

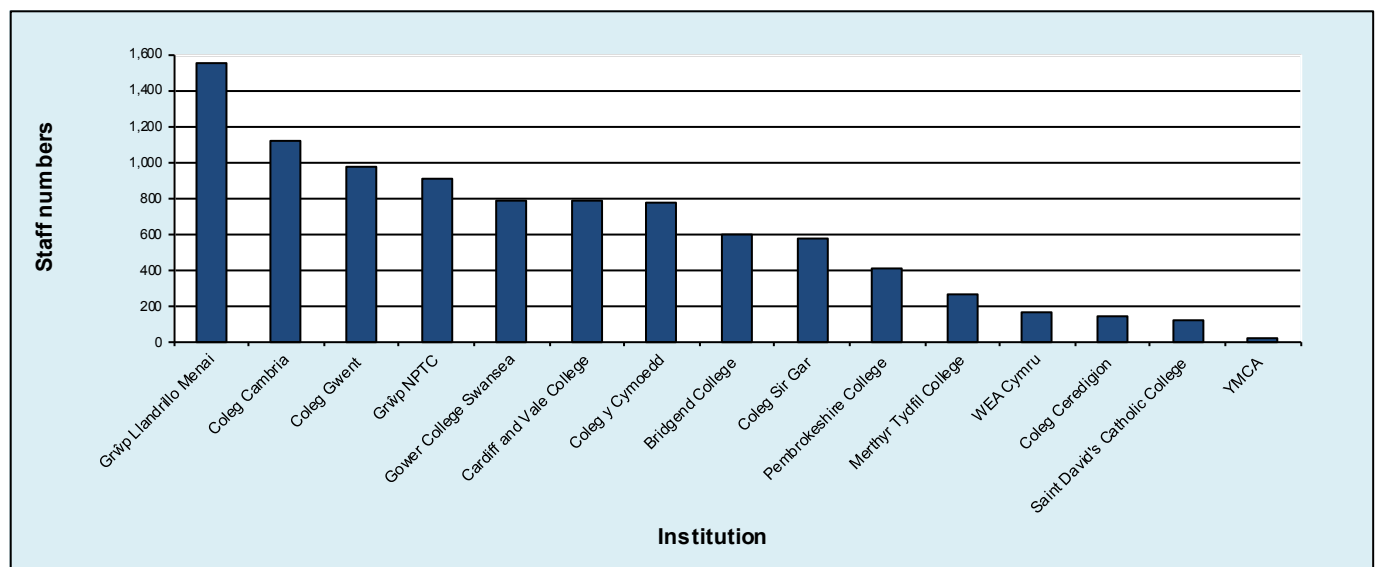
Staff at Further Education Institutions in Wales, 2013/14

This Statistical First Release provides information on the number of staff full time equivalents (FTEs) directly employed by Further Education (FE) institutions at any time during the academic year 2013/14. The data used in this release were collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record.

Summary:

- During 2013/14, staff numbers directly employed by FE institutions in Wales amounted to 9,130 full time equivalents (FTEs).
- The overall number of staff FTEs directly employed by FE institutions in Wales fell by 2.2 per cent between 2012/13 and 2013/14. The number of staff FTEs in 2013/14 is higher than each year from 2008/09 to 2011/12 on a comparable basis (see notes).
- Year on year changes in staff FTE numbers varied across FE institutions, with six institutions experiencing an increase in staff FTE numbers compared to the previous year.

Chart 1: Full-time equivalent staff numbers, by FE institution, 2013/14



Source: 2013/14 Finance Record

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Table 1: Full-time equivalent staff numbers, by institution, 2006/07 to 2013/14 (a)

