

Further Education College Workforce Data for England

An Analysis of the Staff Individualised Record
Data 2008-2009



Skills for Learning Professionals

Foreword



This report contains labour market intelligence on the further education college workforce in England. Based on the 2008-2009 Staff Individualised Record (SIR), it provides further education colleges, representative bodies and policy makers with a robust basis for workforce planning.

Priority 1 of the *Workforce Strategy for the Further Education Sector in England 2007-2012* sets out the case that “understanding the nature of the workforce” is an enabler and a necessary first step in developing an evidence base for policy and for the measurement of improvements and changes in the further education sector.

Reliable information about the workforce in any sector can support forecasting, policy development, impact measurement, and decision making at a national, local and organisational level. We know that if we are able to deliver an analysis of workforce data to our employers in an accessible manner, at the appropriate level, it enables them to predict the specific needs of their workforce and respond appropriately, as their operating environment changes.

The publication of this report supports the *Workforce Strategy* for the Further Education Sector in England 2007-2012, and underlines the importance of understanding the workforce and using data to plan and improve services offered by the sector.

We are pleased to have expanded the scope of our data collection and reporting activities to parts of the sector which have, historically, not been represented before; specifically, National Specialist Colleges. While this report covers the further education college workforce, factsheets will be available for work based learning and adult and community learning later this year.

In the last year, many employers will have accessed workforce data through the Online Analytical Portal (OLAP), launched in February 2009. We are pleased to announce that we have improved access to both the latest SIR data and to SIR data from the 2002-2003 collection year onwards via the OLAP reporting tool.

We have also enhanced the type of data accessible through the OLAP portal, for example the inclusion of ‘general population’ data from the census and labour force data held at a regional and local authority level, which will allow benchmarking of staff data against the general population. The addition of the Dashboard reporting feature enables quicker access to information surrounding the SIR data via pre-defined reports.

For further information on OLAP and Dashboard reporting, read the guidance document hosted on the consultation portal:

https://sirdatacollection.lluk.org/consultation/sites/default/files/OLAP_guidance.pdf

For further information on the Workforce Strategy, visit: www.lluk.org/fe-workforce-strategy.htm

We welcome your comments and suggestions on how to improve and develop the intelligence presented here and warmly encourage you to access sirdatacollection.lluk.org/consultation to provide your feedback.



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Introduction

This report presents the findings from an analysis of workforce data, from the Staff Individualised Record (SIR) dataset, for further education colleges in England for 2008-2009. The SIR data is gathered from further education colleges for each academic year and comprises workforce information about staff from various occupational groups. This is the sixth in a series of annual reports on the further education workforce in England, produced by the Research Team at Lifelong Learning UK. It provides a profile of staff working in colleges, including information on age, gender and ethnicity. This report also gives an overview of the qualification levels and subject areas taught by further education college teaching staff.

Information on diversity, gender, annual pay and other areas is often provided for all further education staff and teaching staff to allow comparisons. In addition, five years of comparative SIR data has been analysed. Comparing data across the years enables changes in the profile of the workforce over time to be highlighted in this report.

Lifelong Learning UK has previously included results from the analysis of teaching qualifications data in this report that specifically enable monitoring towards the 'Success for All' target, set by the government. The aim of 'Success for All' is to have all teaching staff in further education colleges qualified or enrolled on a relevant teaching qualification by 2010. This analysis will be undertaken and reported separately.

The 2008-2009 dataset

The 2008-2009 SIR dataset comprises **268,310 records** (a slight increase from 2007-2008), each relating to an individual contract. It is estimated that approximately 10 to 15 per cent of further education college staff hold multiple contracts. This means that the actual number of staff is approximately 85 to 90 per cent of staff records. We currently do not have any reliable methods of identifying the precise number of staff in further education colleges and use individual contracts as a proxy for individual staff. For ease of presentation and readability, each contract will be referred to as a member of staff.

The table below provides the occupational breakdown of staff working in further education colleges in England during the 2008-2009 academic year. A more detailed table is shown in **Appendix 1**.

Table 1: Staff numbers by occupation in further education colleges in England, 2008-2009

Occupational group	Count	Per cent
Senior managers	879	0.3%
Other managers	16,524	6.2%
Administrative and professional staff	19,531	7.3%
Technical staff	16,787	6.3%
Word processing, clerical and secretarial staff	26,508	9.9%
Service staff	40,791	15.2%
Assessors and verifiers	5,563	2.1%
Teaching staff (lecturers, tutors and trainers)	138,222	51.5%
<i>Not known / not provided</i>	3,505	1.3%
Total	268,310	100%

The SIR data for 2008-2009 is based on responses from **365 further education colleges in England**. This is lower than the 369 colleges recorded in 2007-2008 because of recent college mergers. The 2008-2009 dataset includes responses from the following types of colleges:

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

National specialist colleges were invited to participate in the data collection for the first time in 2008-2009 to improve sector coverage of the Staff Individualised Record data collection. Six national specialist colleges submitted staff data, totalling 2,830 records. Data from these colleges have been included in figures presented in this report in order to provide a more comprehensive picture of workforce in colleges than has been possible in the past.

Almost two-thirds of responding colleges were general further education colleges and around a quarter were sixth form colleges. All specialist colleges together formed almost ten per cent of all colleges included in the data set. The number of colleges, by type and region, are shown in Table 2. The number of staff in different occupation groups for each type of college is shown in Appendix 2.

Table 2: Further education colleges included in the 2008-2009 SIR dataset, by region and type

Region	General further education college including tertiary	National specialist college	Sixth form college	Special college - agriculture and horticulture	Special college - art, design and performing arts	Specialist designated college	Total by region ¹
East Midlands	18	1	4	2	0	0	25
East of England	23	0	8	2	0	0	33
Greater London	35	1	12	1	0	5	54
North East	15	0	5	0	1	0	21
North West	34	0	21	2	0	0	57
South East	33	0	21	4	0	1	59
South West	24	1	2	3	1	0	31
West Midlands	32	3	12	0	1	1	49
Yorkshire and the Humber	21	0	10	2	1	1	35
Total by type	235	6	95	16	4	8	364

Where a college has not returned data within the time limit, data from a previous SIR collection have been used. This process is called 'backfilling'. The percentage of backfilled data was: 10% in 2004-2005, 8% in 2005-2006, 23% in 2006-2007, 9% in 2007-2008 and 21% in 2008-2009. All figures, graphs and tables presented in this report include backfilled data. A full list of further education colleges by region, number of contracts and year of most recent data submission can be found in Appendix 4.

Furthermore, in 2007-2008, some changes were made to the SIR specification, which informs providers about the data they need to submit. These changes are outlined in Appendix 3 and will be discussed further in the relevant sections of this report because these also apply to 2008-2009.

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

How to use this report

This report provides an overview of the further education college workforce in England during the 2008-2009 academic year. It begins with a summary of key findings, followed by two main chapters. The first chapter deals with the general profile of further education college staff, detailing aspects such as gender, age, ethnicity, geographical location and pay. The second provides a more detailed analysis of the level of teaching qualifications held by staff and subject areas taught. A more detailed analysis of the diversity profile of the workforce can be found in the Annual Workforce Diversity profile: www.lluk.org/equality-and-diversity-awdp.htm

Finally, throughout the report, there are year-on-year examinations of trends included where appropriate. Each section contains tables and charts accompanied by a narrative highlighting particular points of interest.

