

# SFC Statistical publication

## College Staffing Data 2015-16 (Experimental Statistics: data being developed)

Issue date: 30 March 2017

Reference: SFC/ST/04/2017

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

FAO: Principals and directors of Scotland's colleges

Further information: **Contact:** Michelle McNeill  
**Job title:** Policy/Analysis Officer  
**Directorate:** Finance (Data Collections)  
**Tel:** 0131 313 6662  
**Email:** [mmcneill@sfc.ac.uk](mailto:mmcneill@sfc.ac.uk)



Scottish Funding Council  
Apex 2  
97 Haymarket Terrace  
Edinburgh  
EH12 5HD  
T 0131 313 6500  
F 0131 313 6501  
[www.sfc.ac.uk](http://www.sfc.ac.uk)

## Contents

Contents.....	2
Tables and Charts .....	2
Executive summary.....	4
Introduction .....	5
Purpose.....	7
Section One – Full-time Equivalent Staffing Data .....	9
Section Two – Headcount Staffing Data.....	12
Appendix 1: Ethnicity classification in the Staffing Data Return.....	18
Appendix 2 .....	19
Appendix 3: Tables .....	20

## Tables and Charts

Chart 1: FTE staff by mode of employment 2014-15 to 2015-16 .....	9
Chart 2: Staff FTE by occupation 2014-15 to 2015-16 .....	10
Chart 3: Staff FTE by occupation and mode of employment 2014-15 to 2015-16.....	10
Table B: Staff FTE by occupation group, contract and mode of employment 2014-15 to 2015-16 .....	11
Chart 4: Staff headcount by gender 2014-15 to 2015-16 .....	12
Table C: Staff headcount classification by occupation group, contract and gender 2014-15 to 2015-16 .....	13
Table D: Staff headcount by age and gender 2014-15 to 2015-16 .....	14
Table E: Staff headcount by ethnicity 2014-15 to 2015-16.....	14
Table F: Staff headcount by ethnicity and occupation 2014-15 to 2015-16.....	15
Table G: Staff headcount by disability 2014-15 to 2015-16.....	16
Figure 1: Minority ethnic groups in Scotland by council area (2011) .....	19
Table A.1: Teaching staff by College and modes of employment by FTE 2014-15 to 2015-16.....	20
Table A.2: Non-teaching staff by College and modes of employment by FTE 2014-15 to 2015-16 .....	21
Table A.3: Teaching and non-teaching staff by multi-college region and modes of employment by FTE 2014-15 to 2015-16.....	22

Table H.1: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2015-16 .....23

Table H.2: Combined headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2015-16 (Totals)..... 24

Table H.3: National College Performance Indicator measure: Proportion of full-time teaching staff with a recognised teaching qualification 2014-15 to 2015-16 .....24

## Executive summary

### Full-time equivalent

- The overall full-time equivalent (FTE) staff number increased by 0.1% in 2015-16 from the 2014-15 academic session.
- Full-time staff accounted for 7,717 of the 10,804 FTE staff in 2015-16 and 7,712 of the 10,796 in 2014-15.
- FTE staff on permanent contracts: 9,908 in 2015-16 and 9,767 in 2014-15.
- FTE staff on temporary contracts: 896 in 2015-16 and 1,030 in 2014-15.
- Teaching staff total: 5,324 in 2015-16 and 5,372 in 2014-15, a decrease of 0.9%.
- Non-teaching staff totals: 5,480 in 2015-16 and 5,424 in 2014-15, an increase of 1.0%.

### Headcount

- The overall headcount figure was 14,537 in 2015-16, a decrease of 1.3% from 14,722 in 2014-15.
- Females made up 60.7% of all staff headcount in 2015-16.
- Non-teaching senior management was 218 in 2015-16, a decrease of 7.2% from 235 in 2014-15.
- The 36 to 50 age group accounted for around 40% of the overall staff in both academic sessions.
- Full-time permanent college teaching staff<sup>1</sup> with a formally recognised teaching qualification increased from 87.8% to 88.4% over the period.
- The proportion of teaching staff with a formally recognised teaching qualification increased from 76.1% to 77.3% over the period.
- Black and minority ethnic staff made up 1.6% (234) of all headcounts in 2015-16, down from 2.2% (326) in 2014-15.
- Staff with declared disability made up 3.9% of all headcounts in 2015-16 up from 3.8% in 2014-15.

---

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

## Introduction

1. This publication provides summary information on staff employed in the College education sector in Scotland, thereby supporting the Scottish Funding Council's work with colleges on promoting staff equality<sup>2</sup> and outcome-based planning through Outcome Agreements.
2. This is the first publication of staffing in Scotland's colleges since the commencement of college regionalisation in 2013-14 that covers the academic years 2014-15 and 2015-16.
3. The staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics<sup>3</sup> for further education colleges and from the average full-time equivalent (FTE) staffing figures as reported in colleges' published annual statements<sup>4</sup>.
4. The college regionalisation programme resulted in many of the merged colleges operating voluntary severance schemes at different times over the reporting period. The voluntary severance schemes together with changes in staffing contracts in and between colleges have influenced many of the changes in the staffing numbers between years.
5. The publication is split into two sections:
  - Section one is based on full-time equivalent (FTE) staff employed in colleges.
  - Section two is based on headcount of staff employed in colleges.
6. The statistics in this report are classed as 'Experimental Statistics – data being developed' which are defined in the Code of Practice for Official Statistics as 'new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage'.
7. We will continue to develop the college staffing collection quality assurance processes and to refine and improve the completeness and robustness of these data. Other key areas for development include:

---

<sup>2</sup> Specific reference to the external facing [Equality Outcome 2 in the SFC Equality Outcomes report 2015](#).

<sup>3</sup> Latest [Public Sector Employment Statistics data](#)

<sup>4</sup> Latest published [colleges' annual statements for 2014-15](#)

- To enhance the collection, analysis and public reporting of college staffing data to identify under-representation and include all protected characteristics where appropriate.
  - SFC is funding The Equality Challenge Unit (ECU) to support the improvement of staff data in Scotland's colleges. The project will consist of three strands covering development of national strategy, national practice and local practice.
8. We would welcome feedback on the above and any other aspects of the report in order to improve the quality and usefulness for users.
  9. Please pass any comments to Michelle McNeill, Email: [mmcneill@sfc.ac.uk](mailto:mmcneill@sfc.ac.uk).

## Purpose

10. The purpose of the staffing data collection is to monitor sector workforce, staffing age profiles, equal opportunities and to provide information for national statistical publications.
11. The staffing return collects data on the number of employees paid by the college rather than the number of jobs / posts.
12. Other staff, such as self-employed, contract workers, etc, who are not paid directly from the college payroll, are not included in the staffing return.
13. Staffing data returned for the University of the Highlands and Islands (UHI) partner colleges and Scotland's Rural College (SRUC) is only for those staff involved in the delivery of further education activity at SCQF level 6 and below.
14. The data collection is split into two sections, one for full-time equivalent (FTE) and the other for headcount which includes limited equalities data.
15. The return covers data on the following:
  - Age.
  - Disability.
  - Ethnicity.
  - Full-time and part-time staff.
  - Gender.
  - Permanent and temporary staff.
  - Teaching and non-teaching (support staff).
  - Teaching qualification.
16. For further information on the staffing collection please see the [College Staffing Return Guidance 2015-16](#).
17. Section One is based on full-time equivalent (FTE)<sup>5</sup> (purple charts / tables). Section Two is based on headcount<sup>6</sup> (blue charts / tables).
18. Figures in all charts have been rounded to the nearest whole number and percentages may vary slightly due to rounding. When referring to variances in

---

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

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

tables care should be taken as some percentages will be based on small numbers and are less reliable and more susceptible to large changes.

