

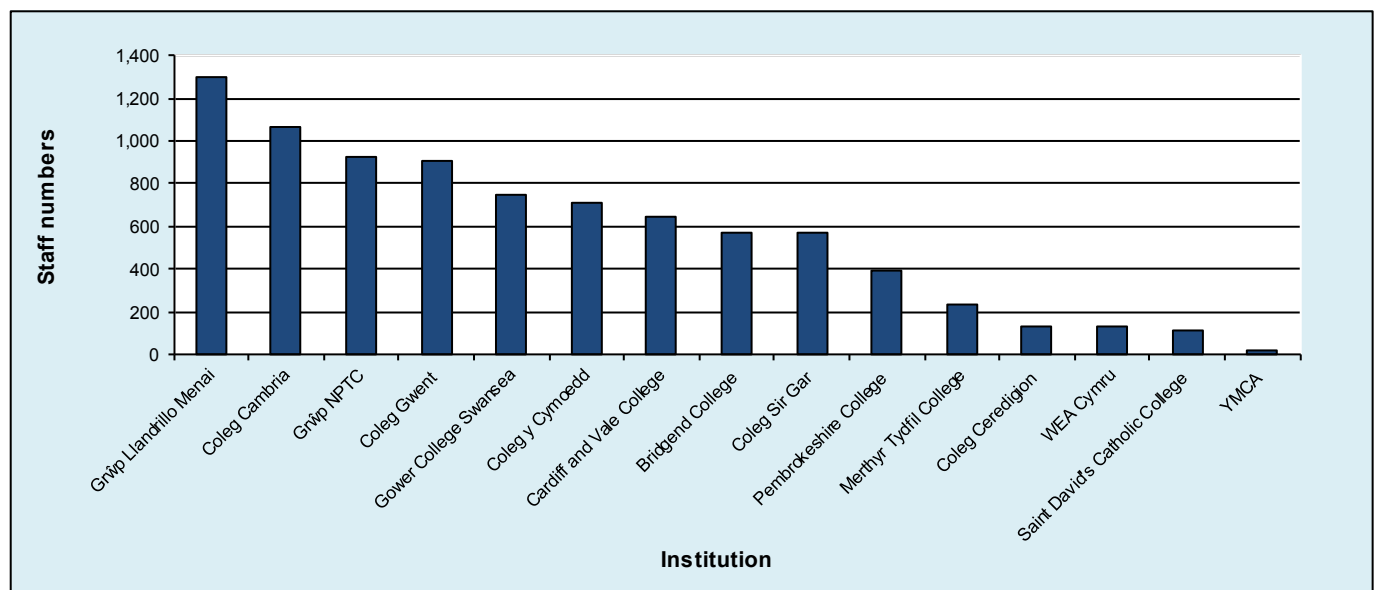
Staff at Further Education Institutions in Wales, 2014/15

This Statistical First Release provides information on the number of staff full time equivalents directly employed by Further Education institutions at any time during the academic year 2014/15. The data used in this release were collected from the institutions by the Welsh Government via the Finance Record. The data in this release are also available on the Welsh Government's interactive data dissemination service StatsWales, covering the academic years 2004/05 onwards.

Summary:

- During 2014/15, staff numbers directly employed by Further Education (FE) institutions in Wales amounted to 8,465 full time equivalents (FTEs).
- The overall number of staff FTEs directly employed by FE institutions in Wales fell by 7.3 per cent between 2013/14 and 2014/15, largely driven by decreases in the Teaching and Learning Support Services and Administration and Central Services categories. The number of staff FTEs in 2014/15 is lower than it has been in the ten previous years on a comparable basis (see notes).
- Year on year changes in staff FTE numbers varied across FE institutions, with all but two institutions experiencing a decrease in staff FTE numbers compared to the previous year.