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

Summary of key findings

Gender

In 2008-2009, 63.5% of the further education college workforce was female and 36.5% was male. 70.1% of part-time staff and 53.5% of full-time staff were female. The male to female ratio for full-time teaching staff was almost 50:50 whereas the gender breakdown of part-time teaching staff was similar to the sector average. These figures have not changed much since 2004-2005. 'Senior managers' and 'technical staff' were the only occupational groups where males outnumbered females.

Age

The average age of further education teaching staff was 45. The percentage of teachers and all staff aged between 40 and 49 was 30.8% and 29.0% respectively. Over a quarter of staff were in the 50 to 59 age group. It was also found that only 2.7% of teaching staff were aged below 25 whereas 6.5% of the workforce in the 2008-2009 SIR dataset was in this age group. The proportion of staff aged 60 to 64 increased by more than 2.4 percentage points between 2004-2005 and 2008-2009, which may be a result of female staff working beyond retirement age. The workforce tended to be in the older age groups and this has not changed radically over time. This could mean that during the next few years, a relatively large part of the workforce retires. Equally, with the current economic climate there could be an increase in older workers joining the sector from other industries. Therefore, succession planning is crucial for the sector to deal with the potential loss of staff, staff working beyond retirement age and requirements to work flexibly.

Ethnicity

More than 80% of staff in each occupational group were white British. 'Senior managers' and 'Assessors and verifiers' were most likely to be from this group (89.6% and 89.1% respectively) and least likely to be from minority ethnic groups. Greater London had the highest percentage of black and minority ethnic² (BME) staff (43.9% of the BME teaching workforce) but has seen one of the largest falls (of almost one percentage points) since 2007-2008. The rise was highest in West Midlands since 2007-2008 (of 1.8 percentage points).

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

Disability

In 2008-2009, 2.9% of all further education staff and 2.8% of teaching staff in England disclosed having a disability. This has increased slightly since 2004-2005, however the rate of staff disclosure remains extremely low for a sector that is mainly represented by older staff, where the likelihood of acquiring an impairment increases with age.

Location by region in England

Teaching staff were generally more likely to be working part-time than all staff working part-time across each region. The biggest difference in working patterns of teaching staff and all staff was observed in Greater London, where a higher percentage of teaching staff were working part-time – 68.0% versus 60.9%.

Annual pay

The average annual pay for all full-time staff was £25,226. On average, senior managers earned the highest pay, followed by other managers and teaching staff. The gap in average pay of full-time male and female staff has been closing over time but female pay was still noticeably lower than their male counterparts. The gap in full-time male and female teaching pay has been closing at a much faster rate. However, it is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could be causing these variations.

The annual pay of teaching staff was highest in Greater London (£31,672) and lowest in East Midlands (£26,776) and the South West (£25,807). In terms of subject areas, 'Humanities' and 'Science and mathematics' were the highest paid in comparison to 'Land based provision' and 'Retailing, customer service and transportation' which were the lowest paid.

Teaching qualifications – achieved or enrolled

The analysis shows that 'Certificate of Education' and 'Postgraduate Certificate in Education' were the two most commonly held highest teaching qualifications by teaching staff – 23.3% and 21.7% of teachers respectively. These were also the highest enrolled teaching qualifications among staff working in further education colleges in England – 27.3% and 22.1% of all staff enrolled on a teaching qualification respectively. The percentage enrolled on, or holding these qualifications, has risen overall between 2004-2005 and 2008-2009.

The percentage of staff qualified or enrolled on the teaching qualifications introduced in 2007, 'Preparing to Teach in the Lifelong Learning Sector', 'Certificate in Teaching in the Lifelong Learning Sector' and 'Diploma in Teaching in the Lifelong Learning Sector' has also risen since 2007-2008. The enrolment percentages almost doubled since last year, even though numbers remain relatively low. These figures are likely to continue rising because there is a requirement for all new further education teaching staff in England to hold or acquire these qualifications within a specified period.

Subject area taught in further education colleges in England

There were more staff teaching 'Visual and performing arts and media' as their main subject in further education colleges than any other subject. Subjects with the lowest levels of teaching staff were 'Land based provision' and 'Retailing, customer service and transportation' and these were also among the lowest paid areas. 'Health, social care and public services' and 'Business administration, management and professional' experienced the largest decline in percentage of teachers since 2004-2005.

It is evident that more females were teaching most subject areas than male staff. Evidence suggests that 'Hairdressing and beauty therapy' was female dominated and 'Construction' and 'Engineering, technology and manufacturing' continued to be male dominated.

Section 1:

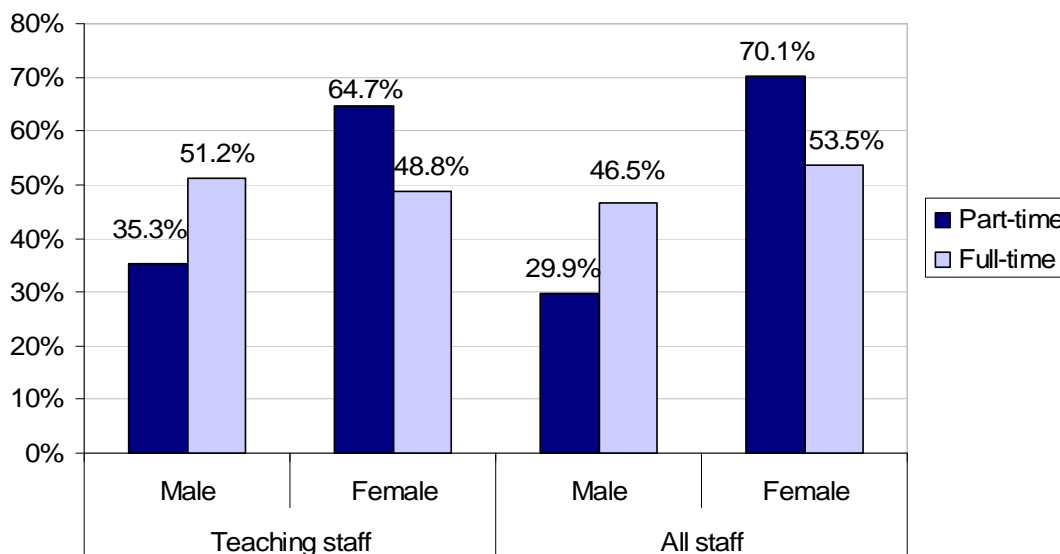
Profile of the further education college workforce in England

1.1 Gender

This section presents key information relating to the gender of staff working in further education colleges in England. According to the 2008-2009 SIR data, 63.5% of staff were female and 36.5% were male, and there has been little change in the gender breakdown of staff over the past five years.

Further analysis reveals that a relatively high percentage (70.1%) of part-time staff in the sector were female. The equivalent figure for full-time staff was much lower at 53.5%. This is illustrated in Figure 1. The figure also shows full-time teaching staff to have an almost equal gender divide and it is apparent that the gender breakdown of part-time teaching staff was similar to that of the sector (as above). These figures have not changed radically since 2004-2005.

Figure 1: Teaching and all further education staff – gender by full-time and part-time, 2008-2009



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

- only a small number of individuals in the sector choose not to disclose their gender
- colleges were not collecting this data (rather not say) at the time of the SIR collection

Lifelong Learning UK will continue monitoring numbers in this group over the coming years.

The gender split of staff in different occupational groups will now be assessed. Colleges were asked to classify each contract into 1 of 61 occupational categories as part of their SIR data submission. These have been reclassified into the following seven broad occupational groups: administrative and professional staff; managers (including senior managers and other managers); service staff; teaching staff (including lecturers, tutors and trainers); technical staff; word processing, clerical and secretarial staff; and assessors and verifiers.