## Section One – Full-time Equivalent Staffing Data

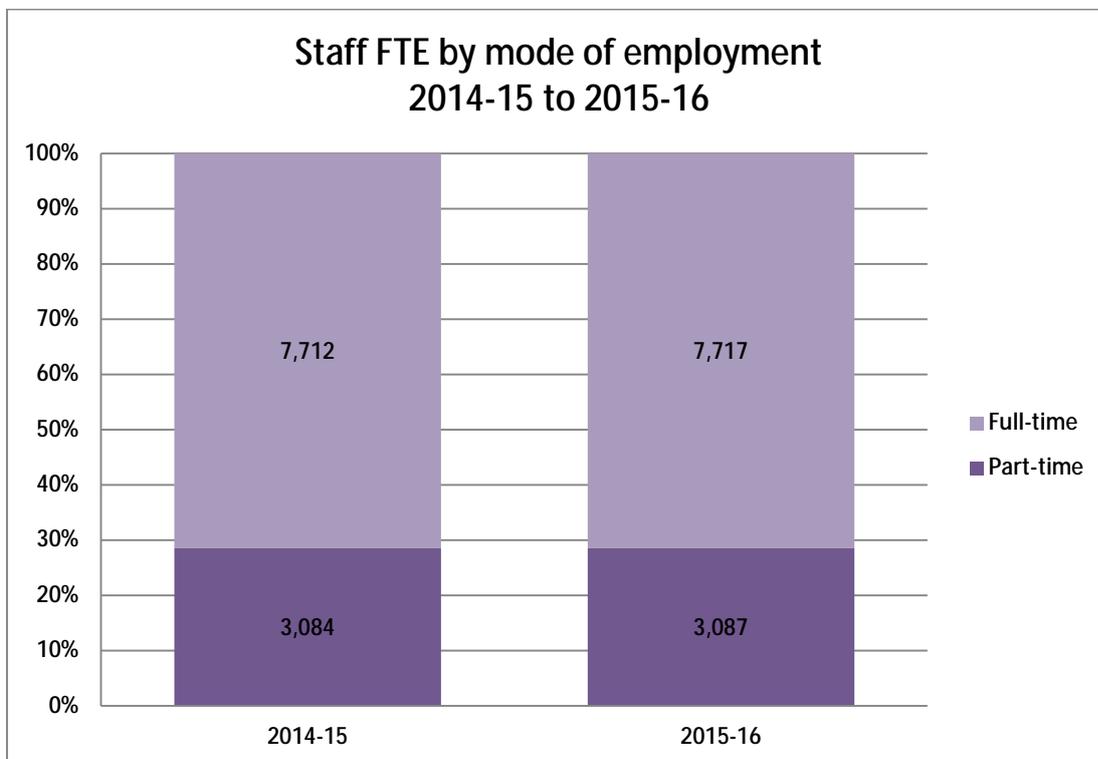
### FTE Staff numbers of Scotland’s colleges and regions

19. In 2015-16 there was a total of 10,804 staff compared to 10,796 in 2014-15, an increase of 0.1%. Staffing levels have therefore remained quite stable.
20. The breakdown of FTE staffing modes in Scotland’s colleges and regions from 2014-15 to 2015-16 can be found in Appendix 3: Tables A.1, A.2 and A.3.

### FTE by mode of employment, occupation and contract type

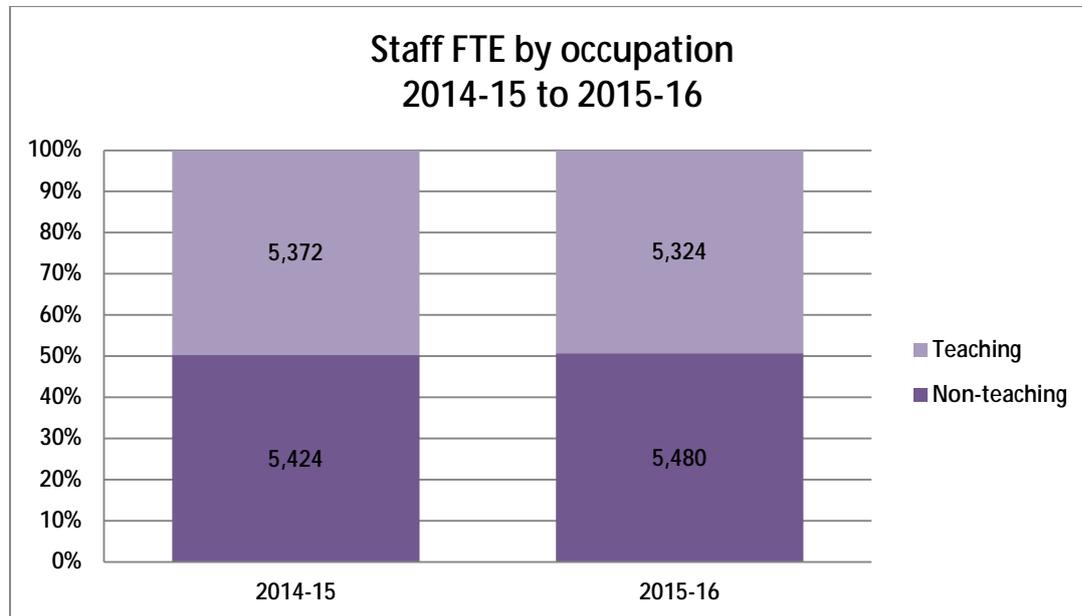
21. Of the FTE staff in 2015-16, 7,717 were full-time and 7,712 in 2014-15. 3,087 were part-time in 2015-16 and 3,084 in 2014-15 (Chart 1).

*Chart 1: FTE staff by mode of employment 2014-15 to 2015-16*



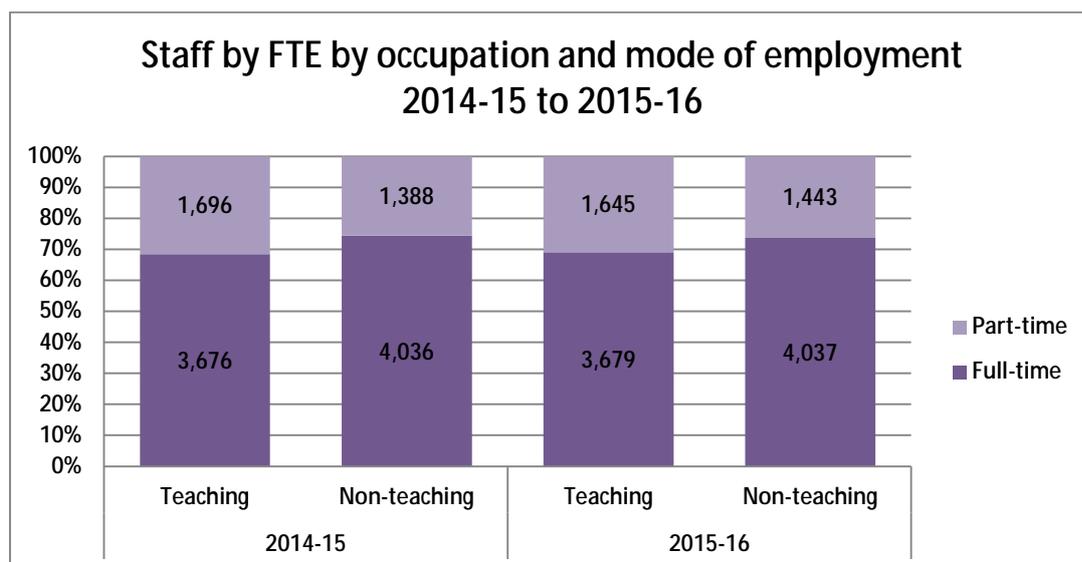
22. Overall teaching staffing numbers were 5,324 in 2015-16 and 5,372 in 2014-15, a decrease of 0.9% (Chart 2).

**Chart 2: Staff FTE by occupation 2014-15 to 2015-16**



23. Between 2014-15 and 2015-16, part-time teaching FTE reduced from 1,696 to 1,645 – a drop of 3.0%; while part-time non-teaching increased from 1,388 to 1,443 – an increase of 4.0% (Chart 3).

**Chart 3: Staff FTE by occupation and mode of employment 2014-15 to 2015-16**



24. Full-time non-teaching staff remained stable across the period at 37.4%. Part-time non-teaching staff increased to 13.4% in 2015-16 from 12.9% in 2014-15, an increase of 0.5%.

25. Full-time and part-time teaching staff proportions remained fairly static over the academic sessions. Full-time staff accounted for 34.1% in 2015-16 from 34.0% in 2014-15, an increase of 0.1%. Part-time staff dropped slightly from 15.7% to 15.2% over the period.
26. The FTE staff employed on permanent contracts totalled 9,908 in 2015-16 and 9,767 in 2014-15, while those on temporary contracts dropped to 896 in 2015-16 from 1,030 in 2014-15 (Table B).
27. The proportion of temporary teaching staff dropped between 2014-15 and 2015-16 by 16.9%. As a result, the proportion of temporary staff in colleges in 2015-16 is equally distributed between teaching and non-teaching positions with both accounting for around 4% of the FTE.