Chart 1: Full-Time Equivalent Staff Numbers by Further Education Institution, 2014/15



Source: 2014/15 Finance Record

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Table 1: Full-Time Equivalent Staff Numbers by Further Education Institution, 2007/08 to 2014/15 (a)

Institution	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Bridgend College	570	580	575	595	605	650	590	570
Coleg Ceredigion	140	125	125	125	130	135	135	135
Coleg Gwent	1,005	1,045	950	925	955	985	975	905
Merthyr Tydfil College (b)	.	.	.	.	.	235	255	235
Pembrokeshire College	390	390	380	395	405	405	405	395
Saint David's Catholic College	115	110	120	110	100	105	115	115
Coleg Sir Gâr	575	560	550	535	530	545	570	565
YMCA	10	15	15	10	10	10	15	15
WEA Cymru (l)	.	.	.	.	.	.	160	135
Coleg Harlech/WEA (North) (l)	95	100	100	125	120	140	.	.
WEA (South) (l)	95	65	60	65	85	85	.	.
Coleg y Cymoedd (k)	.	.	.	.	.	.	770	710
Coleg Morgannwg (k)	450	410	420	440	420	430	.	.
Ystrad Mynach College (k)	440	430	390	390	400	405	.	.
Grŵp NPTC (j)	.	.	.	.	.	.	905	925
Neath Port Talbot College (j)	565	575	585	665	700	720	.	.
Coleg Powys (j)	270	265	270	250	240	250	.	.
Coleg Cambria (i)	.	.	.	.	.	.	1,115	1,065
Yale College Wrexham (i)	500	465	465	450	465	470	.	.
Deeside College (c)(e)(i)	455	460	585	675	665	650	.	.
Coleg Lllysfasi (e)	130	115	110	.	.	.	.	.
Welsh College of Horticulture (c)	180	180	.	.	.	.	.	.
Grŵp Llandrillo Menai (h)	.	.	.	.	1,420	1,500	1,550	1,295
Coleg Menai (h)	380	385	385	460	.	.	.	.
Coleg Llandrillo (d)(h)	640	660	810	970	.	.	.	.
Coleg Meirion Dwyfor (d)	215	210	.	.	.	.	.	.
Cardiff and Vale College (g)	.	.	.	.	800	825	785	650
Barry College (g)	325	330	330	335	.	.	.	.
Coleg Glan Hafren (g)	470	445	445	470	.	.	.	.
Gower College Swansea (f)	.	.	.	825	815	790	785	750
Gorseinon College (f)	315	305	315	.	.	.	.	.
Swansea College (f)	635	590	540	.	.	.	.	.
Total	8,955	8,805	8,530	8,810	8,855	9,330	9,130	8,465

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 Full-Time Equivalents at Further Education Institutions

- Chart 1 shows the distribution of staff full-time equivalents (FTEs) across Further Education (FE) institutions in 2014/15, and Table 1 details staff FTE numbers from 2007/08 onwards.
- During 2014/15, staff numbers amounted to 8,465 FTEs, a decrease of 7.3 per cent when compared with 2013/14.
- The number of staff at individual institutions varied widely, from 15 FTEs at YMCA to 1,295 FTEs at Grŵp Llandrillo Menai.

Changes in Staff Full-Time Equivalent Numbers

- The total number of staff across all FE institutions in 2014/15 is lower than in any year since 2004/05 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).
- Grŵp NPTC saw an increase of 2.1 per cent in staff numbers, and the total staff FTE numbers at YMCA was unchanged from 2013/14. The number of staff FTEs at all other institutions dropped, with the largest decreases occurring at Grŵp Llandrillo Menai and Cardiff and Vale College.