The detailed list of occupational categories by gender is shown in **Appendix 1**. The gender split by broad occupational groups is displayed in Table 3 and Figure 2.

Table 3: Occupation by gender 2004-2005 to 2008-2009

Occupational group	Gender	2004/05	2005/06	2006/07	2007/08	2008-09
Administrative and professional staff	Female	74.9%	75.0%	74.6%	75.0%	75.3%
	Male	25.1%	25.0%	25.4%	25.0%	24.7%
Assessors and verifiers	Female	-	-	-	69.8%	67.3%
	Male	-	-	-	30.2%	32.7%
All managers (including senior and other)	Female	58.0%	58.8%	59.8%	61.4%	61.5%
	Male	42.0%	41.2%	40.2%	38.6%	38.5%
Senior manager	Female	-	-	-	45.3%	43.8%
	Male	-	-	-	54.7%	56.2%
Other managers	Female	-	-	-	62.1%	62.4%
	Male	-	-	-	37.9%	37.6%
Service staff	Female	68.9%	68.9%	68.3%	69.5%	69.1%
	Male	31.1%	31.1%	31.7%	30.5%	30.9%
Teaching staff	Female	59.3%	59.1%	58.9%	59.4%	59.0%
	Male	40.7%	40.9%	41.1%	40.6%	41.0%
Technical staff	Female	40.3%	39.8%	40.4%	41.9%	42.4%
	Male	59.7%	60.2%	59.6%	58.1%	57.6%
Word processing, clerical, secretarial staff	Female	85.4%	85.0%	85.2%	84.5%	84.1%
	Male	14.6%	15.0%	14.8%	15.5%	15.9%

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

Figure 2: Occupation by gender 2004-2005 to 2008-2009

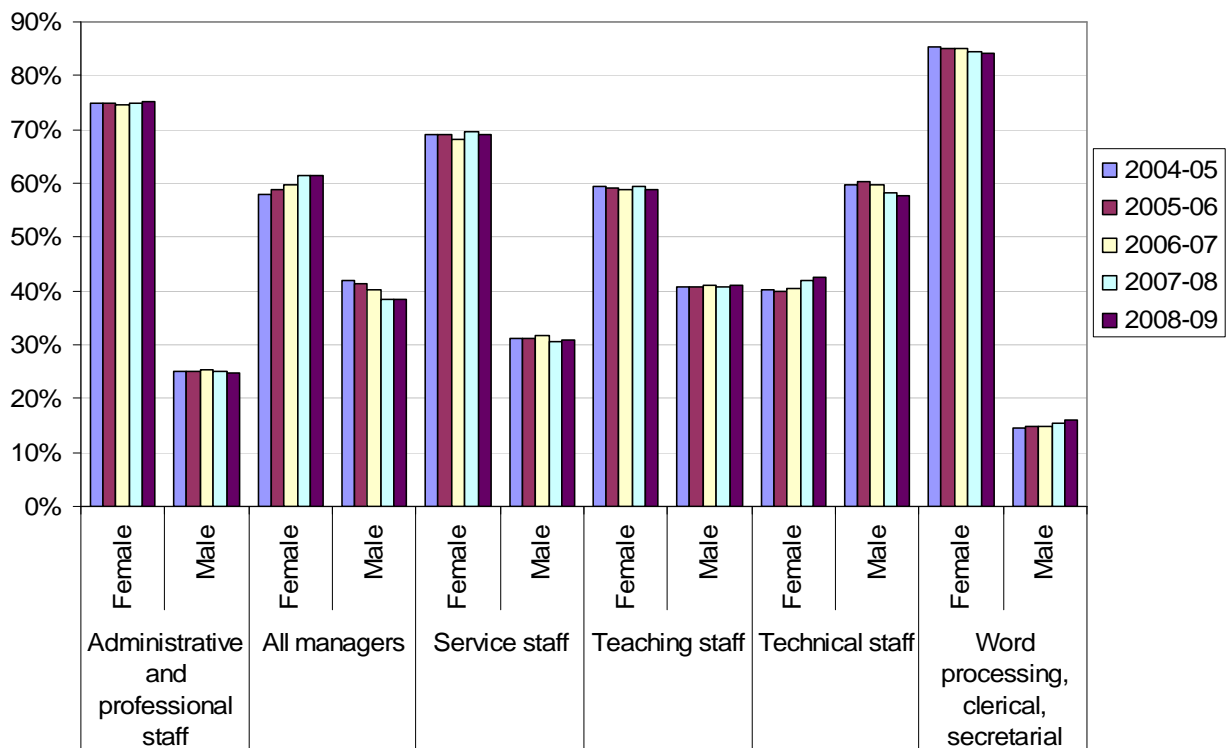


Table 3 and Figure 2 show little change in the gender breakdown of staff in different occupational groups between 2004-2005 and 2008-2009. However, it is apparent that there was a slow but consistent rise in the percentage of female managers during this period. In 2004-2005, 58% of all managers were female but by 2008-2009 the percentage had risen to 61.5%, which is closer to the overall gender split across the sector.

In 2007-2008, new managerial categories were introduced to the SIR data collection, which allowed senior managers and other managers to be distinguished. The 'All managers' occupational category in the table and figure above include both these sub-groups. When the gender breakdown of senior managers and other managers was assessed separately, it was apparent that 56.2% of the former and 37.6% of the latter were males in 2008-2009. This is a difference of 18.6 percentage points. Furthermore, the proportion of senior managers who were female fell by 1.5 percentage points between 2007-2008 and 2008-2009.

Apart from senior managers, 'technical staff' was the only other occupational group where males outnumbered females, although the percentage of male staff in this occupational group has fallen since 2004-2005.

1.2 Age

The age breakdown of the further education college workforce in England and the teaching staff working in colleges will now be evaluated.

The analysis reveals the average age for female, male and all teaching staff to be 44, 46 and 45 respectively.