**Table B: Staff FTE by occupation group, contract and mode of employment 2014-15 to 2015-16**

Staff FTE by occupation group, contract and mode of employment 2014-15 to 2015-16							
			2014-15	% of staff	2015-16	% of staff	% change between years
Teaching	Permanent	Full-time	3,604.1	33.4%	3,626.3	33.6%	0.6%
		Part-time	1,225.5	11.4%	1,246.9	11.5%	1.8%
		Total	4,829.5	44.7%	4,873.2	45.1%	0.9%
	Temporary	Full-time	71.6	0.7%	53.2	0.5%	-25.7%
		Part-time	471.0	4.4%	397.6	3.7%	-15.6%
		Total	542.6	5.0%	450.8	4.2%	-16.9%
Teaching Total			5,372.1	49.8%	5,324.0	49.3%	-0.9%
Non-Teaching	Permanent	Full-time	3,736.3	34.6%	3,775.1	34.9%	1.0%
		Part-time	1,200.6	11.1%	1,259.6	11.7%	4.9%
		Total	4,936.9	45.7%	5,034.7	46.6%	2.0%
	Temporary	Full-time	299.5	2.8%	262.3	2.4%	-12.4%
		Part-time	187.4	1.7%	183.4	1.7%	-2.2%
		Total	487.0	4.5%	445.6	4.1%	-8.5%
Non-teaching Total			5,423.9	50.2%	5,480.3	50.7%	1.0%
Staff Total			10,796.0	100%	10,804.3	100%	0.1%

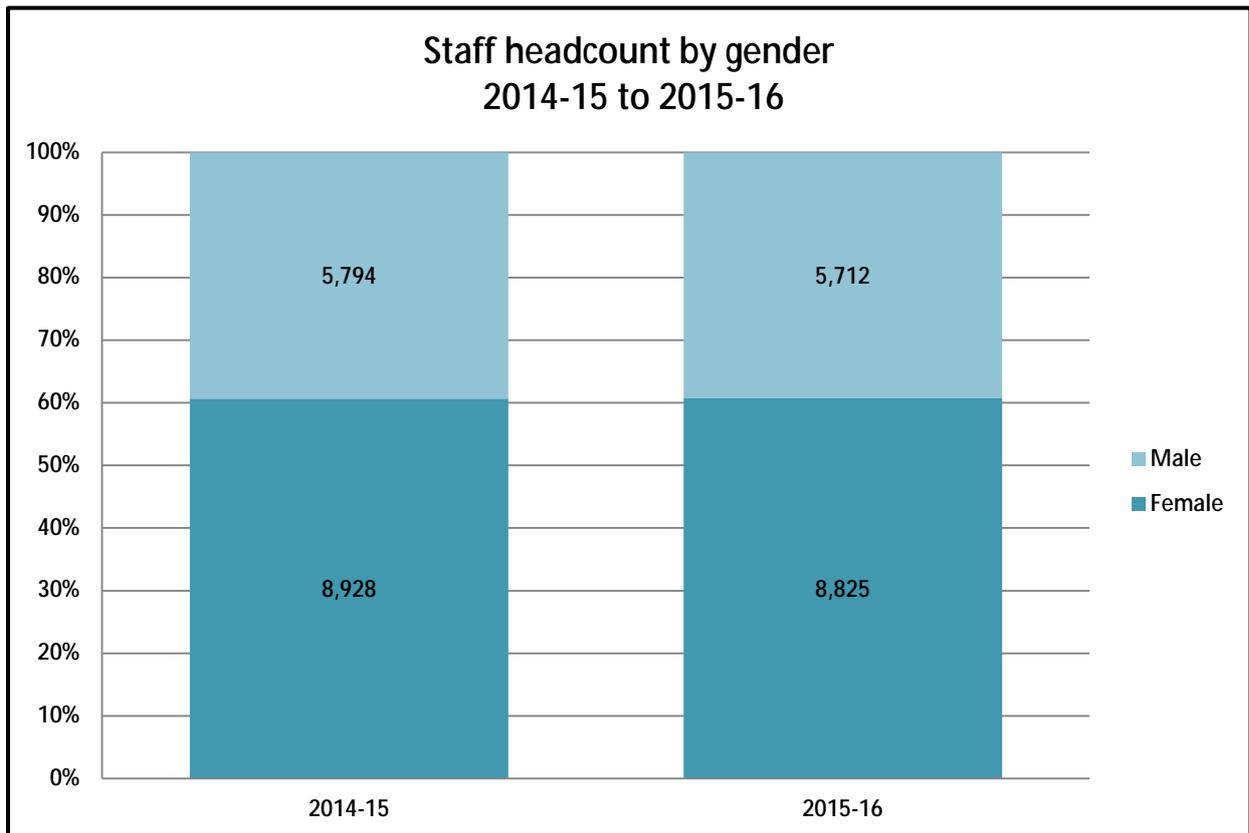
## Section Two – Headcount Staffing Data

28. The 2015-16 overall headcount figure was 14,537, a decrease of 1.3% from 14,722 in 2014-15.

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

29. Females made up 60.7% of all college staff in 2015-16.

*Chart 4: Staff headcount by gender 2014-15 to 2015-16*



30. Females comprised 53.4% of all teaching staff in 2015-16 and 54.0% in 2014-15, a decrease of 0.6% (Table C).

31. For staff on permanent teaching contracts, the female proportion was 52.8% in 2015-16 compared to 53.2% in 2014-15.

32. Females made up 68.6% of all support staff and 54.6% of senior management in 2015-16.

33. Non-teaching senior management decreased from 235 in 2014-15 to 218 in 2015-16, a drop of 7.2%.

**Table C: Staff headcount classification by occupation group, contract and gender 2014-15 to 2015-16**

Staff headcount by occupational group, type of contract and gender from 2014-15 to 2015-16					
	2014-15	% of total staff	2015-16	% of total staff	% change in staff numbers between years
Teaching					
<i>Permanent</i>					
<i>Male</i>	2,778	18.9%	2,793	19.2%	0.5%
<i>Females</i>	3,158	21.5%	3,120	21.5%	-1.2%
<b>Total teaching permanent</b>	<b>5,936</b>	<b>40.3%</b>	<b>5,913</b>	<b>40.7%</b>	<b>-0.4%</b>
<i>Temporary</i>					
<i>Male</i>	670	4.6%	632	4.3%	-5.7%
<i>Females</i>	883	6.0%	803	5.5%	-9.1%
<b>Total teaching temporary</b>	<b>1,553</b>	<b>10.5%</b>	<b>1,435</b>	<b>9.9%</b>	<b>-7.6%</b>
<b>Total teaching</b>	<b>7,489</b>	<b>50.9%</b>	<b>7,348</b>	<b>50.5%</b>	<b>-1.9%</b>
Non-teaching					
Senior Management					
<i>Male</i>	107	0.7%	99	0.7%	-7.5%
<i>Females</i>	128	0.9%	119	0.8%	-7.0%
<b>Total senior management</b>	<b>235</b>	<b>1.6%</b>	<b>218</b>	<b>1.5%</b>	<b>-7.2%</b>
Other ( <i>support staff</i> )					
<i>Male</i>	2,239	15.2%	2,188	15.1%	-2.3%
<i>Female</i>	4,759	32.3%	4,783	32.9%	0.5%
<b>Total Other</b>	<b>6,998</b>	<b>47.5%</b>	<b>6,971</b>	<b>48.0%</b>	<b>-0.4%</b>
<b>Total non-teaching</b>	<b>7,233</b>	<b>49.1%</b>	<b>7,189</b>	<b>49.5%</b>	<b>-0.6%</b>
<b>Total headcount</b>	<b>14,722</b>	<b>100%</b>	<b>14,537</b>	<b>100%</b>	<b>-1.3%</b>

34. The '36 to 50' age group had the highest headcount of staff at around 40% in both 2014-15 and 2015-16 (Table D).
35. The 'greater than 60' age group saw the highest percentage increase of 8.8% between 2014-15 and 2015-16, of which females accounted for 5.8%.

