl Tertiary | Weymouth College | 601 | 2009-10 |
| | General FE College incl Tertiary | Swindon College | 562 | 2009-10 |
| | General FE College incl Tertiary | Stroud College | 545 | 2007-08 |
| | General FE College incl Tertiary | Cirencester College | 545 | 2008-09 |
| | General FE College incl Tertiary | City of Bath College | 322 | 2009-10 |
| | General FE College incl Tertiary | Royal Forest of Dean College | 304 | 2009-10 |
| | General FE College incl Tertiary | Norton Radstock College | 207 | 2007-08 |
| | National Specialist College | Ruskin Mill Educational Trust | 896 | 2009-10 |
| | National Specialist College | National Star College | 610 | 2009-10 |
| | Sixth form college | St Brendan's Sixth Form College | 277 | 2009-10 |
| | Sixth form college | Richard Huish College | 213 | 2007-08 |
| | Special college - Agriculture and horticulture | Hartpury College | 484 | 2009-10 |
| | Special college - Agriculture and horticulture | Kingston Maurward College | 317 | 2008-09 |
| | Special college - Agriculture and horticulture | Bicton College | 151 | 2007-08 |
| | Special college - Art, design and performing arts | Plymouth College of Art | 172 | 2007-08 |
| West Midlands | General FE College incl Tertiary | Warwickshire College | 2,231 | 2009-10 |
| | General FE College incl Tertiary | South Staffordshire College | 2,139 | 2009-10 |
| | General FE College incl Tertiary | Telford College of Arts & Technology | 1,595 | 2008-09 |
| | General FE College incl Tertiary | North Warwickshire & Hinckley College | 1,521 | 2009-10 |
| | General FE College incl Tertiary | City of Wolverhampton College | 1,515 | 2009-10 |
| | General FE College incl Tertiary | Stoke-on-Trent College | 1,422 | 2009-10 |
| | General FE College incl Tertiary | Birmingham Metropolitan College | 1,405 | 2006-07 |
| | General FE College incl Tertiary | Solihull College | 1,309 | 2009-10 |
| | General FE College incl Tertiary | North East Worcestershire College | 1,067 | 2009-10 |
| | General FE College incl Tertiary | City College Birmingham | 1,056 | 2009-10 |
| | General FE College incl Tertiary | South Birmingham College | 1,042 | 2009-10 |
| | General FE College incl Tertiary | Dudley College of Technology | 998 | 2009-10 |
| | General FE College incl Tertiary | Bournville College | 990 | 2009-10 |

| Region | Type of further education college | College name | Number of contracts | Source year |
|----------------------------------|---|---|---------------------|-------------|
| West Midlands | General FE College incl Tertiary | Worcester College of Technology | 831 | 2009-10 |
| | General FE College incl Tertiary | Stafford College | 767 | 2009-10 |
| | General FE College incl Tertiary | Shrewsbury College of Arts and Technology | 739 | 2009-10 |
| | General FE College incl Tertiary | Burton College | 728 | 2009-10 |
| | General FE College incl Tertiary | Newcastle-under-Lyme College | 716 | 2009-10 |
| | General FE College incl Tertiary | City College Coventry | 663 | 2009-10 |
| | General FE College incl Tertiary | Stourbridge College | 662 | 2009-10 |
| | General FE College incl Tertiary | Halesowen College | 615 | 2009-10 |
| | General FE College incl Tertiary | Herefordshire College of Technology | 591 | 2009-10 |
| | General FE College incl Tertiary | Sandwell College | 538 | 2006-07 |
| | General FE College incl Tertiary | Kidderminster College | 493 | 2009-10 |
| | General FE College incl Tertiary | South Worcestershire College | 471 | 2009-10 |
| | General FE College incl Tertiary | Walford & North Shropshire College | 458 | 2008-09 |
| | General FE College incl Tertiary | Stratford-Upon-Avon College | 439 | 2009-10 |
| | General FE College incl Tertiary | Henley College Coventry | 415 | 2009-10 |
| | General FE College incl Tertiary | Walsall College | 402 | 2009-10 |
| | General FE College incl Tertiary | Hereward College of FE | 356 | 2005-06 |
| | General FE College incl Tertiary | Leek College of FE and School of Art | 300 | 2009-10 |
| | National Specialist College | Derwen College | 368 | 2009-10 |
| | National Specialist College | The Royal National College for the Blind (RNCB) | 205 | 2008-09 |
| | National Specialist College | Queen Alexandra College | 156 | 2008-09 |
| | Sixth form college | City of Stoke-On-Trent Sixth Form College | 362 | 2009-10 |
| | Sixth form college | The Sixth Form College, Solihull | 285 | 2009-10 |
| | Sixth form college | Worcester Sixth Form College | 275 | 2009-10 |
| | Sixth form college | Joseph Chamberlain Sixth Form College | 255 | 2009-10 |
| | Sixth form college | New College, Telford | 228 | 2007-08 |
| | Sixth form college | King Edward VI College, Stourbridge | 202 | 2007-08 |
| | Sixth form college | Hereford Sixth Form College | 189 | 2008-09 |
| | Sixth form college | Shrewsbury Sixth Form College | 141 | 2008-09 |
| | Sixth form college | King Edward VI College, Nuneaton | 123 | 2007-08 |
| | Sixth form college | Ludlow College | 84 | 2007-08 |
| | Special college - Art, design and performing arts | Hereford College of Arts | 149 | 2006-07 |
| | Specialist Designated college | Fircroft College of Adult Education | 57 | 2008-09 |
| Yorkshire and the Humber | General FE College incl Tertiary | The Sheffield College | 3,153 | 2009-10 |
| | General FE College incl Tertiary | Hull College | 2,873 | 2009-10 |
| | General FE College incl Tertiary | Leeds City College | 2,457 | 2008-09 |
| | General FE College incl Tertiary | Kirklees College | 1,903 | 2009-10 |
| | General FE College incl Tertiary | Grimsby Institute of Further & Higher Education | 1,786 | 2009-10 |
| | General FE College incl Tertiary | Rotherham College of Arts & Technology | 1,509 | 2009-10 |
| | General FE College incl Tertiary | Bradford College | 1,482 | 2009-10 |
| | General FE College incl Tertiary | York College | 1,162 | 2009-10 |
| | General FE College incl Tertiary | Wakefield College | 1,151 | 2009-10 |
| | General FE College incl Tertiary | Barnsley College | 973 | 2009-10 |
| | General FE College incl Tertiary | East Riding College | 908 | 2009-10 |
| | General FE College incl Tertiary | Doncaster College | 854 | 2009-10 |
| | General FE College incl Tertiary | North Lindsey College | 776 | 2009-10 |
| | General FE College incl Tertiary | Craven College | 730 | 2007-08 |
| General FE College incl Tertiary | Calderdale College | 619 | 2009-10 | |