Table 2: Staff Full-Time Equivalent Numbers by Pay Expenditure Categories, 2007/08 to 2014/15 (a)(b)

Pay Expenditure Category	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (c)	2013/14 (c)	2014/15 (c)
Teaching and Learning Departments	5,395	5,220	5,100	5,300	5,225	5,420	5,390	5,280
Teaching and Learning Support Services	875	970	955	980	975	1,150	1,050	760
Other Support Services	335	365	335	370	355	385	360	410
Administration and Central Services	1,320	1,345	1,235	1,210	1,305	1,345	1,275	980
General Education Expenditure	130	70	75	60	60	60	90	100
Premises	330	345	335	335	335	340	340	325
Research and Consultancy	25	*	*	*	0	20	20	15
Other Income Generating Activities	345	300	315	370	415	425	410	415
Catering and Residence	170	165	160	170	165	175	165	155
Farm	30	20	15	20	25	25	25	25
Total	8,955	8,805	8,530	8,810	8,855	9,330	9,130	8,465

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.

Staff Full-Time Equivalent Numbers by Pay Expenditure Category

- Table 2 shows staff full-time equivalent (FTE) numbers by pay expenditure category.
- The largest contributors to the overall drop in staff FTE numbers between 2013/14 and 2014/15 are the Teaching and Learning Support Services and Administration and Central Services categories.
- The Teaching and Learning Departments category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 62 per cent of total FTEs. This proportion is slightly higher than the level seen between 2007/08 and 2013/14, where the proportion fluctuated between 58 and 60 per cent of the total FTEs. Overall FTE staff numbers in this category saw a 2 per cent decrease between 2013/14 and 2014/15.
- Teaching and Learning Support Services saw a 28 per cent decrease in 2014/15, and now constitutes 9 per cent of all FTEs compared to 11 per cent in the previous year. Staff FTE numbers in this category are lower in 2014/15 than they have been in any of the seven previous years.

- When combined, the Teaching and Learning Departments and Teaching and Learning Support Services categories make up 71 per cent of total FTEs, the same as last year and a similar proportion for each year since 2007/08.
- Following a 23 per cent decrease from 2013/14, Administration and Central Services staff FTE numbers make up 12 per cent of the total in 2014/15, which is lower than the 14 per cent observed last year. As with Teaching and Learning Support Services, staff FTE numbers in Administration and Central Services are lower than they have been in any of the previous seven years.

Table 3: Staff Full-Time Equivalent Numbers by Further Education Institution and Pay Expenditure Categories, 2014/15 (a)(b)

Institution	Teaching and Learning				Other (c)	Total
	Teaching and Learning Departments	Learning Support Services	Other Support Services	Administration and Central Services		
Bridgend College	340	30	25	50	125	570
Coleg Cambria	755	70	15	90	135	1,065
Cardiff and Vale College	445	55	45	45	55	650
Coleg Ceredigion	70	15	5	30	15	135
Coleg y Cymoedd	475	50	35	95	60	710
Gower College Swansea	525	15	35	70	100	750
Coleg Gwent	500	135	0	260	10	905
Grŵp Llandrillo Menai	865	165	130	60	75	1,295
Merthyr Tydfil College	135	25	30	20	20	235
Grŵp NPTC	525	20	45	100	240	925
Pembrokeshire College	270	30	10	50	30	395
Saint David's Catholic College	80	5	*	20	5	115
Coleg Sir Gar	295	55	10	80	125	565
WEA Cymru	0	85	10	*	35	135
YMCA	*	*	0	10	*	15
Total	5,280	760	410	980	1,035	8,465

Source: 2014/15 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.

Staff Full-Time Equivalent Numbers by Institution and Pay Expenditure Category

- Table 3 shows staff full-time equivalent (FTE) numbers by institution and pay expenditure category.
- During 2014/15, the Teaching and Learning Departments category accounted for 62 per cent of total staff FTEs directly employed by FE institutions, ranging from 71 per cent in Coleg Cambria to 52 per cent in Coleg Sir Gar.
- The Administration and Central Services category was the second largest category, accounting for 12 per cent of total staff FTEs directly employed by FE institutions, ranging from 29 per cent at Coleg Gwent to 5 per cent at Grŵp Llandrillo Menai.
- 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 2014/15. The data used in this release are collected from the institutions by the Welsh Government (Economy, Skills and Natural Resources Department) 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.