**Table D: Staff headcount by age and gender 2014-15 to 2015-16**

Staff headcount by age and gender 2014-15 to 2015-16						
Age group	Gender	2014-15	% of staff total	2015-16	% of staff total	% Change in staff numbers between years
Up to 35	Female	1,847	12.5%	1,688	11.6%	-8.6%
	Male	1,054	7.2%	1,006	6.9%	-4.6%
	Total	2,901	19.7%	2,694	18.5%	-7.1%
36 to 50	Female	3,750	25.5%	3,718	25.6%	-0.9%
	Male	2,078	14.1%	2,061	14.2%	-0.8%
	Total	5,828	39.6%	5,779	39.8%	-0.8%
51 to 60	Female	2,724	18.5%	2,777	19.1%	1.9%
	Male	1,942	13.2%	1,903	13.1%	-2.0%
	Total	4,666	31.7%	4,680	32.2%	-0.1%
Greater than 60	Female	607	4.1%	642	4.4%	5.8%
	Male	720	4.9%	742	5.1%	3.1%
	Total	1,327	9.0%	1,384	9.5%	8.8%
Headcount total		14,722	100%	14,537	100%	

36. In order to understand and compare Black and minority ethnic (BME) and groups employed in Scottish colleges, the proportion of BME population in Scotland is used as a reference. Although the proportion of BME population is 4.0% at a national level, the proportion of BME population varies greatly between different areas of the country (refer to Annex 2).
37. BME staff make up 1.6% (234) of total staff employed in the FE sector, down from 326 the previous year, a decrease of 28.2% (Table E). (See Appendix 1 for BME ethnicity group classification).

**Table E: Staff headcount by ethnicity 2014-15 to 2015-16**

Staff headcount by ethnicity 2014-15 to 2015-16			
	2014-15	2015-16	% change between years
Black and minority ethnic	326	234	-28.2%
Other ethnicity	14,396	14,303	-0.6%

38. Table F provides information on staff by occupational group and ethnicity.
39. Black and minority ethnic staff accounted for 1.8% of the teaching staff in 2015-16 compared to 2.5% in 2014-15, a decrease of 0.7%.
40. Black and minority ethnic staff accounted for 1.4% of the non-teaching staff in 2015-16 compared to 1.9% in 2014-15, a decrease of 0.5%.

**Table F: Staff headcount by ethnicity and occupation 2014-15 to 2015-16**

Staff headcount by occupation and ethnicity 2014-15 to 2015-16										
	2014-15					2015-16				
	Females	% of Females	Males	% of Males	Total	Females	% of Females	Males	% of Males	Total
<b>Teaching</b>										
<i>Black and ethnic minority</i>	78	0.5%	107	0.7%	185	62	0.4%	70	0.5%	132
<i>Other ethnicity</i>	3,963	26.9%	3,341	22.7%	7,304	3,861	26.6%	3,355	23.1%	7,216
<b>Total</b>	4,041	54.0%	3,448	46.0%	7,489	3,923	53.4%	3,425	46.6%	7,348
<b>Non-teaching</b>										
<i>Black and ethnic minority</i>	84	0.6%	57	0.4%	141	62	0.4%	40	0.3%	102
<i>Other ethnicity</i>	4,803	32.6%	2,289	15.5%	7,092	4,840	33.3%	2,247	15.5%	7,087
<b>Total</b>	4,887	67.6%	2,346	32.4%	7,233	4,902	68.2%	2,287	31.8%	7,189
<b>Total</b>	8,928	60.6%	5,794	39.4%	14,722	8,825	60.7%	5,712	39.3%	14,537

41. Those with declared disability made up 3.9% of all headcounts in 2015-16. The staff numbers with declared disability increased from 559 to 574 over the period (Table G).
42. In comparison the figures from the Scotland Census 2011 show that 14.9% of the Scottish working age population (15-64 years) have a disability. Figures show that the likelihood of having a disability or long-term health problem, increases with age. Among the age group of 15-19, 6.5% of the population has a disability, among the age group of 35 to 39, 11.75% of the population has a disability and this percentage increases to 25.9% for the age group of 55 to 59 year olds.
43. In 2015-16 41.7% of college staff were over 50 years of age and this proportion had increased by 1.0% from the 2014-15 academic year.

***Table G: Staff headcount by disability 2014-15 to 2015-16***

Staff headcount classification by disability 2014-15 to 2015-2016			
	2014-15	2015-16	% change between years
Staff with disclosed disability	559	574	2.7%
No disclosed disability	14,163	13,963	-1.4%

## Headcount by teaching qualification

44. Appendix 3: Tables H.1, 2 and 3 provides a breakdown of staff headcount by teaching grade, teaching qualification and mode of employment and provides the national measure for the proportion of full-time teaching staff with a recognised teaching qualification.
45. Staff with a formal teaching qualification accounted for 5,683 of the teaching staff of 7,348 in 2015-16. 1,665 had no formally recognised teaching qualification.
46. Teaching staff with a recognised qualification, therefore, made up 77.3% of staff in 2015-16, compared to 76.1% in 2014-15.
47. 88.4% of full-time permanent college teaching staff in 2015-16 had a formally recognised teaching qualification compared to 87.8% in 2014-15, a 0.6% increase.
48. Of the staff with a formal qualification but not teacher trained, 932 were employed part-time in 2015-16 compared to 1,099 in 2014-15; while 377 were employed full-time in 2015-16, a decrease from 451 the previous year.
49. Of the total teaching staff in 2015-16, 17.8% had a 'formal qualification but not teacher trained' a decrease of 2.9% from the previous year.
50. Those with 'no formal qualification' was 4.8%, an increase of 1.6% from 2014-15. It is most likely that these staff will be delivering specialised subjects or be relatively new to the college teaching profession and will either have a relevant technical qualification and / or industry experience.

## Appendix 1: Ethnicity classification in the Staffing Data Return

The following classifications are from the 2011 Scottish Census.

### Black and Minority Ethnic Staff

Included, in this category:

- Mixed or multiple ethnic groups.
- Pakistani, Pakistani Scottish or Pakistani British.
- Indian, Indian Scottish or Indian British.
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British.
- Chinese, Chinese Scottish or Chinese British.
- African, African Scottish or African British.
- Caribbean, Caribbean Scottish or Caribbean British.
- Black, Black Scottish or Black British.
- Arab.
- Any other Asian, Asian Scottish or Asian British.
- Any other African, Caribbean or Black.