| Institution | 2006/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 | 2013/14 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Bridgend College | 585 | 570 | 580 | 575 | 595 | 605 | 650 | 590 |
| Coleg Ceredigion | 135 | 140 | 125 | 125 | 125 | 130 | 135 | 135 |
| Coleg Gwent | 970 | 1,005 | 1,045 | 950 | 925 | 955 | 985 | 975 |
| Merthyr Tydfil College (b) | . | . | . | . | . | . | 235 | 255 |
| Pembrokeshire College | 440 | 390 | 390 | 380 | 395 | 405 | 405 | 405 |
| Saint David's Catholic College | 110 | 115 | 110 | 120 | 110 | 100 | 105 | 115 |
| Coleg Sir Gâr | 590 | 575 | 560 | 550 | 535 | 530 | 545 | 570 |
| YMCA | 15 | 10 | 15 | 15 | 10 | 10 | 10 | 15 |
| WEA Cymru (l) | . | . | . | . | . | . | . | 160 |
| Coleg Harlech/WEA (North) (l) | 100 | 95 | 100 | 100 | 125 | 120 | 140 | . |
| WEA (South) (l) | 105 | 95 | 65 | 60 | 65 | 85 | 85 | . |
| Coleg y Cymoedd (k) | . | . | . | . | . | . | . | 770 |
| Coleg Morgannwg (k) | 505 | 450 | 410 | 420 | 440 | 420 | 430 | . |
| Ystrad Mynach College (k) | 415 | 440 | 430 | 390 | 390 | 400 | 405 | . |
| Grŵp NPTC (j) | . | . | . | . | . | . | . | 905 |
| Neath Port Talbot College (j) | 555 | 565 | 575 | 585 | 665 | 700 | 720 | . |
| Coleg Powys (j) | 270 | 270 | 265 | 270 | 250 | 240 | 250 | . |
| Coleg Cambria (i) | . | . | . | . | . | . | . | 1,115 |
| Yale College Wrexham (i) | 490 | 500 | 465 | 465 | 450 | 465 | 470 | . |
| Deeside College (c)(e)(i) | 425 | 455 | 460 | 585 | 675 | 665 | 650 | . |
| Coleg Lllysfasi (e) | 135 | 130 | 115 | 110 | . | . | . | . |
| Welsh College of Horticulture (c) | 180 | 180 | 180 | . | . | . | . | . |
| Grŵp Llandrillo Menai (h) | . | . | . | . | . | 1,420 | 1,500 | 1,550 |
| Coleg Menai (h) | 375 | 380 | 385 | 385 | 460 | . | . | . |
| Coleg Llandrillo (d)(h) | 640 | 640 | 660 | 810 | 970 | . | . | . |
| Coleg Meirion Dwyfor (d) | 215 | 215 | 210 | . | . | . | . | . |
| Cardiff and Vale College (g) | . | . | . | . | . | 800 | 825 | 785 |
| Barry College (g) | 315 | 325 | 330 | 330 | 335 | . | . | . |
| Coleg Glan Hafren (g) | 465 | 470 | 445 | 445 | 470 | . | . | . |
| Gower College Swansea (f) | . | . | . | . | 825 | 815 | 790 | 785 |
| Gorseinon College (f) | 325 | 315 | 305 | 315 | . | . | . | . |
| Swansea College (f) | 675 | 635 | 590 | 540 | . | . | . | . |
| Total | 9,035 | 8,955 | 8,805 | 8,530 | 8,810 | 8,855 | 9,330 | 9,130 |

Source: Finance Record

(a) Figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(b) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected from 2012/13 onwards.

(c) The Welsh College of Horticulture merged into Deeside College in August 2009.

(d) Coleg Llandrillo and Coleg Meirion-Dwyfor combined to form Coleg Llandrillo Cymru in April 2010.

(e) Coleg Lllysfasi merged into Deeside College in August 2010.

(f) Swansea College and Gorseinon College combined to form Gower College Swansea in August 2010.

(g) Barry College and Coleg Glan Hafren combined to form Cardiff and Vale College in August 2011.

(h) Coleg Llandrillo Cymru and Coleg Menai combined to form Grŵp Llandrillo Menai in April 2012.

(i) Yale College Wrexham and Deeside College combined to form Coleg Cambria in August 2013.

(j) Coleg Powys and Neath Port Talbot College combined to form Grŵp NPTC in August 2013.

(k) Coleg Morgannwg and Ystrad Mynach College combined to form Coleg y Cymoedd in September 2013.

(l) Coleg Harlech/WEA (North) and WEA (South) combined to form WEA Cymru in January 2014.

Staff FTEs at FE institutions

- Chart 1 shows the distribution of staff FTEs across FE institutions in 2013/14, and Table 1 details staff FTE numbers from 2006/07 onwards.
- During 2013/14, staff numbers amounted to 9,130 full-time equivalents (FTEs), a decrease of 2.2 per cent when compared with 2012/13.
- The number of staff at individual institutions varied widely, from 15 FTEs at YMCA to 1,550 FTEs at Grŵp Llandrillo Menai.