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 2012/13 and onwards. 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.

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 2015.

Any FE colleges which have merged between 2007/08 and 2014/15 inclusive have been listed consecutively in table 1 for ease of reference.

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

Following the consultation, The [Education Workforce Council](#) (EWC) 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 EWC, which came into being from 1 April 2015. Also from this time, teachers within FE institutions are required to register with EWC. From April 2016, learning support workers in schools and FE institutions will also be required to register with the EWC, in addition to the existing teachers, as part of a drive to raise standards and regulate the entire education workforce in Wales.

The EWC produce an annual statistics digest, currently relating to school teachers, but in the future will include data on all EWC registered practitioners. In the interim the EWC has produced a research report, providing their first analysis of registered FE teachers in Wales. The report published in November 2015 is available through the website [EWC - Education Workforce Statistics and Research](#).

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 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 - Economy, Skills and Natural Resources Department, 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 2014/15 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 2014/15 versions of the 'Staff at Further Education Institutions in Wales' statistical first release 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 2007/08 and 2008/09 the Staff Individualised Record gave a figure around 230-260 higher than the Finance Record and followed a similar trend.

Data Source	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Staff Individualised Record	9,185	9,065	.	.	.	.	.	.
Finance Record	8,955	8,805	8,530	8,810	8,855	9,330	9,130	8,465
Finance Record as % of SIR	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 2013/14 and 2014/15 releases were 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 for previous years

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 five FE staff releases to be based on the Finance Record were SDR 122/2011, SDR 115/2012, SDR 105/2013, SDR 97/2014 and SDR 77/2015 for 2009/10, 2010/11, 2011/12, 2012/13 and 2013/14 respectively. [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 2012/13 and onwards. 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.

Other publications of Further Education staff numbers

The [Education Workforce Council](#) (EWC) produces an annual statistics digest, which currently relates to school teachers, but in the future will include data on all EWC registered practitioners. In the interim the EWC has produced a research report, providing their first analysis of registered FE teachers in Wales including breakdowns by gender and age. The report published in November 2015 is available through the [EWC - Education Workforce Statistics and Research](#) webpage.

The figures in the EWC report are not directly comparable to those in this release. The EWC information contains a headcount of all registered teachers at a given snapshot date, whereas this release provides staff FTE numbers across the academic year. The EWC report also relates to the 2015/16 academic year,

which does not allow for direct comparison to existing staff FTE data. A further review will be taken to assess the coherence of the two data sources, with consideration being given to whether there are any implications for this statistical release going forward.

Data for the rest of the United Kingdom

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 Education and Training Foundation respectively:

[Student and Staff Performance Indicators for Scotland's Further Education Colleges](#)
[FE Workforce Data Reports 2013/14](#)

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

Information on staff at FE institutions across the UK can be found in table 2.1(ii) the following statistical release, which contains information on staff at English, Welsh and Scottish FE institutions:

[Education and Training Statistics for the UK: 2015](#)

Other related data for Further Education institutions

Data on further education 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'. From 2003/04 to 2012/13 this was replaced by this series of publications, which excludes information on staff numbers:

[Further Education, Work-based learning and Community Learning in Wales Statistics](#)

The PDF version of 'Further Education, Work-based learning and Community Learning in Wales Statistics' was discontinued following the 2012/13 publication, and data for 2013/14 onwards can now be found in a series of interactive reports and Excel workbooks on the StatsWales website here:

[StatsWales - Further Education and Work-Based Learning Learners](#)

5. Further Information

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

Further data associated with this release covering the academic years 2004/05 onwards are available to download from the StatsWales website here:

[StatsWales - Staff at Further Education Institutions](#)



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