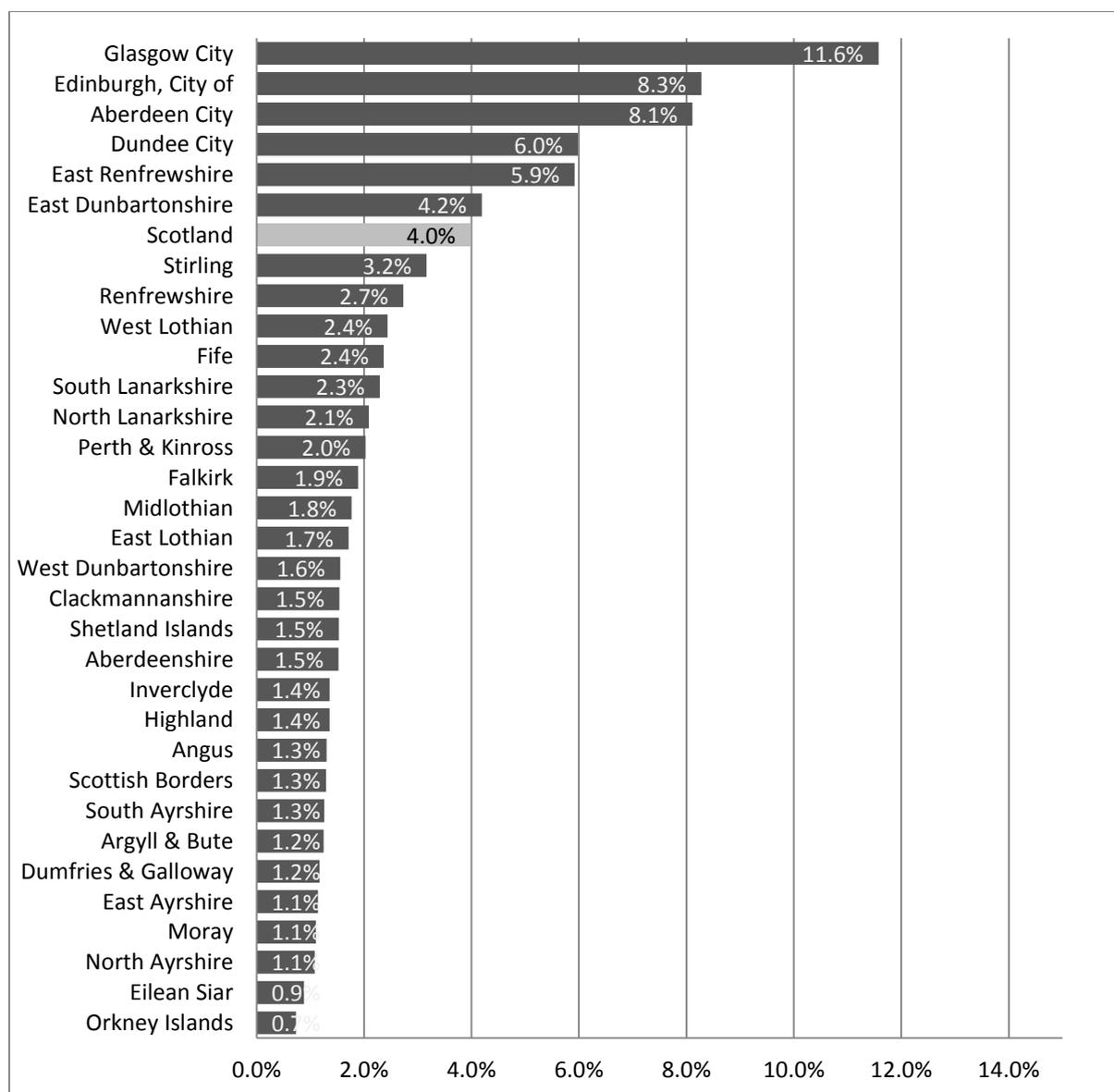
### Other Ethnicity

Included, under this category:

- White (including White Scottish, White English, White Welsh, White Northern Irish, White British, White Irish, White Gypsy / Traveller, White Polish and other ethnic group).
- Not stated.

## Appendix 2

**Figure 1: Minority ethnic groups in Scotland by council area (2011)**



Source: National Records of Scotland Census 2011

Figure 1 shows a breakdown of Scotland's BME population by council area. The figures show that large urban centres have the highest proportions of BME groups: Glasgow City (11.6%), Edinburgh City (8.3%), Aberdeen City (8.1%) and Dundee City (6.0%). Lowest proportions of BME populations are found in East Ayrshire (1.1%), Moray (1.1%), North Ayrshire (1.1%), the Western Isles (Eilean Siar) (0.9%) and the Orkney Islands (0.7%).

## Appendix 3: Tables

**Table A.1: Teaching staff by College and modes of employment by FTE 2014-15 to 2015-16**

College	Teaching Staff 2014-15 (FTE)						2014-15 Teaching - total	Teaching Staff 2015-16 (FTE)						2015-16 Teaching - total
	Permanent			Temporary				Permanent			Temporary			
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total	
Argyll	11.0	0.0	11.0	0.0	82.0	82.0	93.0	10.0	0.0	10.0	0.0	78.0	78.0	88.0
Ayrshire	249.4	72.8	322.3	3.7	17.5	21.2	343.5	255.0	70.3	325.3	5.8	19.4	25.1	350.4
Borders	35.9	29.9	65.8	0.0	13.2	13.2	79.0	32.7	38.2	71.0	0.0	11.5	11.5	82.4
City of Glasgow	355.9	100.1	456.1	7.0	0.5	7.5	463.6	395.7	99.4	495.1	5.0	2.9	7.9	503.0
Dumfries and Galloway	56.0	36.4	92.4	0.0	4.7	4.7	97.1	57.7	33.5	91.2	1.0	11.5	12.5	103.7
Dundee and Angus	207.0	47.8	254.8	2.0	25.8	27.8	282.6	190.4	57.2	247.6	1.2	7.5	8.6	256.3
Edinburgh	332.6	157.1	489.7	5.4	7.1	12.5	502.2	313.7	154.2	467.9	5.9	14.3	20.2	488.1
Fife	255.6	70.4	326.0	9.2	34.4	43.6	369.6	239.4	62.6	301.9	4.7	33.5	38.1	340.1
Forth Valley	205.0	50.6	255.6	8.0	12.2	20.2	275.8	204.0	54.2	258.2	9.0	5.6	14.6	272.8
Glasgow Clyde	230.3	87.8	318.1	0.0	35.8	35.8	353.8	227.0	100.7	327.7	0.0	21.2	21.2	348.8
Glasgow Kelvin	204.0	60.3	264.3	4.0	40.5	44.5	308.8	191.1	70.6	261.7	1.0	20.1	21.1	282.9
Inverness	107.7	36.7	144.4	1.2	17.1	18.3	162.7	106.7	33.3	140.1	1.0	13.4	14.4	154.5
Lewis Castle	19.3	5.2	24.6	0.0	0.7	0.7	25.3	18.9	5.5	24.3	0.0	0.9	0.9	25.2
Moray	47.0	52.3	99.3	0.0	3.7	3.7	103.0	49.0	49.8	98.8	0.0	5.2	5.2	104.0
New College Lanarkshire	309.9	87.9	397.8	0.0	60.6	60.6	458.3	317.9	104.0	421.8	11.8	47.3	59.1	480.9
Newbattle Abbey	3.0	4.7	7.7	0.0	0.0	0.0	7.7	3.0	4.7	7.7	0.0	0.0	0.0	7.7
North East Scotland	223.0	74.0	297.0	2.0	2.6	4.6	301.7	245.1	48.3	293.4	3.8	0.0	3.8	297.2
North Highland	51.0	19.0	70.0	0.0	9.9	9.9	79.9	53.0	16.6	69.6	0.0	10.6	10.6	80.2
Orkney	11.9	2.0	13.9	1.0	4.4	5.4	19.3	13.4	2.3	15.7	0.0	3.9	3.9	19.6
Perth	96.0	52.6	148.6	0.0	17.5	17.5	166.1	96.0	39.3	135.3	0.0	17.9	17.9	153.2
Sabhal Mòr Ostaig*							0.0	0.0	0.3	0.3	0.0	1.0	1.0	1.3
Shetland	10.0	7.8	17.8	6.0	3.6	9.6	27.4	19.0	9.9	28.9	0.0	0.0	0.0	28.9
South Lanarkshire	79.0	17.5	96.5	1.0	23.0	24.0	120.5	79.0	26.4	105.4	0.0	18.9	18.9	124.3
SRUC	149.0	22.8	171.8	2.0	4.3	6.3	178.1	144.8	24.2	169.0	2.0	1.7	3.7	172.7
West College Scotland	258.5	105.5	364.0	0.0	26.0	26.0	390.0	263.9	109.6	373.5	1.2	30.2	31.4	404.9
West Highland	13.0	6.8	19.8	1.0	8.7	9.7	29.6	16.0	10.0	26.0	0.0	5.7	5.7	31.7
West Lothian	83.0	17.6	100.6	18.0	15.2	33.2	133.8	84.0	22.0	106.0	0.0	15.3	15.3	121.4
Scotland	3,604.1	1,225.5	4,829.5	71.6	471.0	542.5	5,372.1	3,626.3	1,246.9	4,873.2	53.2	397.6	450.8	5,324.0

