

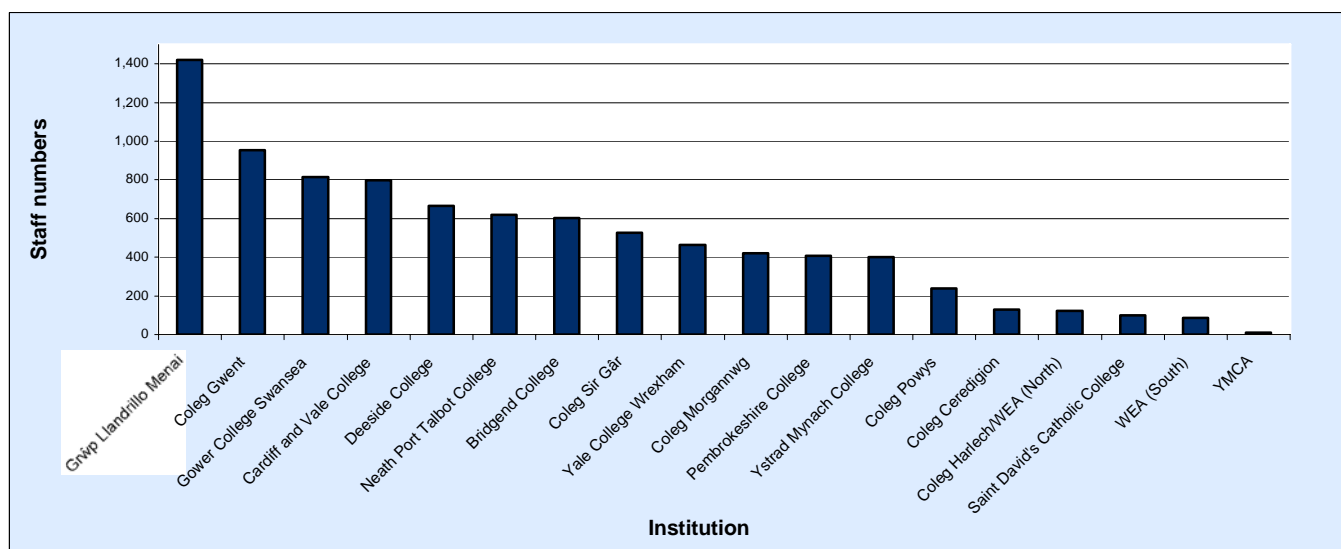
Staff at Further Education Institutions in Wales, 2011/12

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 2011/12. The data used in this release were collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record, as for 2009/10 and 2010/11. Previous releases were sourced by the Staff Individualised Record (SIR); see notes for further detail.

Summary:

- During 2011/12, staff numbers, directly employed by FE institutions in Wales, amounted to 8,775 full time equivalents (FTEs).
- The overall number of staff FTEs, directly employed by FE institutions in Wales, fell slightly by 0.4 per cent between 2010/11 and 2011/12. The 2011/12 total is the second lowest (after 2009/10) since a peak in staff FTE numbers in 2005/06.
- Year on year changes in staff FTE numbers varied across FE institutions, with 10 institutions experiencing a decrease in staff numbers relative to 2010/11.

Chart 1: Full-time equivalent staff numbers, by FE institution, 2011/12 (a)



Source: 2011/12 Finance Record

(a) Colleges which merged before August 2012 are not illustrated as separate sites but are included in the figures of the new merged bodies. (Table 1 footnotes provide details of mergers.)

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Staff FTEs at FE institutions

- Chart 1 and Table 1 show the distribution of staff FTEs across FE institutions by year.
- During 2011/12, staff numbers amounted to 8,775 full-time equivalents (FTEs), a decrease of 0.4 per cent, compared with 2010/11.
- The number of staff at individual institutions varied widely, from around 10 FTEs in YMCA, to 1,420 FTEs at Grŵp Llandrillo Menai (following the merger of Coleg Llandrillo Cymru and Coleg Menai).