| Region | Type of further education college | College name | Number of contracts | Source year |
|--------------------------|---|--|---------------------|-------------|
| Yorkshire and the Humber | General FE College incl Tertiary | Leeds College of Building | 497 | 2009-10 |
| | General FE College incl Tertiary | Dearne Valley College | 457 | 2009-10 |
| | General FE College incl Tertiary | Selby College | 399 | 2009-10 |
| | General FE College incl Tertiary | Joseph Priestley College | 298 | 2007-08 |
| | General FE College incl Tertiary | Shipley College | 279 | 2009-10 |
| | Sixth form college | John Leggott College | 381 | 2009-10 |
| | Sixth form college | Huddersfield New College | 256 | 2009-10 |
| | Sixth form college | Thomas Rotherham College | 203 | 2007-08 |
| | Sixth form college | Notre Dame Sixth Form College | 202 | 2009-10 |
| | Sixth form college | Greenhead College | 198 | 2009-10 |
| | Sixth form college | Scarborough Sixth Form College | 194 | 2009-10 |
| | Sixth form college | Wilberforce Sixth Form College | 190 | 2007-08 |
| | Sixth form college | Wyke Sixth Form College | 184 | 2009-10 |
| | Sixth form college | Franklin College | 169 | 2008-09 |
| | Sixth form college | New College Pontefract | 117 | 2005-06 |
| | Special college - Agriculture and horticulture | Askham Bryan College | 410 | 2009-10 |
| | Special college - Agriculture and horticulture | Bishop Burton College | 323 | 2008-09 |
| | Special college - Art, design and performing arts | Leeds College of Art and Design | 296 | 2009-10 |
| | Specialist Designated college | Northern College for Residential and Non-Residential Adult Education | 158 | 2009-10 |

Appendix 2:

Detailed occupational groups with number of contracts by gender, 2009-2010

| Broad occupational groups | Detailed occupational groups | Male | Female | Total |
|---|--|--------------|---------------|---------------|
| Senior managers | Chief executive | 97 | 69 | 166 |
| | Second tier manager (line managed by chief exec) | 340 | 291 | 631 |
| | College principal | 35 | 17 | 52 |
| | Director | 60 | 59 | 119 |
| | Total | 532 | 436 | 968 |
| Other managers | College administrator/manager | 1,741 | 3,189 | 4,930 |
| | Centre (sub-college) administrator | 109 | 370 | 479 |
| | Finance administrator/manager (bursar) | 264 | 496 | 760 |
| | Librarian | 127 | 585 | 712 |
| | Marketing administrator/manager | 265 | 677 | 942 |
| | Computer/database manager | 569 | 141 | 710 |
| | Estate/site manager | 519 | 102 | 621 |
| | Other administrator/manager | 1,435 | 3,207 | 4,642 |
| | Other senior management | 661 | 741 | 1,402 |
| | Total | 5,690 | 9,508 | 15,198 |
| Administrative and professional staff | Careers officer | 156 | 548 | 704 |
| | Student coordinator | 557 | 1,613 | 2,170 |
| | Admissions coordinator | 80 | 469 | 549 |
| | Examinations coordinator | 105 | 503 | 608 |
| | Sports centre manager | 102 | 54 | 156 |
| | Finance officer | 239 | 666 | 905 |
| | Personnel officer | 79 | 644 | 723 |
| | Adult education administrator | 40 | 325 | 365 |
| | Assistant librarian | 79 | 353 | 432 |
| | Office manager | 118 | 399 | 517 |
| | Chief Executive's secretary/personal assistant | 5 | 555 | 560 |
| | Other administrative/professional staff | 2,723 | 7,266 | 9,989 |
| | Total | 4,283 | 13,395 | 17,678 |
| Technical staff | Computer/database officer | 776 | 409 | 1,185 |
| | Computer technician | 1,932 | 251 | 2,183 |
| | Reprographics manager | 67 | 53 | 120 |
| | Senior laboratory/workshop technician | 375 | 173 | 548 |
| | Laboratory/workshop technician | 1,725 | 914 | 2,639 |
| | Arts technician | 552 | 490 | 1,042 |
| | Audio/video technician | 387 | 57 | 444 |
| | Learning support technician | 1,009 | 2,035 | 3,044 |
| | Other technical staff | 2,069 | 1,926 | 3,995 |
| | Total | 8,892 | 6,308 | 15,200 |
| Word processing, clerical and secretarial staff | Word processor operator/clerical assistant | 78 | 581 | 659 |
| | Administrative assistant | 1,256 | 8,514 | 9,770 |
| | Secretary | 6 | 685 | 691 |
| | Receptionist/telephonist | 119 | 1,851 | 1,970 |
| | Finance assistant | 214 | 1,184 | 1,398 |
| | Personnel assistant | 47 | 620 | 667 |
| | Library assistant | 317 | 1,650 | 1,967 |
| | Exams assistant | 865 | 1,979 | 2,844 |
| | Admissions assistant | 393 | 1,540 | 1,933 |
| Reprographics assistant | 198 | 284 | 482 | |

| Broad occupational groups | Detailed occupational groups | Male | Female | Total |
|---|--|---------------|---------------|----------------|
| | Other clerical/secretarial staff | 669 | 2,216 | 2,885 |
| | Total | 4,162 | 21,104 | 25,266 |
| Service staff | Medical staff | 2 | 35 | 37 |
| | Professions allied to medicine (e.g. speech and language therapist, physiotherapist) | 10 | 55 | 65 |
| | Caretaker | 1,410 | 95 | 1,505 |
| | Site assistant | 833 | 144 | 977 |
| | Security officer | 665 | 77 | 742 |
| | Maintenance staff e.g. electrician, plumber | 904 | 43 | 947 |
| | Learning support assistant | 3,190 | 12,133 | 15,323 |
| | Nurse (including nursery nurse) | 15 | 998 | 1,013 |
| | Nursery/creche assistant | 47 | 2,042 | 2,089 |
| | Catering manager | 111 | 222 | 333 |
| | Catering assistant | 417 | 2,888 | 3,305 |
| | Gardener/grounds person | 309 | 56 | 365 |
| | Cleaner | 1,096 | 3,372 | 4,468 |
| | Residential care staff | 78 | 332 | 410 |
| | Counselling staff | 20 | 75 | 95 |
| | Other service staff | 2,827 | 4,388 | 7,215 |
| | Total | 11,934 | 26,955 | 38,889 |
| Assessors and verifiers | Assessor/verifier | 2,188 | 4,336 | 6,524 |
| | Total | 2,188 | 4,336 | 6,524 |
| Teaching staff (lecturers, tutors and trainers) | Trainer | 1,358 | 1,068 | 2,426 |
| | Lecturer/tutor | 48,581 | 71,188 | 119,769 |
| | Total | 49,939 | 72,256 | 122,195 |
| Not known / not provided | Unknown | 1,933 | 3,072 | 5,005 |
| | Total | 1,933 | 3,072 | 5,005 |

Note: Totals in this table may vary to totals in other tables of this report due to missing data on gender.