Changes in staff FTE numbers at FE institutions

- The total number of staff across all FE institutions in 2013/14 is lower than in 2012/13, but is still at its second highest since 2008/09 on a comparable basis (excluding staff FTEs at Merthyr Tydfil College; see notes for further information).
- Following a decline in numbers between 2005/06 and 2009/10, the overall number of staff FTEs directly employed by FE institutions rose from 2010/11 to 2012/13. (Table 1).
- Six FE institutions had increases in staff numbers and four had decreases. For colleges, the changes ranged from a 9 per cent increase at Merthyr Tydfil College and Saint David's Catholic College to a 9 per cent decrease at Bridgend College.
- There were four sets of mergers in the academic year 2013/14, resulting in the new FE institutions Coleg Cambria, Coleg Y Cymoedd, Grŵp NPTC and WEA Cymru. While these are combinations of previously existing institutions, accurate comparisons between 2012/13 and 2013/14 in these cases are not possible.

Staff FTEs by pay expenditure category

Table 2: Staff FTE numbers by pay expenditure categories, 2006/07 to 2013/14 (a)(b)

| Pay Expenditure Category | 2006/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 (c) | 2013/14 (c) |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Teaching and Learning Departments | 5,360 | 5,395 | 5,220 | 5,100 | 5,300 | 5,225 | 5,420 | 5,390 |
| Teaching and Learning Support Services | 925 | 875 | 970 | 955 | 980 | 975 | 1,150 | 1,050 |
| Other Support Services | 400 | 335 | 365 | 335 | 370 | 355 | 385 | 360 |
| Administration and Central Services | 1,280 | 1,320 | 1,345 | 1,235 | 1,210 | 1,305 | 1,345 | 1,275 |
| General Education Expenditure | 135 | 130 | 70 | 75 | 60 | 60 | 60 | 90 |
| Premises | 330 | 330 | 345 | 335 | 335 | 335 | 340 | 340 |
| Research and Consultancy | 25 | 25 | * | * | * | 0 | 20 | 20 |
| Other Income Generating Activities | 365 | 345 | 300 | 315 | 370 | 415 | 425 | 410 |
| Catering and Residence | 190 | 170 | 165 | 160 | 170 | 165 | 175 | 165 |
| Farm | 30 | 30 | 20 | 15 | 20 | 25 | 25 | 25 |
| Total | 9,035 | 8,955 | 8,805 | 8,530 | 8,810 | 8,855 | 9,330 | 9,130 |

Source: Finance Record

- (a) A '*' represents a number greater than 0, but less than 5.
- (b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.
- (c) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected from 2012/13 onwards.

- Table 2 shows staff numbers by pay expenditure category.
- The Teaching and Learning Departments category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 59 per cent of total FTEs. This proportion

has remained around this level since 2006/07, fluctuating slightly between 58 and 60 per cent of the total FTEs.

- When combined, the Teaching and Learning Departments and Teaching and Learning Support Services categories make up 71 per cent of total FTEs, a similar proportion for each year since 2006/07.
- Administration and Central Services staff FTE numbers make up 14 per cent of the total in 2013/14, and have remained around this level since 2006/07.
- These three categories have all seen a decrease in numbers between 2012/13 and 2013/14. The decrease in staff FTE numbers in Teaching and Learning Departments was smaller than that seen in the Teaching and Learning Support Services and Administration and Central Services categories.

Staff FTEs by pay expenditure category and institution

Table 3: Staff FTE numbers by institution and pay expenditure categories, 2013/14 (a)(b)

| FE Institution | Pay Expenditure Categories | | | | | Total |
|--------------------------------|-----------------------------------|--|------------------------|-------------------------------------|-----------|-------|
| | Teaching and Learning Departments | Teaching and Learning Support Services | Other Support Services | Administration and Central Services | Other (c) | |
| Bridgend College | 355 | 25 | 30 | 60 | 115 | 590 |
| Coleg Cambria | 765 | 70 | 20 | 115 | 145 | 1,115 |
| Cardiff and Vale College | 530 | 85 | 50 | 60 | 55 | 785 |
| Coleg Ceredigion | 75 | 15 | 5 | 25 | 10 | 135 |
| Coleg y Cymoedd | 485 | 20 | 55 | 115 | 90 | 770 |
| Gower College Swansea | 555 | 15 | 35 | 75 | 110 | 785 |
| Coleg Gwent | 560 | 140 | 0 | 260 | 15 | 975 |
| Grŵp Llandrillo Menai | 780 | 410 | 55 | 225 | 80 | 1,550 |
| Merthyr Tydfil College | 160 | 25 | 25 | 25 | 25 | 255 |
| Grŵp NPTC | 360 | 140 | 55 | 110 | 240 | 905 |
| Pembrokeshire College | 285 | 30 | 15 | 50 | 25 | 405 |
| Saint David's Catholic College | 80 | 5 | * | 20 | 10 | 115 |
| Coleg Sir Gar | 295 | 55 | 10 | 80 | 125 | 570 |
| WEA Cymru | 105 | 10 | 0 | 40 | * | 160 |
| YMCA | * | * | 0 | 10 | * | 15 |
| All FE Institutions | 5,390 | 1,050 | 360 | 1,275 | 1,050 | 9,130 |

Source: 2013/14 Finance Record

(a) A '*' represents a number greater than 0, but less than 5.