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

Figure 3a: Age distribution of female teaching staff, 2008-2009

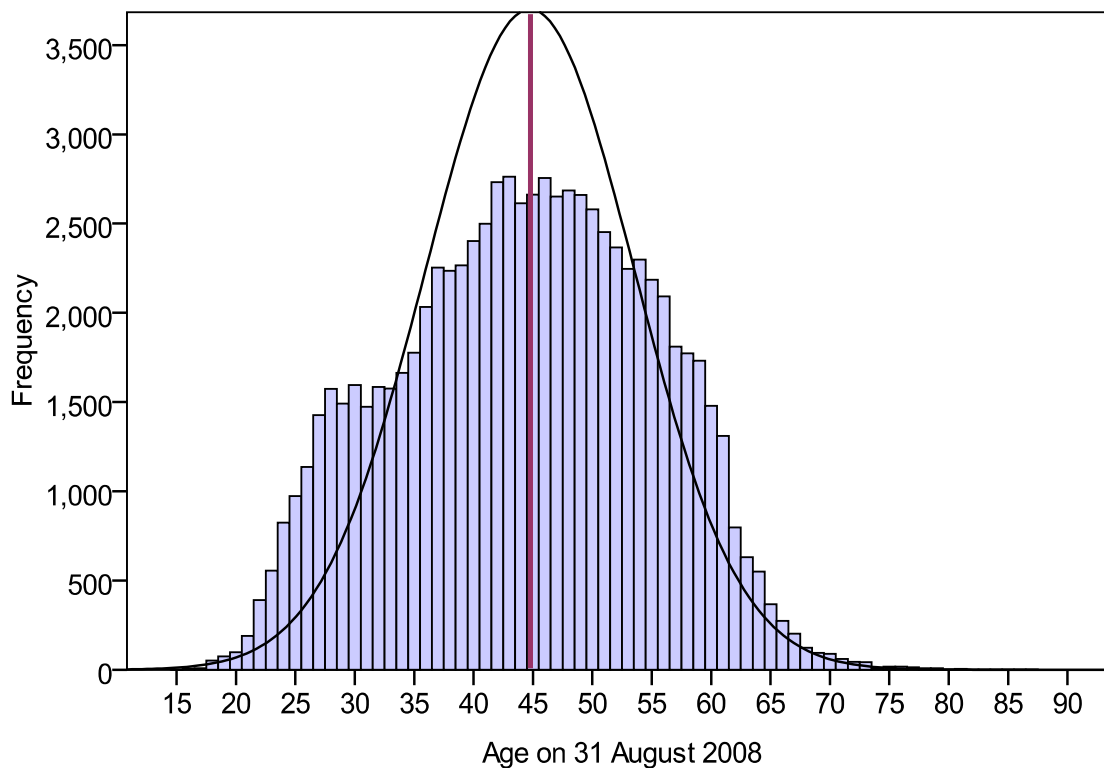


Figure 3b: Age distribution of male teaching staff, 2008-2009

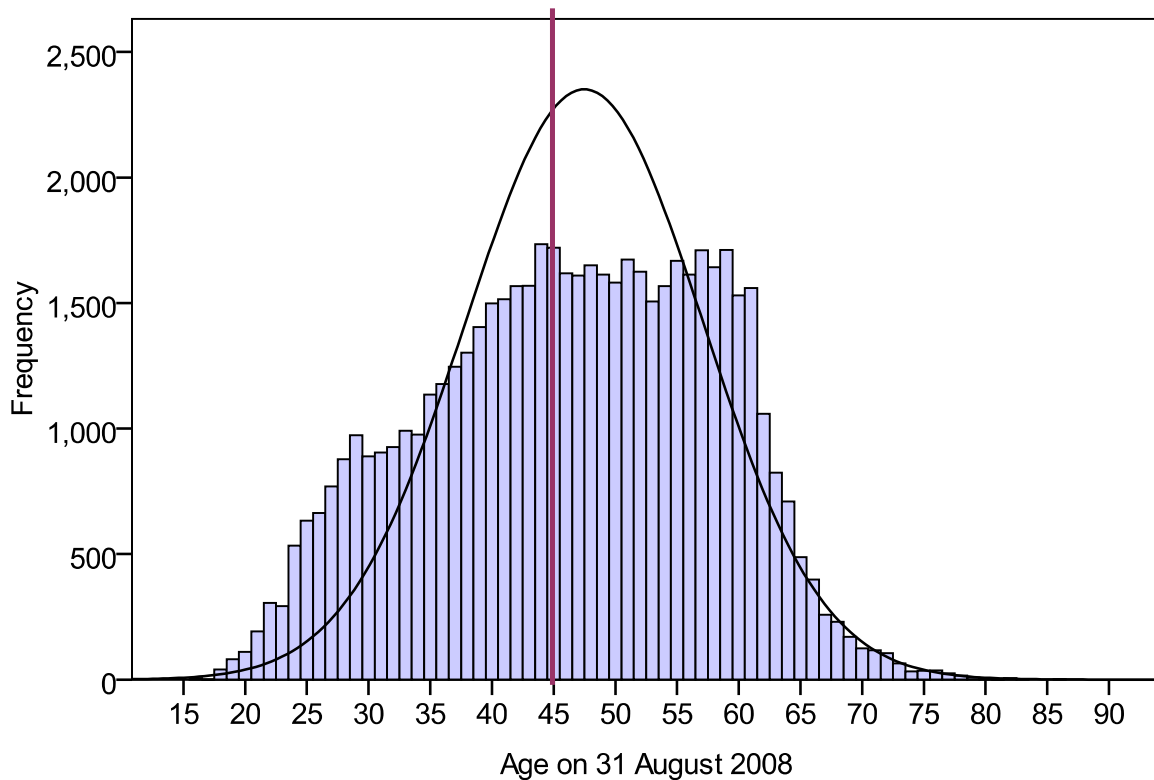
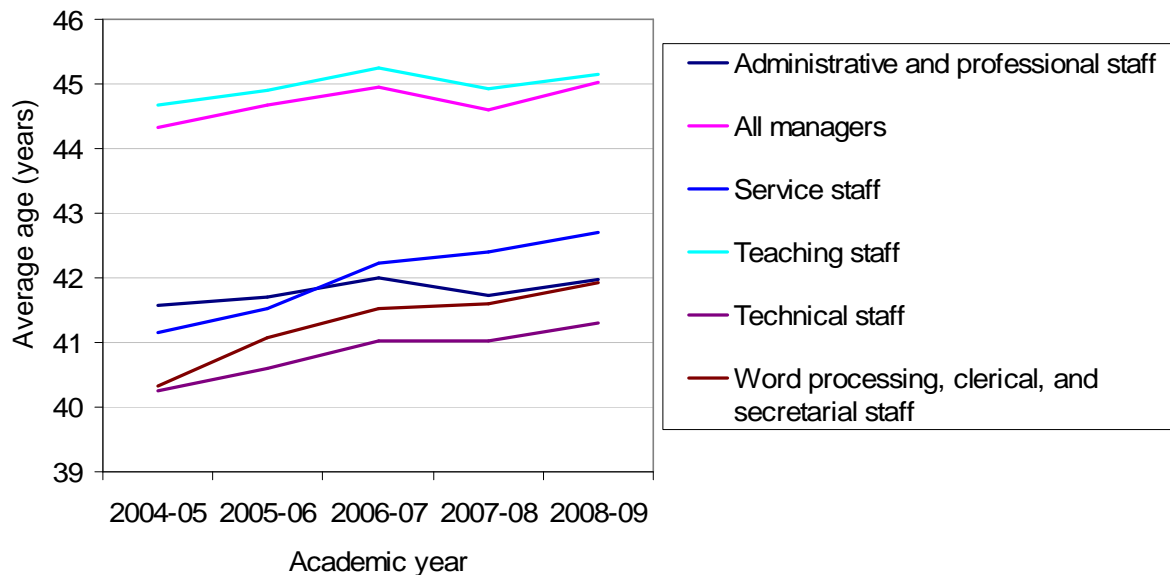


Figure 4 shows the average age of staff in different occupational groups for each year between 2004-2005 and 2008-2009. It is apparent that the average age of teaching staff and managers was higher than staff in other occupational groups. The figure further illustrates that the average age of staff in all occupational groups has overall risen over the five years. However, there is a slight fall in the average age of teaching staff, managers, and administrative and professional staff between 2006-2007 and 2007-2008, which again increased slightly by 2008-2009.

Figure 4: Average age of staff by occupational group, 2004-2005 to 2008-2009



The average age of assessors and verifiers was similar to that of teaching staff and managers. Senior managers were on average four years older (49) than other managers (45).

Table 4 shows the age breakdown of the part-time and full-time further education college workforce in 2008-2009. The most noticeable difference was seen at the 60 and over age group, who were more likely to be working part-time than full-time. The opposite was true for those aged 50 to 59 and 25 to 34.