Appendix 3:

Number of staff in each occupational group by type of college, 2009-2010

| Occupational group | General further education college including tertiary | National specialist college | Sixth form college | Special college - agriculture and horticulture | Special college - art, design and performing arts | Specialist designated college | Total ⁵ |
|---|--|-----------------------------|--------------------|--|---|-------------------------------|--------------------|
| Senior managers | 774 | 30 | 117 | 37 | 5 | 14 | 977 |
| Other managers | 13,245 | 282 | 1,190 | 415 | 58 | 66 | 15,256 |
| Administrative and professional staff | 14,762 | 235 | 1,285 | 1,256 | 87 | 94 | 17,719 |
| Technical staff | 12,639 | 75 | 1,495 | 862 | 126 | 51 | 15,248 |
| Word processing, clerical and secretarial staff | 21,904 | 120 | 2,589 | 499 | 78 | 173 | 25,363 |
| Service staff | 31,430 | 1,936 | 3,505 | 1,911 | 88 | 174 | 39,044 |
| Assessors and verifiers | 6,254 | 9 | 86 | 266 | 2 | 0 | 6,617 |
| Teaching staff | 105,681 | 655 | 11,742 | 2,529 | 379 | 1,576 | 122,562 |
| <i>Not known / not provided</i> | 4,885 | 0 | 97 | 75 | 0 | 0 | 5,057 |
| Total | 211,574 | 3,342 | 22,106 | 7,850 | 823 | 2,148 | 247,843 |

⁵A college covering a specialist subject area has been excluded from the table because it does not correspond to the main categories relating to the types of college.

Appendix 4:

Detailed ethnic breakdown of staff in further education, 2009-2010

| Broad ethnic group | Detailed ethnic group | Number | Per cent |
|---------------------------------|--------------------------------------|----------------|-------------|
| Asian | Asian or Asian British - Bangladeshi | 737 | 0.3% |
| | Asian or Asian British - Indian | 4,286 | 1.7% |
| | Asian or Asian British - Pakistani | 2,111 | 0.9% |
| | Asian or Asian British - any other | 1,577 | 0.6% |
| Black | Black or Black British - African | 2,472 | 1.0% |
| | Black or Black British - Caribbean | 3,639 | 1.5% |
| | Black or Black British - any other | 922 | 0.4% |
| Chinese and any other | Chinese | 669 | 0.3% |
| | Any other | 2,219 | 0.9% |
| Mixed | Mixed - White and Asian | 538 | 0.2% |
| | Mixed - White and Black African | 273 | 0.1% |
| | Mixed - White and Black Caribbean | 644 | 0.3% |
| | Mixed - any other | 914 | 0.4% |
| White - British | White - British | 204,611 | 82.6% |
| White - other | White - Irish | 2,004 | 0.8% |
| | White - other European | 950 | 0.4% |
| | White - any other | 6,648 | 2.7% |
| Prefer not to say | Prefer not to say | 3,001 | 1.2% |
| <i>Not known / not provided</i> | <i>Not known / not provided</i> | <i>9,644</i> | <i>3.9%</i> |
| Total | Total | 247,859 | 100% |

Appendix 5:

Average annual pay by occupational group and region, 2009-2010

| Occupational group | Region | | | | | | | | |
|---|-----------------|---------------|----------------|------------|------------|------------|------------|---------------|--------------------------|
| | East of England | East Midlands | Greater London | North East | North West | South East | South West | West Midlands | Yorkshire and the Humber |
| All staff | £26,674 | £24,535 | £29,689 | £25,844 | £24,323 | £26,241 | £24,197 | £25,360 | £26,497 |
| Administrative and professional staff | £21,924 | £21,400 | £24,573 | £20,837 | £18,554 | £22,084 | £21,758 | £21,367 | £24,542 |
| Assessor / verifier | £22,489 | £22,546 | £23,769 | £16,253 | £21,449 | £20,445 | £22,067 | £23,507 | £21,750 |
| Teaching staff | £29,873 | £28,145 | £32,692 | £29,836 | £27,549 | £29,185 | £27,135 | £28,875 | £30,484 |
| Senior managers | £69,142 | £61,548 | £67,376 | £67,375 | £61,190 | £69,611 | £65,569 | £66,600 | £61,884 |
| Other managers | £34,141 | £31,320 | £36,203 | £36,585 | £35,212 | £33,779 | £31,048 | £34,564 | £33,061 |
| Service staff | £17,982 | £16,000 | £21,104 | £18,194 | £15,825 | £17,709 | £16,650 | £16,728 | £17,095 |
| Technical staff | £20,488 | £19,082 | £22,866 | £17,951 | £18,679 | £19,309 | £18,438 | £18,653 | £19,872 |
| Word processing, clerical and secretarial staff | £15,993 | £15,293 | £20,605 | £16,038 | £16,061 | £16,836 | £15,972 | £15,698 | £16,344 |