(b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(c) The 'Other' category includes 'General Education Expenditure', 'Premises', 'Research and Consultancy', 'Other Income Generating Activities', 'Catering and Residence' and 'Farm' pay expenditure categories.

- Table 3 shows staff numbers by institution and pay expenditure category.
- During 2013/14, the Teaching and Learning Departments category accounted for 59 per cent of total staff FTEs directly employed by FE institutions, ranging from 71 per cent in Gower College Swansea to 40 per cent in Grwp NPTC.
- The Administration and Central Services category was the second largest category, accounting for 14 per cent of total staff FTEs directly employed by FE institutions, ranging from 27 per cent at Coleg Gwent to 8 per cent at Cardiff and Vale College.
- The split between Teaching and Learning Departments and Teaching and Learning Support Services reflects the different style of teaching in each college. In some instances, instructors and demonstrators may be included under Teaching and Learning Support Services.

- At YMCA, Administration & Central Services forms the majority (71 per cent) of total staff FTEs. As noted in previous releases, this high proportion is a consequence of the relatively high levels of hourly paid contract staff at the institution. This release includes only direct teaching staff and therefore such contract staff do not appear in the tables.

Notes

1. Data source

This Statistical First Release provides information on the number of staff full time equivalents (FTEs) directly employed by Further Education (FE) institutions at any time during the academic year 2013/14. The data used in this release are collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record as has been the case since 2009/10. Earlier releases were sourced from the Staff Individualised Record (SIR). However, the SIR collection was suspended after 2008/09 owing to a prioritisation of statistical activity at that time and in order to reduce the burden of two separate data collections by DfES, pending a review of data requirements in the topic area.

Proposals were made in September 2012 to amend the requirements for registration of the education workforce in Wales: www.gov.wales/consultations/education/reeducationworkforce/

Following the consultation, The Education Workforce Council was established by the Education (Wales) Act 2014. Under the Act the General Teaching Council for Wales (GTCW) was reconfigured and renamed to become the Education Workforce Council (EWC), which came into being from 1 April 2015. Also from this time, teachers within Further Education institutions are required to register with EWC.

The staff FTE data are used for monitoring and to inform strategy development. Furthermore, the data provide the official source of statistics on Post 16 staff FTEs in Wales.

The staff FTE data are collected as part of the Finance Record. The Finance Record is primarily a financial return supplied to the Welsh Government by FE institutions and comprises a replica of their financial statements.

Data for Merthyr Tydfil College have not been collected between the academic years 2006/07 and 2011/12 inclusive following its merger with the University of Glamorgan (now part of the University of South Wales) in 2006. For those years these data were included in publications for higher education statistics, and so were excluded from publications of further education statistics. For 2012/13 onwards, data from Merthyr Tydfil College are no longer published in higher education statistics publications and so are included in this release for that year only. Any comparisons between academic years in this publication before and after this point have been made after removing Merthyr Tydfil College data from consideration for 2012/13 and onwards.

Where FE colleges have merged, the figures represent the position following the merger and constituent institutions are not identified separately from the academic year of the merger onwards. The constituent institutions are however shown separately in the years prior to the merger in table 1 where footnotes give details of each amalgamation up to 31st July 2014.

Any FE colleges which have merged between 2006/07 and 2013/14 inclusive have been listed consecutively in table 1 for ease of reference.

2. Definitions

The academic years used throughout this release refer to the period 1st August to 31st July.

Staff FTE figures are as supplied directly from the Further Education Institutions via the Finance Record.

3. Rounding

All figures in this Statistical Release are rounded to the nearest 5 and therefore, there may be apparent slight differences between the sum of the constituent rows/columns and the totals. A ‘.’ means that a data item is not applicable in a given table and ‘*’ represents a number greater than 0 but less than 5.

4. Key Quality Information

This section provides a summary of information on this output against five dimensions of quality: Relevance, Accuracy, Timeliness and Punctuality, Accessibility and Clarity, and Comparability.