Table 4: Age group of all part-time and full-time staff, 2008-2009

Age band	Part-time	Full-time
Under 25	6.6%	6.4%
25 to 29	7.6%	10.0%
30 to 34	8.5%	9.6%
35 to 39	11.6%	11.0%
40 to 44	14.7%	13.4%
45 to 49	14.8%	15.0%
50 to 54	12.6%	14.9%
55 to 59	11.6%	12.8%
60 to 64	8.3%	5.9%
65 and over	3.6%	0.8%
<i>Not known / not provided</i>	<i>0.1%</i>	<i>0.3%</i>
Total	100%	100%

The results shown in Table 5 indicate that 30.8% of teaching staff and 29.0% of all staff working in further education colleges in England were aged between 40 and 49. Furthermore, over a quarter of staff were in the 50 to 59 age group. Although, the age breakdown of all staff and teaching staff was similar across most age groups, a noticeable difference was observed for those aged below 25 – 2.7% of teaching staff and 6.5% of all staff were in this age group.

Table 5: Age group of all further education staff and teaching staff, 2008-2009

Age band	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Under 25	3,769	2.7%	17,495	6.5%
25 to 29	10,523	7.6%	22,935	8.5%
30 to 34	12,584	9.1%	24,035	9.0%
35 to 39	16,830	12.2%	30,430	11.3%
40 to 44	20,900	15.1%	38,025	14.2%
45 to 49	21,630	15.6%	39,880	14.9%
50 to 54	19,898	14.4%	36,278	13.5%
55 to 59	17,938	13.0%	32,413	12.1%
60 to 64	10,453	7.6%	19,625	7.3%
65 and over	3,516	2.5%	6,707	2.5%
<i>Not known / not provided</i>	<i>181</i>	<i>0.1%</i>	<i>487</i>	<i>0.2%</i>
Total	138,222	100%	268,310	100%

Table 6 shows little change in the age breakdown of teaching staff over time. Nonetheless, the largest difference was seen for the 60 to 64 age group, which has risen by 2.4 percentage points between 2004-2005 and 2008-2009.

Table 6: Age group of teaching staff, 2004-2005 to 2008-2009

Age band	2004-05	2005-06	2006-07	2007-08	2008-09
Under 25	2.8%	2.7%	2.4%	2.8%	2.7%
25 to 29	6.6%	6.9%	6.9%	7.7%	7.6%
30 to 34	10.2%	9.7%	9.2%	9.0%	9.1%
35 to 39	13.2%	12.7%	12.5%	12.8%	12.2%
40 to 44	15.3%	15.2%	15.1%	15.2%	15.1%
45 to 49	15.8%	15.7%	15.7%	15.4%	15.6%
50 to 54	15.4%	15.2%	15.3%	14.6%	14.4%
55 to 59	13.4%	14.0%	14.3%	13.1%	13.0%
60 to 64	5.2%	5.5%	6.2%	6.9%	7.6%
65 and over	2.0%	2.1%	2.2%	2.2%	2.5%
Total	100%	100%	100%	100%	100%

The workforce tended to be in the older age groups and this has not changed radically over time. This could mean that during the next few years, a relatively large part of the workforce retires. Equally, with the current economic climate there could be an increase in older workers joining the sector from other industries. Therefore, succession planning is crucial for the sector to deal with the potential loss of staff, staff working beyond retirement age and requirements to work flexibly.

1.3 Diversity – Ethnicity

The SIR data collection requires colleges to submit data on the ethnicity of each contract holder. The following section aims to provide an overview of this information. There were 19 distinct categories in the ethnicity field and these are listed in **Appendix 5**. These have been reclassified into the following general groups in order to provide an overview and make meaningful comparisons.

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

The ethnic breakdown of the further education workforce and teaching staff in the sector is shown in Table 7 and more detailed information is presented in **Appendix 5**.

Similarities are evident when comparing the ethnic representation of staff in both these groups. The biggest difference of 1.0% existed for white British staff, i.e. 81.5% of all further education college staff compared with 80.5% of teaching staff being from this ethnic group.

Table 7: Ethnicity of further education staff, 2008-2009

Ethnic group	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Asian	4,813	3.5%	9,278	3.5%
Black	4,028	2.9%	7,737	2.9%
Chinese / any other	1,926	1.4%	3,304	1.2%
Mixed	1,252	0.9%	2,354	0.9%
White - British	111,247	80.5%	218,701	81.5%
White - other	6,323	4.6%	10,451	3.9%
Prefer not to say	1,474	1.1%	2,992	1.1%
<i>Not known / not provided</i>	7,159	5.2%	13,493	5.0%
Total	138,222	100%	268,310	100%

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

Table 8 shows the ethnicity of teaching staff on an annual basis from 2004-2005 to 2008-2009. The percentage of staff in most ethnic groups (except for 'Chinese / any other') has slowly increased overall in the five year period. Based on trends, this is likely to be a result of an actual increase in the number of staff in these groups but also because the ethnicity of a higher proportion of staff is provided by colleges in 2008-2009 ('Not known / not provided' was 10.1% in 2005-2006 and 5.2% in 2008-2009). The main increase during the five year period is in the percentage of white British staff.

Table 8: Ethnicity of teaching staff, 2004-2005 to 2008-2009

Ethnic group	2004-05	2005-06	2006-07	2007-08	2008-09
Asian	2.9%	3.0%	3.1%	3.3%	3.5%
Black	2.5%	2.6%	2.7%	2.9%	2.9%
Chinese / any other	1.4%	1.5%	1.5%	1.4%	1.4%
Mixed	0.6%	0.6%	0.7%	0.8%	0.9%
White - British	78.7%	78.2%	77.8%	79.4%	80.5%
White - other	4.2%	4.0%	4.1%	4.4%	4.6%
Prefer not to say	-	-	-	0.6%	1.1%
<i>Not known / not provided</i>	9.8%	10.1%	10.0%	7.0%	5.2%
Total	100%	100%	100%	100%	100%

The table below shows that more than 80% of staff in each occupational group were white British. 'Senior managers' and 'Assessors and verifiers' were most likely to be from this ethnic group (89.6% and 89.1% respectively) and least likely to be from minority ethnic groups. The ethnic profile of staff in these occupational groups generally tended to vary most from the sector average (as shown in Table 7 above) whereas most other groups reflected the overall picture of the sector.

Table 9: Percentage of staff in each ethnic group by occupation, 2008-2009

Occupational group	Ethnic group								Total
	Asian	Black	Chinese / any other	Mixed	White-British	White-other	Prefer not to say	Not known / not provided	
Administrative and professional staff	3.3%	2.9%	1.1%	0.8%	83.2%	3.0%	1.0%	4.6%	100%
Assessors and verifiers	1.7%	2.0%	0.3%	0.5%	89.1%	1.7%	0.5%	4.2%	100%
Senior managers	1.5%	1.4%	0.2%	0.7%	89.6%	3.1%	0.2%	3.3%	100%
Other managers	3.2%	2.8%	0.7%	0.7%	85.8%	3.2%	0.9%	2.6%	100%
Service staff	3.7%	3.4%	1.2%	0.8%	80.6%	3.8%	1.5%	5.1%	100%
Teaching staff	3.5%	2.9%	1.4%	0.9%	80.5%	4.6%	1.1%	5.2%	100%
Technical staff	3.3%	2.4%	1.2%	0.8%	84.1%	3.2%	1.0%	4.0%	100%
Word processing, clerical and secretarial staff	3.9%	2.7%	1.1%	0.8%	83.1%	2.7%	1.4%	4.3%	100%