College	2014-15 to 2015 -16 Teaching Staff Variance (FTE)						Overall Variance	2014-15 to 2015 -16 Teaching Staff Variance (%)						Overall Variance (%)
	Permanent			Temporary				Permanent			Temporary			
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total	
Argyll	-1.0	0.0	-1.0	0.0	-4.0	-4.0	-5.0	-9.1%	-9.1%	-9.1%	-4.9%	-4.9%	-5.4%	
Ayrshire	5.5	-2.5	3.0	2.0	1.9	3.9	6.9	2.2%	-3.4%	0.9%	53.7%	11.0%	18.5%	2.0%
Borders	-3.2	8.4	5.2	0.0	-1.7	-1.7	3.5	-8.9%	28.1%	7.9%	-13.1%	-13.1%	4.4%	
City of Glasgow	39.8	-0.8	39.0	-2.0	2.4	0.4	39.5	11.2%	-0.8%	8.6%	-28.6%	488.6%	5.9%	8.5%
Dumfries and Galloway	1.7	-2.9	-1.2	1.0	6.8	7.8	6.6	2.9%	-7.9%	-1.3%	144.3%	165.5%	6.8%	
Dundee and Angus	-16.6	9.4	-7.2	-0.8	-18.3	-19.2	-26.3	-8.0%	19.7%	-2.8%	-41.5%	-71.1%	-68.9%	-9.3%
Edinburgh	-18.9	-2.9	-21.8	0.5	7.2	7.7	-14.1	-5.7%	-1.9%	-4.5%	8.9%	102.5%	61.9%	-2.8%
Fife	-16.2	-7.8	-24.0	-4.6	-0.9	-5.4	-29.5	-6.3%	-11.1%	-7.4%	-49.5%	-2.5%	-12.5%	-8.0%
Forth Valley	-1.0	3.6	2.6	1.0	-6.6	-5.6	-3.0	-0.5%	7.1%	1.0%	12.5%	-54.0%	-27.7%	-1.1%
Glasgow Clyde	-3.3	12.9	9.6	0.0	-14.6	-14.6	-5.0	-1.4%	14.6%	3.0%	-40.7%	-40.7%	-1.4%	
Glasgow Kelvin	-12.9	10.3	-2.6	-3.0	-20.3	-23.3	-25.9	-6.3%	17.1%	-1.0%	-75.0%	-50.3%	-52.5%	-8.4%
Inverness	-1.0	-3.4	-4.3	-0.2	-3.7	-3.9	-8.2	-0.9%	-9.2%	-3.0%	-16.7%	-21.5%	-21.1%	-5.0%
Lewis Castle	-0.5	0.2	-0.3	0.0	0.2	0.2	0.0	-2.5%	4.6%	-1.0%	30.6%	30.6%	-0.1%	
Moray	2.0	-2.5	-0.5	0.0	1.5	1.5	1.0	4.3%	-4.8%	-0.5%	40.0%	40.0%	1.0%	
New College Lanarkshire	8.0	16.1	24.1	11.8	-13.3	-1.5	22.6	2.6%	18.3%	6.0%	-22.0%	-2.5%	4.9%	
Newbattle Abbey	0.0	0.0	0.0	0.0	0.0	0.0	0.0							
North East Scotland	22.1	-25.8	-3.6	1.8	-2.6	-0.9	-4.5	9.9%	-34.8%	-1.2%	87.8%	-100.0%	-18.8%	-1.5%
North Highland	2.0	-2.4	-0.4	0.0	0.7	0.7	0.3	3.9%	-12.6%	-0.6%	7.1%	7.1%	0.4%	
Orkney	1.5	0.3	1.7	-1.0	-0.5	-1.5	0.3	12.2%	13.8%	12.4%	-100.0%	-10.9%	-27.4%	1.3%
Perth	0.0	-13.2	-13.2	0.0	0.3	0.3	-12.9		-25.2%	-8.9%	1.8%	1.8%	-7.8%	
Sabhal Mòr Ostaig*														
Shetland	9.0	2.1	11.1	-6.0	-3.6	-9.6	1.6	90.0%	27.1%	62.4%	-100.0%	-100.0%	-100.0%	5.7%
South Lanarkshire	0.0	8.9	8.9	-1.0	-4.1	-5.1	3.8	51.1%	9.2%		-100.0%	-17.9%	-21.3%	3.1%
SRUC	-4.2	1.4	-2.8	0.0	-2.6	-2.6	-5.4	-2.8%	6.1%	-1.6%	-61.1%	-41.8%	-3.1%	
West College Scotland	5.4	4.2	9.5	1.2	4.2	5.4	14.9	2.1%	3.9%	2.6%	16.2%	20.7%	3.8%	
West Highland	3.0	3.1	6.1	-1.0	-3.0	-4.0	2.1	23.1%	45.6%	30.8%	-100.0%	-34.7%	-41.4%	7.1%
West Lothian	1.0	4.4	5.4	-18.0	0.2	-17.9	-12.4	1.2%	25.2%	5.4%	-100.0%	1.0%	-53.8%	-9.3%
Scotland	22.2	21.2	43.7	-18.4	-74.4	-91.7	-49.4	0.6%	1.8%	0.9%	-25.7%	-15.6%	-16.9%	-0.9%

\* 2015-16 was the first year of Sabhal Mòr Ostaig's inclusion in the staffing return

**Table A.2: Non-teaching staff by College and modes of employment by FTE 2014-15 to 2015-16**

College	Non-Teaching 2014-15 (FTE)						2014-15 Total	Non-Teaching 2015-16 (FTE)						2015-16 Total
	Permanent			Temporary				Permanent			Temporary			
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total	
Argyll	31.0	26.0	57.0	0.0	0.0	0.0	57.0	34.0	33.0	67.0	0.0	0.0	0.0	67.0
Ayrshire	310.2	71.8	382.0	12.3	12.4	24.7	406.7	308.9	71.4	380.4	8.0	15.8	23.8	404.2
Borders	60.4	32.4	92.8	5.2	6.9	12.1	104.9	62.3	31.4	93.7	2.1	6.0	8.1	101.9
City of Glasgow	305.0	76.5	381.5	47.6	12.9	60.5	442.1	337.6	76.5	414.1	46.0	15.1	61.1	475.3
Dumfries and Galloway	42.0	50.2	92.2	2.0	8.5	10.5	102.7	37.4	59.1	96.4	2.3	3.2	5.5	101.9
Dundee and Angus	243.3	99.6	342.9	28.0	13.1	41.1	384.0	238.5	90.6	329.2	24.3	14.0	38.3	367.4
Edinburgh	523.4	110.1	633.5	25.9	5.6	31.4	664.9	463.9	111.9	575.8	26.2	2.7	28.9	604.7
Fife	294.9	73.5	368.4	17.2	26.4	43.5	411.9	321.7	83.0	404.7	14.1	12.9	27.0	431.7
Forth Valley	200.0	36.5	236.5	20.0	6.8	26.8	263.3	199.0	36.2	235.2	11.0	3.7	14.7	249.9
Glasgow Clyde	245.4	40.5	285.9	17.2	15.3	32.6	318.5	212.0	74.4	286.4	15.0	24.5	39.5	325.9
Glasgow Kelvin	138.0	44.6	182.6	4.0	12.9	16.9	199.4	147.9	24.4	172.3	9.2	5.9	15.0	187.3
Inverness	94.4	32.3	126.7	9.5	4.0	13.5	140.2	96.8	35.1	132.0	17.3	4.9	22.2	154.2
Lewis Castle	21.9	8.3	30.2	0.0	1.1	1.1	31.3	16.9	7.8	24.7	0.0	2.2	2.2	26.8
Moray	48.0	70.1	118.1	1.0	9.4	10.4	128.5	54.0	65.9	119.9	0.0	13.0	13.0	132.9
New College Lanarkshire	256.2	71.0	327.1	17.0	3.9	21.0	348.1	264.2	80.9	345.1	18.5	5.0	23.5	368.6
Newbattle Abbey	13.0	6.5	19.5	0.0	0.0	0.0	19.5	13.0	6.3	19.3	0.0	0.0	0.0	19.3
North East Scotland	147.0	74.9	221.9	6.0	3.2	9.2	231.1	199.9	56.5	256.5	3.9	2.0	5.9	262.3
North Highland	52.0	20.1	72.1	24.0	2.8	26.8	98.9	52.0	24.0	76.0	10.0	4.7	14.7	90.7
Orkney	6.4	3.8	10.2	3.4	0.8	4.2	14.4	6.7	3.5	10.3	2.4	1.1	3.5	13.7
Perth	122.0	32.1	154.1	9.0	3.8	12.8	166.9	120.0	51.7	171.7	12.0	5.4	17.4	189.0
Sabhal Mòr Ostaig*								5.0	0.0	5.0	0.0	0.0	0.0	5.0
Shetland	11.0	4.5	15.5	4.0	4.0	8.0	23.5	13.0	9.8	22.8	0.0	0.0	0.0	22.8
South Lanarkshire	63.0	24.9	87.9	7.0	4.4	11.4	99.3	64.0	27.3	91.3	10.0	3.5	13.5	104.8
SRUC	124.0	40.1	164.1	14.0	9.9	23.9	188.0	109.4	28.9	138.3	9.9	6.0	15.9	154.2
West College Scotland	267.8	101.8	369.6	19.2	10.9	30.2	399.8	265.0	120.8	385.7	11.2	15.1	26.3	412.0
West Highland	25.0	21.5	46.5	1.0	3.1	4.1	50.6	29.0	20.5	49.5	4.0	4.0	8.0	57.6
West Lothian	91.0	27.1	118.1	5.0	5.4	10.4	128.5	103.1	28.6	131.7	5.0	12.6	17.6	149.3
Scotland	3,736.3	1,200.6	4,936.9	299.5	187.4	487.0	5,423.9	3,775.1	1,259.5	5,034.7	262.3	183.4	445.6	5,480.3