Table 1: Full-time equivalent staff numbers, by institution, 2004/05 to 2011/12 (a)

Institution	2004/05 (b)	2005/06 (b)	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Barry College (g)	300	310	315	325	330	330	335	.
Bridgend College	630	635	585	570	580	575	595	605
Cardiff and Vale College (g)	.	.	.	.	.	.	.	800
Coleg Ceredigion	135	140	135	140	125	125	125	130
Deeside College (c)(e)	405	415	425	455	460	585	675	665
Coleg Glan Hafren (g)	410	430	465	470	445	445	470	.
Gorseinon College (f)	295	320	325	315	305	315	.	.
Gower College Swansea (f)	.	.	.	.	.	.	825	815
Coleg Gwent	970	970	970	1,005	1,045	950	925	955
Coleg Harlech/WEA (North)	95	95	100	95	100	100	125	120
Coleg Llandrillo (d)(h)	580	615	640	640	660	810	970	.
Grŵp Llandrillo Menai (h)	.	.	.	.	.	.	.	1,420
Coleg Lllysfasi (e)	125	125	135	130	115	110	.	.
Coleg Meirion Dwyfor (d)	205	205	215	215	210	.	.	.
Coleg Menai (h)	440	375	375	380	385	385	460	.
Coleg Morgannwg	585	540	505	450	410	420	440	420
Neath Port Talbot College	550	555	555	565	575	585	665	620
Pembrokeshire College	440	460	440	390	390	380	395	405
Coleg Powys	280	280	270	270	265	270	250	240
Saint David's Catholic College	100	100	110	115	110	120	110	100
Coleg Sir Gâr	575	590	590	575	560	550	535	530
Swansea College (f)	645	680	675	635	590	540	.	.
WEA (South)	95	100	105	95	65	60	65	85
Welsh College of Horticulture (c)	190	195	180	180	180	.	.	.
Yale College Wrexham	425	485	490	500	465	465	450	465
YMCA	20	25	15	10	15	15	10	10
Ystrad Mynach College	415	425	415	440	430	390	390	400
Total	8,910	9,080	9,035	8,955	8,805	8,530	8,810	8,775

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) For comparability, figures for 2004/05 and 2005/06 do not include data for Merthyr Tydfil College, for which data have not been collected from 2006/07 onwards, following its merger with the University of Glamorgan in 2006.

(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 merged 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.

Changes in staff FTE numbers at FE institutions

- The staff FTE total remains lower than at its peak in 2005/06. Following a decline in numbers between 2005/06 and 2009/10, the overall number of staff FTEs directly employed by FE institutions rose between 2009/10 and 2010/11 and then fell slightly by 0.4 per cent. (Table 1).
- Ten FE institutions (including two new institutions formed from mergers, relative to the totals of their constituents the previous year) had decreases in staff numbers and 8 had increases. For colleges, the changes ranged from a 9 per cent decrease at St David's Catholic College to a 5.5 per cent increase at Coleg Ceredigion, though there were larger percentage increases at the two non-college FE institutions (YMCA and WEA South). The decrease of 7 per cent at Neath Port Talbot College followed an increase between 2009/10 and 2010/11 (for reasons given in the [previous edition](#) of this release).
- The FTEs of the two FE institutions (Grŵp Llandrillo Menai and Cardiff and Vale College) which have most recently formed were in each case very close to the sums for their constituent colleges the previous year, with a decrease of around 1 per cent in each case.

Staff FTEs by pay expenditure category

- Table 2 shows staff numbers by pay expenditure categories.
- The 'Teaching and learning departments' category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 59.5 per cent of total FTEs, virtually unchanged since 2006/07 (though a little higher in 2004/05 at 62 per cent).
- Administration and Central Services staff FTE numbers are virtually unchanged at 14.9 per cent of the total since 2004/05 (14.7 per cent) but with fluctuations in the intervening years.

Table 2: Staff FTE numbers by pay expenditure categories, 2004/05 to 2011/12 (a)(b)

Pay Expenditure Category	Academic Year							
	2004/05 (c)	2005/06 (c)	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Teaching and Learning Departments	5,535	5,520	5,360	5,395	5,220	5,100	5,300	5,225
Teaching and Learning Support Services	635	805	925	875	970	955	980	975
Other Support Services	430	420	400	335	365	335	370	355
Administration and Central Services	1,305	1,330	1,280	1,320	1,345	1,235	1,210	1,305
General Education Expenditure	75	70	135	130	70	75	60	60
Premises	350	350	330	330	345	335	335	335
Research and Consultancy	*	5	25	25	*	*	*	0
Other Incoming Generating Activities	345	355	365	345	300	315	370	335
Catering and Residence	205	190	190	170	165	160	170	165
Farm	30	30	30	30	20	15	20	25
Total	8,910	9,080	9,035	8,955	8,805	8,530	8,810	8,775

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) For comparability, figures for 2004/05 and 2005/06 do not include data for Merthyr Tydfil College, for which data have not been collected from 2006/07 onwards, following its merger with the University of Glamorgan in 2006.