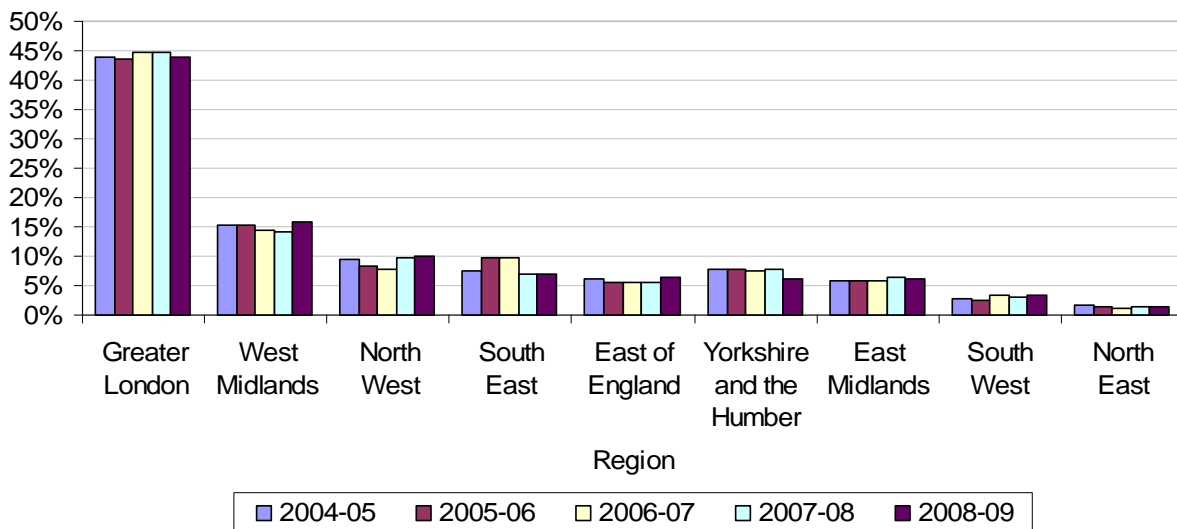
The distribution of the further education black and minority ethnic (BME) workforce across the regions in England will now be considered. BME staff include individuals in the 'Asian', 'Black', 'Chinese or any other' and 'Mixed' ethnic groups.

Table 10 and Figure 5 present key regional data on BME teaching staff but there was no clear or consistent year-on-year trend across most regions between 2004-2005 and 2008-2009. Greater London clearly had the highest percentage of BME staff (43.9% of BME teaching workforce) but has seen one of the largest falls since 2007-2008 (of almost one percentage point). The percentage of BME teaching staff in Yorkshire and the Humber experienced the largest fall since 2007-2008 as well as overall during the five year period. The rise was highest in West Midlands since 2004-2005 since 2007-2008 (of 1.8 percentage points). Although some annual fluctuations were observed in the distribution of BME staff across various regions, many regions had not experienced major changes overall since 2004-2005.

Table 10: Percentage of BME teaching staff by region in England, 2004-2005 to 2008-2009

Region	2004-05	2005-06	2006-07	2007-08	2008-09
East of England	6.2%	5.7%	5.5%	5.7%	6.4%
East Midlands	5.8%	5.9%	6.0%	6.5%	6.1%
Greater London	43.9%	43.5%	44.7%	44.8%	43.9%
North East	1.5%	1.4%	1.2%	1.5%	1.5%
North West	9.4%	8.3%	7.8%	9.7%	9.9%
South East	7.4%	9.8%	9.7%	7.0%	6.9%
South West	2.9%	2.5%	3.2%	3.1%	3.2%
West Midlands	15.2%	15.1%	14.6%	14.0%	15.8%
Yorkshire and the Humber	7.6%	7.8%	7.4%	7.7%	6.2%

Figure 5: Percentage of BME teaching staff by region in England, 2004-2005 to 2008-2009



1.4 Diversity – Disability

In 2008-2009, 2.9% of all further education staff and 2.8% of teaching staff in England disclosed having a disability. This has increased slightly as the equivalent figure in 2004-2005 was 2.1% for all staff and 2.2% for teaching staff. However, the rate of staff disclosure remains extremely low for a sector that is mainly represented by older staff, where the likelihood of acquiring an impairment increases with age.

Furthermore, less than one per cent of staff preferred not to provide information about disability and as much as nine per cent of all records contained missing or unknown data on disability.

Table 11: Disability among teaching and all staff, 2008-2009

Disability	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Yes	3,813	2.8%	7,768	2.9%
No	121,765	88.1%	233,241	87.6%
Prefer not to say	552	0.4%	1,213	0.5%
<i>Not known / not provided</i>	<i>12,092</i>	<i>8.7%</i>	<i>24,041</i>	<i>9.0%</i>
Total	138,222	100%	266,263	100%

1.5 Location by region in England

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

Table 12: Teaching staff and further education colleges by region in England, 2008-2009

Region	Colleges		Teaching staff	
	Number	Per cent	Number	Per cent
East of England	34	9.3%	11,213	8.1%
East Midlands	25	6.8%	11,152	8.1%
Greater London	54	14.8%	19,965	14.4%
North East	21	5.8%	7,719	5.6%
North West	57	15.6%	23,559	17.0%
South East	59	16.2%	18,786	13.6%
South West	31	8.5%	13,930	10.1%
West Midlands	49	13.4%	17,733	12.8%
Yorkshire and the Humber	35	9.6%	14,165	10.2%
Total	365	100%	138,222	100%

Unsurprisingly, the regions with relatively more further education colleges also had a correspondingly higher level of further education teaching staff. This can be seen more clearly in Figure 6 below. However, there were more teaching staff in Greater London than there were in the South East region despite having five fewer colleges. Consistent with findings in the past, the North East had the lowest number of teaching staff and colleges and the North West had the highest number of teaching staff across all regions.