College	2014-15 to 2015 -16 Non-Teaching Staff Variance (FTE)						Overall Variance	2014-15 to 2015 -16 Non-Teaching Staff Variance (%)						Overall Variance (%)
	Permanent			Temporary				Permanent			Temporary			
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total	
Argyll	3.0	7.0	10.0	0.0	0.0	0.0	10.0	9.7%	26.9%	17.5%				17.5%
Ayrshire	-1.3	-0.4	-1.7	-4.3	3.4	-0.8	-2.5	-0.4%	-0.5%	-0.4%	-34.8%	27.6%	-3.4%	-0.6%
Borders	1.9	-1.0	0.9	-3.1	-0.9	-4.0	-3.1	3.1%	-3.0%	1.0%	-59.4%	-12.8%	-32.8%	-2.9%
City of Glasgow	32.6	0.0	32.6	-1.6	2.2	0.6	33.2	10.7%	0.0%	8.5%	-3.4%	16.9%	1.0%	7.5%
Dumfries and Galloway	-4.7	8.9	4.2	0.3	-5.2	-5.0	-0.7	-11.1%	17.7%	4.6%	12.5%	-61.7%	-47.5%	-0.7%
Dundee and Angus	-4.8	-8.9	-13.7	-3.8	0.9	-2.8	-16.5	-2.0%	-9.0%	-4.0%	-13.4%	7.2%	-6.8%	-4.3%
Edinburgh	-59.5	1.8	-57.7	0.3	-2.9	-2.5	-60.2	-11.4%	1.6%	-9.1%	1.4%	-51.5%	-8.0%	-9.1%
Fife	26.9	9.5	36.3	-3.1	-13.5	-16.6	19.8	9.1%	12.9%	9.9%	-17.9%	-51.1%	-38.0%	4.8%
Forth Valley	-1.0	-0.3	-1.3	-9.0	-3.1	-12.1	-13.5	-0.5%	-0.8%	-0.6%	-45.0%	-46.2%	-45.3%	-5.1%
Glasgow Clyde	-33.4	33.9	0.5	-2.2	9.2	7.0	7.4	-13.6%	83.7%	0.2%	-12.9%	60.0%	21.4%	2.3%
Glasgow Kelvin	9.8	-20.1	-10.3	5.2	-7.0	-1.8	-12.1	7.1%	-45.1%	-5.6%	128.8%	-54.3%	-10.9%	-6.1%
Inverness	2.4	2.8	5.3	7.8	0.9	8.7	14.0	2.6%	8.7%	4.2%	82.1%	22.5%	64.4%	10.0%
Lewis Castle	-5.0	-0.5	-5.5	0.0	1.1	1.1	-4.4	-22.8%	-6.0%	-18.2%		97.3%	97.3%	-14.1%
Moray	6.0	-4.2	1.8	-1.0	3.7	2.7	4.4	12.5%	-6.1%	1.5%	-100.0%	39.2%	25.8%	3.4%
New College Lanarkshire	8.0	10.0	18.0	1.5	1.1	2.6	20.5	3.1%	14.1%	5.5%	8.7%	28.0%	12.3%	5.9%
Newbattle Abbey	0.0	-0.2	-0.1	0.0	0.0	0.0	-0.1		-2.3%	-0.8%				-0.8%
North East Scotland	52.9	-18.4	34.6	-2.1	-1.3	-3.3	31.2	36.0%	-24.5%	15.6%	-34.5%	-39.6%	-36.3%	13.5%
North Highland	0.0	3.9	3.9	-14.0	1.9	-12.1	-8.2		19.4%	5.4%	-58.3%	67.9%	-45.1%	-8.3%
Orkney	0.3	-0.3	0.0	-1.1	0.3	-0.7	-0.7	4.8%	-7.3%	0.3%	-30.6%	44.2%	-16.9%	-4.7%
Perth	-2.0	19.5	17.5	3.0	1.6	4.6	22.1	-1.6%	60.8%	11.4%	33.3%	41.5%	35.8%	13.2%
Sabhal Mòr Ostaig*														
Shetland	2.0	5.3	7.3	-4.0	-4.0	-8.0	-0.8	18.2%	117.1%	46.9%	-100.0%	-100.0%	-100.0%	-3.2%
South Lanarkshire	1.0	2.4	3.4	3.0	-0.9	2.1	5.5	1.6%	9.6%	3.9%	42.9%	-20.8%	18.3%	5.5%
SRUC	-14.6	-11.2	-25.8	-4.1	-3.9	-8.0	-33.8	-11.8%	-27.9%	-15.7%	-29.1%	-39.5%	-33.4%	-18.0%
West College Scotland	-2.9	19.0	16.2	-8.1	4.2	-3.9	12.2	-1.1%	18.7%	4.4%	-42.0%	38.0%	-13.0%	3.1%
West Highland	4.0	-1.0	3.0	3.0	0.9	3.9	6.9	16.0%	-4.6%	6.5%	300.0%	30.2%	96.1%	13.7%
West Lothian	12.1	1.5	13.6	0.0	7.2	7.2	20.8	13.3%	5.6%	11.5%		133.8%	69.4%	16.2%
Scotland	33.8	59.0	97.8	-37.3	-4.1	-41.3	51.4	1.0%	4.9%	2.0%	-12.4%	-2.2%	-8.5%	1.0%

\* 2015-16 was the first year of Sabhal Mòr Ostaig's inclusion in the staffing return

**Table A.3: Teaching and non-teaching staff by multi-college region and modes of employment by FTE 2014-15 to 2015-16**

Multi-college Region	Teaching Staff 2014-15							Teaching Staff 2015-16							2014-15 to 2015-16 Teaching Staff Variances							
	Permanent			Temporary			2014-15 Teaching - total	Permanent			Temporary			2015-16 Teaching - total	Permanent			Temporary			Overall Variance	
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total		
Glasgow Regional Total	790.2	248.2	1,038.5	11.0	76.7	87.7	1,126.2	813.8	270.7	1,084.5	6.0	44.3	50.3	1,134.7	23.6	22.4	46.0	-5.0	-32.5	-37.5	8.6	
UHI Regional Total	366.9	182.4	549.4	9.2	147.6	156.8	706.2	381.9	167.0	548.9	1.0	136.7	137.7	686.6	15.0	-15.5	-0.5	-8.2	-11.0	-19.2	-19.6	
Lanarkshire Regional Total	388.9	105.3	494.2	1.0	83.6	84.6	578.8	396.9	130.3	527.2	11.8	66.2	78.0	605.2	8.0	25.0	33.0	10.8	-17.4	-6.6	26.4	
Scotland	3,604.1	1,225.5	4,829.5	71.6	471.0	542.5	5,372.1	3,626.3	1,246.9	4,873.2	53.2	397.6	450.8	5,324.0	22.2	21.2	43.7	-18.4	-74.4	-91.7	-49.4	
	100%							Permanent			Temporary			2015-16 14-15 Comparison		Permanent			Temporary			Overall Variance (%)
Glasgow Regional Total								103.0%	109.0%	104.4%	54.5%	57.7%	57.3%	100.8%	3.0%	9.0%	4.4%	-45.5%	-42.3%	-42.7%	0.8%	
UHI Regional Total								104.1%	91.5%	99.9%	10.9%	92.6%	87.8%	97.2%	4.1%	-8.5%	-0.1%	-89.1%	-7.4%	-12.2%	-2.8%	
Lanarkshire Regional Total								102.0%	123.8%	106.7%	1182.0%	79.1%	92.2%	104.6%	2.0%	23.8%	6.7%	1082.0%	-20.9%	-7.8%	4.6%	
Scotland								100.6%	101.8%	100.9%	74.3%	84.4%	83.1%	99.1%	0.6%	1.8%	0.9%	-25.7%	-15.6%	-16.9%	-0.9%	