4.1 Relevance

The measures set out in this publication are primarily used:

- By the Welsh Government - DfES, to monitor the staff numbers in FE Institutions.
- By education providers themselves, as a management tool to monitor staff levels.
- Unions and other representative bodies of education providers.

The data are also used both within and outside the Welsh Government to monitor staff FTE trends. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Officials in the Welsh Government;
- Other government departments;
- Students, researchers, and academics;
- Individual citizens, private companies, and the media.

The statistics are used in a variety of ways. Some examples of these are:

- General background and research;
- Inclusion in reports and briefings;
- Advice to Ministers;
- To inform and evaluate the education policy-making process in Wales.

4.2 Accuracy

Previous releases were sourced from the Staff Individualised Record (SIR). However, as this collection has been suspended, SIR figures for the years 2009/10 to 2013/14 are not available.

For each staff contract, the SIR collected the contracted hours expressed as a proportion of the hours of a notional full-time member of staff. The full time equivalent (FTE) of the member of staff was calculated as the sum of these proportions of full-time hours over his or her contracts.

The 2009/10 to 2013/14 versions of the ‘Staff at Further Education Institutions in Wales’ replace the SIR-derived FTE trends back to 2004/05 with FTEs sourced directly from FE institutions through the Finance Record collection.

The table below compares FTE counts from both data sources. It shows that for 2006/07 – 2008/09 the Staff Individualised Record gave a figure around 220-260 higher than the Finance Record and followed a similar trend.

| Data Source | 2006/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 | 2013/14 |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Staff Individualised Record | 9,260 | 9,185 | 9,065 | . | . | . | . | . |
| Finance Record | 9,035 | 8,955 | 8,805 | 8,530 | 8,810 | 8,855 | 9,330 | 9,130 |
| Finance Record as % of SIR | 98 | 98 | 97 | . | . | . | . | . |

(a) Figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(b) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected for 2012/13 onwards.

4.3 Timeliness and Punctuality

Statistics on a given academic year are drawn from the Finance Record, following the end of the academic year. The 2009/10 and 2010/11 editions of the release using the current source were published in July of their respective years. The 2011/12 and 2012/13 releases were brought forward to June, and the current release has been published in May.

4.4 Accessibility and Clarity

This statistical release is pre-announced and then published on the Statistics section of the Welsh Government website.

4.5 Comparability

Data on Further Education staff (and students) from 1995/96 to 2002/03 were made available through the ELWa/HEFCW annual volume 'Higher Education, Further Education and Training Statistics in Wales'. Commencing with 2003/04, this has been replaced by the current series of the 'Further Education, Work-based learning and Community Learning in Wales Statistics' annual volume which excludes information on staff numbers. [The latest version of the publication, covering the years to 2012/13](#), was released in June 2014.

Data on Further Education staff for the years 2003/04 through to 2008/09 were made available through the Statistical First Releases SDR 101/2005, SDR 97/2006, SDR 138/2007, SDR 153/2008, SDR 121/2009 and SDR 130/2010 respectively. The first four FE staff releases to be based on the Finance Record were SDR 122/2011, SDR 115/2012, SDR 105/2013 and SDR 97/2014 for 2009/10, 2010/11, 2011/12 and 2012/13 respectively. [All these releases can be found under the past releases tab for this publication.](#)

Data for Merthyr Tydfil College have not been collected between the academic years 2006/07 and 2011/12 inclusive following its merger with the University of Glamorgan (now part of the University of South Wales) in 2006. For those years these data were included in publications for higher education statistics, and so were excluded from publications of further education statistics. For 2012/13 onwards, data from Merthyr Tydfil College are no longer published in higher education statistics publications and so are included in this release for that year only. Any comparisons between academic years before and after this point in this publication have been made after removing Merthyr Tydfil College data from consideration for 2012/13 and onwards.

Examples of the use of data on Staff at further education institutions in Scotland and England can be found on the websites of the Scottish Funding Council (SFC) and the Learning and Skills Improvement Service (LSIS) respectively:

[Staffing Statistics for Further Education Colleges in Scotland: 2010-11 Funding Council](#)

[Further education and skills sector: Summary workforce diversity report 2011](#)

However, due to differences in methodology and data collection, caution should be exercised in making direct comparisons with the figures contained within this release.

4.6 Further information

This release and other statistical outputs can be found on the [Welsh Government's Statistics site](#).

More detailed data are available to download from the [StatsWales website](#).



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<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>