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

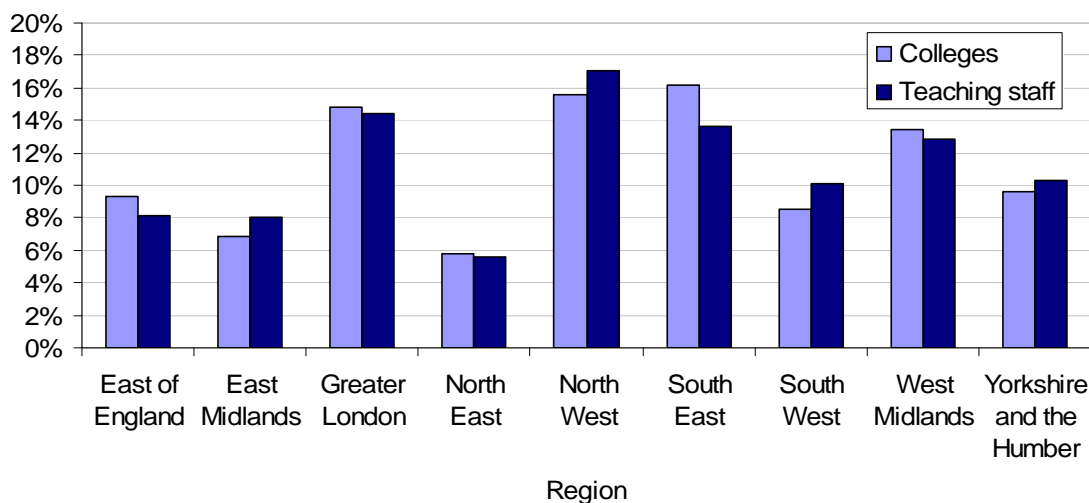


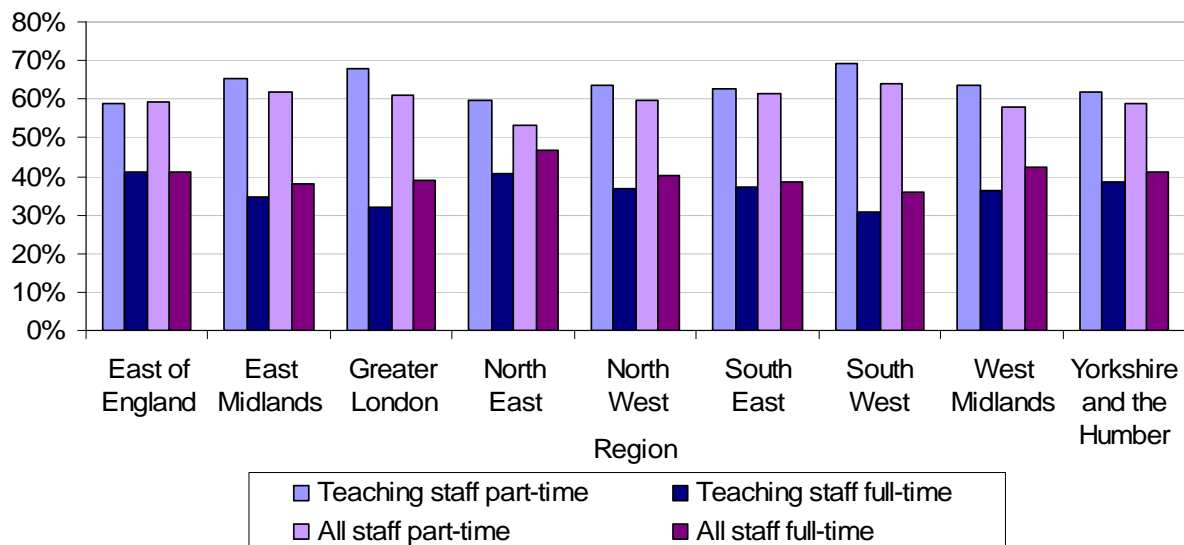
Table 13 and Figure 7 provide information on teaching staff and all staff working full-time and part-time by region. Evaluation of this information shows differences between patterns of working across the regions in England. For instance, staff in the South West of England were more likely to be working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

Teaching staff were generally more likely to be working part-time than the workforce average across each region. The largest difference in working patterns of teaching staff and all staff was observed in Greater London, where a higher percentage of teaching staff were working part-time – 68.0% versus 60.9%, which is a difference of 7.1 percentage points.

Table 13: Part-time / full-time staff by region in England, 2008-2009

English region	Teaching staff		All staff	
	Part-time	Full-time	Part-time	Full-time
East of England	58.7%	41.3%	59.1%	40.9%
East Midlands	65.5%	34.5%	61.9%	38.1%
Greater London	68.0%	32.0%	60.9%	39.1%
North East	59.5%	40.5%	53.2%	46.8%
North West	63.4%	36.6%	59.8%	40.2%
South East	62.7%	37.3%	61.3%	38.7%
South West	69.2%	30.8%	64.0%	36.0%
West Midlands	63.8%	36.2%	57.8%	42.2%
Yorkshire and the Humber	61.7%	38.3%	58.7%	41.3%

Figure 7: Part-time / full-time staff by region in England, 2008-2009



The following table provides the number of staff in each occupational group within the nine regions of England. In general, the largest numbers of staff in most occupational group were found in the North West and South East with the lowest number in the North East. Teaching staff constituted a large part of the total workforce in each region, whereas senior managers, assessors and verifiers consistently contributed the smallest numbers.

Table 14: Number of staff in each occupational group and region, 2008-2009

Occupational group	Region								
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
Administrative and professional staff	1,695	1,389	2,177	986	3,617	2,650	2,380	2,658	1,979
Assessors and verifiers	685	613	388	297	1,014	492	460	885	729
Senior managers	78	85	146	25	173	83	84	91	114
Other managers	1,491	1,427	2,367	853	2,256	2,444	1,865	2,292	1,529
Service staff	3,880	4,123	4,044	2,188	6,451	6,075	4,711	4,458	4,861
Teaching staff	11,213	11,152	19,965	7,719	23,559	18,786	13,930	17,733	14,165
Technical staff	1,637	1,560	1,624	1,117	2,783	2,388	1,707	1,914	2,057
Word processing, clerical and secretarial staff	2,485	2,474	2,943	1,330	4,543	3,611	2,716	3,116	3,290
<i>Not known / not provided</i>	253	923	614	9	229	390	685	280	122
Total	23,417	23,746	34,268	14,524	44,625	36,919	28,538	33,427	28,846

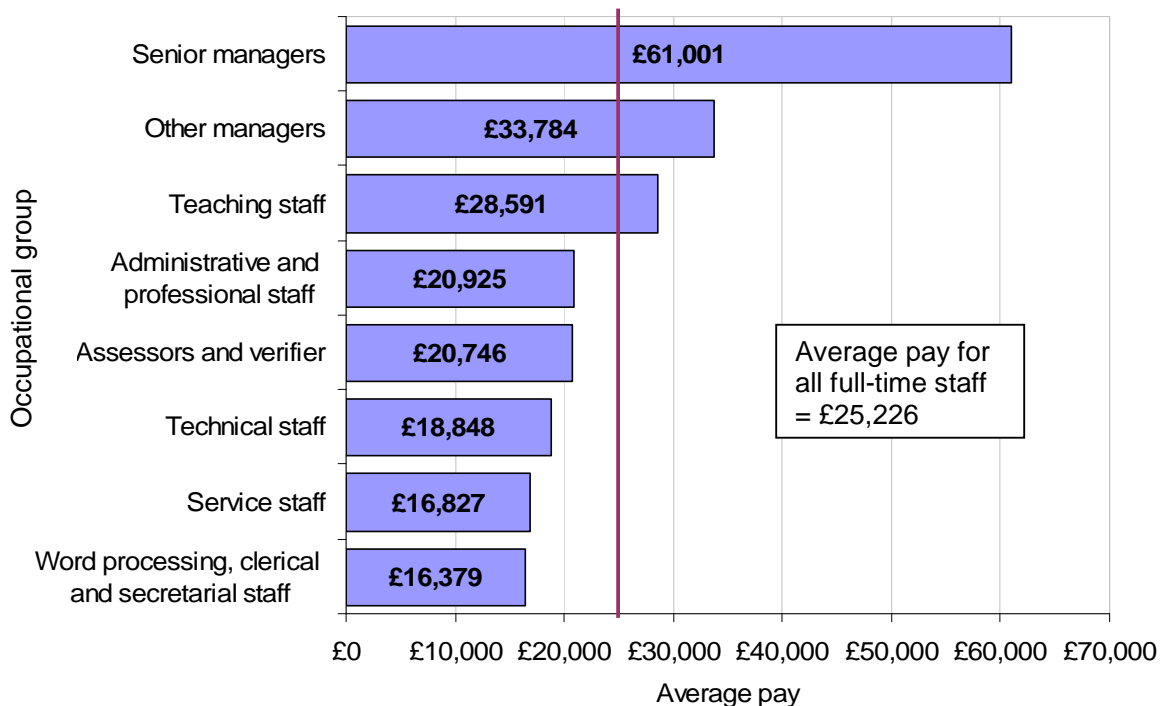
1.6 Annual pay

The Staff Individualised Record data collection includes information on the annual pay of the further education college workforce. It provides the **annual pay for the tax year**, so for the 2008-2009 collection, this would cover the period 6 April 2008 to 5 April 2009. Hence this is the actual pay received by an individual contract for that particular tax year, not the annual salary, so if a full-time member of staff started part way through the tax year then their annual pay may show as being less than their annual salary. Similarly, where staff received no pay for the 2008-2009 tax year, i.e. if they started working for a college after 5 April 2009, an entry of '£0 to £1,999' is recorded in this field. For this reason, **'£0 to £1,999' was filtered out** of the analysis.