Multi-college Region	Non-Teaching 2014-15							Non-Teaching 2015-16							2014-15 to 2015-16 Non-Teaching Staff Variances							
	Permanent			Temporary			2014-15 Teaching - total	Permanent			Temporary			2015-16 Non-Teaching - total	Permanent			Temporary			Overall Variance	
	Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total		Full-time	Part-time	Total	Full-time	Part-time	Total		
Glasgow Regional Total	688.4	161.5	850.0	68.8	41.2	110.0	960.0	697.5	175.3	872.8	70.2	45.5	115.7	988.5	9.0	13.8	22.8	1.3	4.4	5.7	28.5	
UHI Regional Total	411.7	218.7	630.4	51.9	29.0	80.9	711.3	427.4	251.2	678.7	45.7	35.3	81.0	759.7	15.8	32.5	48.3	-6.3	6.4	0.1	48.4	
Lanarkshire Regional Total	319.2	95.9	415.0	24.0	8.3	32.4	447.4	328.2	108.2	436.4	28.5	8.5	37.0	473.4	9.0	12.4	21.3	4.5	0.2	4.7	26.0	
Scotland	3,736.3	1,200.6	4,936.9	299.5	187.4	487.0	5,423.9	3,775.1	1,259.5	5,034.7	262.3	183.4	445.6	5,480.3	33.8	59.0	97.8	-37.3	-4.1	-41.3	51.4	
	100%							Permanent			Temporary			2015-16 14-15 Comparison		Permanent			Temporary			Overall Variance (%)
Glasgow Regional Total								101.3%	108.5%	102.7%	101.9%	110.7%	105.2%	103.0%	1.3%	8.5%	2.7%	1.9%	10.7%	5.2%	3.0%	
UHI Regional Total								103.8%	114.9%	107.7%	88.0%	122.0%	100.2%	106.8%	3.8%	14.9%	7.7%	-12.0%	22.0%	0.2%	6.8%	
Lanarkshire Regional Total								102.8%	112.9%	105.1%	118.7%	102.2%	114.4%	105.8%	2.8%	12.9%	5.1%	18.7%	2.2%	14.4%	5.8%	
Scotland								101.0%	104.9%	102.0%	87.6%	97.8%	91.5%	101.0%	1.0%	4.9%	2.0%	-12.4%	-2.2%	-8.5%	1.0%	

**Table H.1: Headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2015-16**

Teaching grade	Teaching qualification	2014-15 (Count)					Total	2014-15 (%)					Total
		Terms and Mode of Employment				Terms and Mode of Employment							
		Permanent		Temporary		Permanent		Temporary					
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Total	
Lecturer and above	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,848	1,355	29	378	4,610		38.0%	18.1%	0.4%	5.0%	61.6%	
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	330	327	17	175	849		4.4%	4.4%	0.2%	2.3%	11.3%	
	Formal qualification but not teacher trained	369	396	27	621	1,413		4.9%	5.3%	0.4%	8.3%	18.9%	
	No formal qualification	32	37	1	161	231		0.4%	0.5%	0.0%	2.1%	3.1%	
Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	18	2	2	17	39		0.2%	0.0%	0.0%	0.2%	0.5%	
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	81	52	1	65	199		1.1%	0.7%	0.0%	0.9%	2.7%	
	Formal qualification but not teacher trained	51	31	4	51	137		0.7%	0.4%	0.1%	0.7%	1.8%	
	No formal qualification	3	4	0	4	11		0.0%	0.1%	0.0%	0.1%	0.1%	
		3,732	2,204	81	1,472	7,489		49.8%	29.4%	1.1%	19.7%	100%	

Teaching grade	Teaching qualification	2015-16 (Count)					Total	Variance to 2014-15	2015-16 (%)					Total	Variance to 2014-15
		Terms and Mode of Employment				Terms and Mode of Employment									
		Permanent		Temporary		Permanent			Temporary						
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Total			
Lecturer and above	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,870	1,412	28	347	4,657	47	39.1%	19.2%	0.4%	4.7%	63.4%	1.8%		
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	308	302	9	201	820	-29	4.2%	4.1%	0.1%	2.7%	11.2%	-0.2%		
	Formal qualification but not teacher trained	322	381	19	495	1,217	-196	4.4%	5.2%	0.3%	6.7%	16.6%	-2.3%		
	No formal qualification	71	65	2	192	330	99	1.0%	0.9%	0.0%	2.6%	4.5%	1.4%		
Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2	2	1	63	68	29	0.0%	0.0%	0.0%	0.9%	0.9%	0.4%		
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	76	41	3	18	138	-61	1.0%	0.6%	0.0%	0.2%	1.9%	-0.8%		
	Formal qualification but not teacher trained	31	25	5	31	92	-45	0.4%	0.3%	0.1%	0.4%	1.3%	-0.6%		
	No formal qualification	5	0	3	18	26	15	0.1%	0.0%	0.0%	0.2%	0.4%	0.2%		
		3,685	2,228	70	1,365	7,348	-141	50.1%	30.3%	1.0%	18.6%	100%			

**Table H.2: Combined headcount of staff by teaching grade, teaching qualification and mode of employment 2014-15 to 2015-16 (Totals)**

Teaching grade	Teaching qualification	2014-15 (Count)					2014-15 (%)				
		Terms and Mode of Employment					Terms and Mode of Employment				
		Permanent		Temporary		Total	Permanent		Temporary		Total
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time		Full-Time	Part-Time			
Lecturer and above PLUS Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,866	1,357	31	395	4,649	38.3%	18.1%	0.4%	5.3%	62.1%
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	411	379	18	240	1,048	5.5%	5.1%	0.2%	3.2%	14.0%
	Formal qualification but not teacher trained	420	427	31	672	1,550	5.6%	5.7%	0.4%	9.0%	20.7%
	No formal qualification	35	41	1	165	242	0.5%	0.5%	0.0%	2.2%	3.2%
		3,732	2,204	81	1,472	7,489	49.8%	29.4%	1.1%	19.7%	100%

Teaching grade	Teaching qualification	2015-16 (Count)					Variance to 2014-15	2015-16 (%)					
		Terms and Mode of Employment						Terms and Mode of Employment					
		Permanent		Temporary		Total		Permanent		Temporary		Total	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time		Full-Time	Part-Time					
Lecturer and above PLUS Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,872	1,414	29	410	4,725	76	39.1%	19.2%	0.4%	5.6%	64.3%	2.2%
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	384	343	12	219	958	-90	5.2%	4.7%	0.2%	3.0%	13.0%	-1.0%
	Formal qualification but not teacher trained	353	406	24	526	1,309	-241	4.8%	5.5%	0.3%	7.2%	17.8%	-2.9%
	No formal qualification	76	65	5	210	356	114	1.0%	0.9%	0.1%	2.9%	4.8%	1.6%
		3,685	2,228	70	1,365	7,348	-141	50.1%	30.3%	1.0%	18.6%	100%	

**Table H.3: National College Performance Indicator measure: Proportion of full-time teaching staff with a recognised teaching qualification 2014-15 to 2015-16**

Teaching grade	Teaching qualification	2014-15 (Count)		2014-15 (%)	
		Terms and Mode of Employment		Terms and Mode of Employment	
		Permanent		Permanent	
		Full-Time		Full-Time	
Lecturer and above PLUS Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,866		76.8%	
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	411		11.0%	
<b>Total Teaching Staff:</b>		<b>3,732</b>		<b>87.8%</b>	

Teaching grade	Teaching qualification	2015-16 (Count)		Variance to 2014-15	2015-16 (%)	
		Terms and Mode of Employment			Terms and Mode of Employment	
		Permanent			Permanent	
		Full-Time		Variance to 2014-15	Full-Time	
Lecturer and above PLUS Instructor or equivalent	TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent	2,872			6	77.9%
	Other TQ not equivalent to TQFE/Secondary/Primary/PGDE (adult literacies)	384		-27	10.4%	
<b>Total Teaching Staff:</b>		<b>3,685</b>		<b>-47</b>	<b>88.4%</b>	