Staff FTEs by pay expenditure category and institution

- Table 3 shows staff numbers by institution and pay expenditure categories.
- During 2011/12, the 'Teaching and Learning Departments' category accounted for 59.5 per cent of total staff FTEs directly employed by FE institutions, ranging from 72 per cent in Ystrad Mynach College to 46 per cent in Neath Port Talbot College. (See also YMCA below.)

Table 3: Staff FTE numbers by institution and pay expenditure categories, 2011/12 (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	365	20	30	55	130	605
Cardiff and Vale College	540	80	55	70	50	800
Coleg Ceredigion	60	15	15	25	15	130
Deeside College	455	25	25	65	95	665
Gower College Swansea	565	20	35	75	115	815
Coleg Gwent	560	120	0	265	10	955
Coleg Harlech/WEA (North)	65	5	0	35	15	120
Grŵp Llandrillo Menai	765	330	60	190	80	1,420
Coleg Morgannwg	220	70	30	45	50	420
Neath Port Talbot College	285	110	30	75	120	620
Pembrokeshire College	290	25	15	50	30	405
Coleg Powys	140	20	15	35	25	240
Saint David's Catholic College	65	5	*	20	5	100
Coleg Sir Gâr	285	40	10	85	110	530
WEA (South)	60	10	*	15	*	85
Yale College Wrexham	215	45	15	160	30	465
YMCA	*	0	0	10	*	10
Ystrad Mynach College	285	25	15	35	35	400
All FE Institutions	5,225	975	355	1,305	915	8,775

Source: 2011/12 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.

- The 'Administration and Central Services' category was the second largest category, accounting for 15 per cent of total staff FTEs directly employed by FE institutions, ranging from 34 per cent at Yale College Wrexham (and see also YMCA below) to just under 9 per cent at Cardiff and Vale College.
- The split between 'teaching & learning departments' and 'teaching & learning support services' reflects the different style of teaching in each college. In some instances, instructors and demonstrators may be included under 'teaching & learning support services'.
- At YMCA, 'administration & central services' forms a large proportion (73 per cent) and 'Teaching and Learning Departments' a low proportion (18 per cent) of total staff FTEs. As noted in the 2009/10 and 2010/11 releases, these high and low proportions respectively are 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 2011/12. The data used in this release are collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record as was also the case in 2010/11 and 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. This subject was included in the 2011 consultation on Education Statistics, with the summary of responses and a resultant action plan available at the link below:

www.wales.gov.uk/consultations/statistics/education/

Also relevant are proposals (September 2012) to amend the requirements for registration of the education workforce in Wales:

www.wales.gov.uk/consultations/education/regeducationworkforce/

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 for 2006/07 onwards following its merger with the University of Glamorgan in 2006. Thus, for comparability, data for Merthyr Tydfil College have been excluded from years 2004/05 and 2005/06.

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.

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 2011/12 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 2011/12 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.

Data Source	Academic Year							
	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Staff Individualised Record	9,160	8,960	9,260	9,185	9,065	.	.	.
Finance Record	8,910	9,080	9,035	8,955	8,805	8,530	8,810	8,775
Finance Record as % of SIR	97	101	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 2004/05 and 2005/06 does not include figures for Merthyr Tydfil College, as data have not been collected for 2006/07 onwards, following its merger with the University of Glamorgan in 2006.

The table above compares FTE counts from both data sources. It shows that for most years (though not 2005/06) the Staff Individualised Record gave a figure around 150-250 higher than the Finance Record and followed a similar trend.

4.3 Timeliness and Punctuality

Statistics on a given academic year are drawn from the Finance Record, following the end of the academic year. However one institution did not finalise its staff FTE figures until the end of May 2013. The previous two editions of the release using the current source were published in July of their respective years. The publication of this year's release has been brought forward to June.

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 2010/11](#), was released in September 2012.

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 two FE staff releases to be based on the Finance Record were [SDR 122/2011](#) and [SDR 115/2012](#) for 2009/10 and 2010/11 respectively.

Data for Merthyr Tydfil College have not been collected for 2006/07 onwards following its merger into the University of Glamorgan in 2006. Thus, for comparability, data for Merthyr Tydfil College have been excluded from years 2004/05 and 2005/06.

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

Further information is available from the statistics web site:

www.wales.gov.uk/topics/statistics/theme/post16ed/further-educa/

More detailed data are available to download from the StatsWales website:

www.statswales.wales.gov.uk