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

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

Figure 8: Average full-time further education pay by occupation, 2008-2009



The average annual pay of staff in each occupational group by region is presented in **Appendix 6**; the key findings from which are summarised below.

- The highest average pay of staff in most occupational groups was found in Greater London.
- On average, most occupational groups earned between £3,000 and £4,000 more in Greater London than the England average for these professions. However, the difference was around £4,500 more for senior managers.
- Senior managers earned around £7,000 less in the North West and £6,700 in the West Midlands than the national average for this group.
- Word processing, clerical and secretarial staff and staff in service roles were on average the lowest earners across most regions.

The table below shows that despite female pay increasing at a higher rate (14.1%) than male pay (10.4%) between 2004-2005 and 2008-2009, a pay gap still existed in further education colleges. On average, full-time male staff earned £2,119 more than their female counterparts in 2008-2009. However, it is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could be causing these variations.

Table 15: Average pay for all male and female full-time staff, 2004-2005 to 2008-2009

Gender	2004-05	2005-06	2006-07	2007-08	2008-09	% rise
Female	£21,158	£21,983	£22,435	£23,335	£24,141	14.1%
Male	£23,776	£24,347	£24,870	£25,602	£26,260	10.4%
Difference	£2,618	£2,363	£2,434	£2,267	£2,119	
Female pay as a percentage of male pay	89%	90%	90%	91%	92%	

Table 16 and Figure 9 illustrate a year-on-year rise in the average pay of full-time male and female teaching staff. The difference in the pay of these members of staff in 2008-2009 is also shown – £28,215 for females and £28,894 for males; however this gap has been slowly closing over the past five years and was much lower than the gap found for all staff. Full-time female teachers gained an

overall increase of 12.5% in average pay since 2004-2005 whereas their counterparts only saw a 9.5% rise.

Table 16: Average pay for male and female full-time teaching staff, 2004-2005 to 2008-2009

Gender	2004-05	2005-06	2006-07	2007-08	2008-09	% rise
Female	£25,080	£25,834	£26,413	£27,097	£28,215	12.5%
Male	£26,379	£26,846	£27,424	£27,839	£28,894	9.5%
Difference	£1,299	£1,012	£1,011	£742	£680	
Female pay as a percentage of male pay	95%	96%	96%	97%	98%	

Figure 9: Average pay for male and female full-time teaching staff, 2004-2005 to 2008-2009

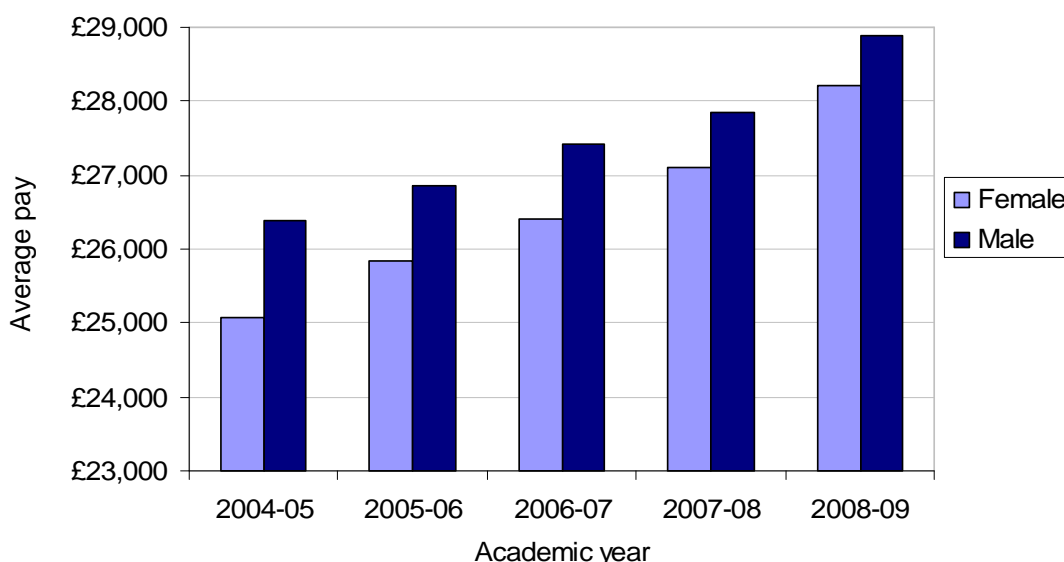


Table 17 and Figure 10 show the variation in average pay between regions. Full-time teaching staff in Greater London had the highest average pay and those in East Midlands and the South West had the lowest. The average pay for most other regions was somewhat similar.

Table 17: Average full-time annual pay of teachers by region, 2008-2009

Region	Average pay
East of England	£29,208
East Midlands	£26,776
Greater London	£31,672
North East	£28,562
North West	£28,764
South East	£28,740
South West	£25,807
West Midlands	£27,276
Yorkshire and the Humber	£28,959

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

Figure 10: Average full-time teaching pay by region, 2008-2009

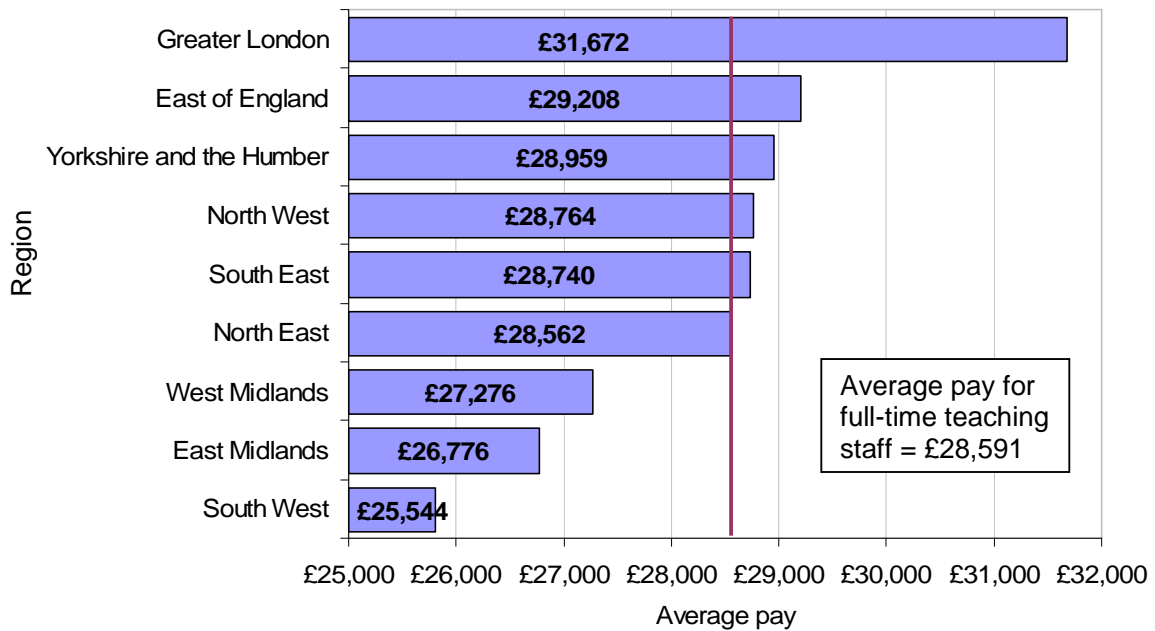


Table 18 identifies the average pay of full-time teaching staff across the regions between 2004-2005 and 2008-2009. It shows that the rise in average pay of teaching staff across the regions in England ranged between 4% and 15%, with the largest increase in the North East and Yorkshire and the Humber and the smallest increase in the South West.

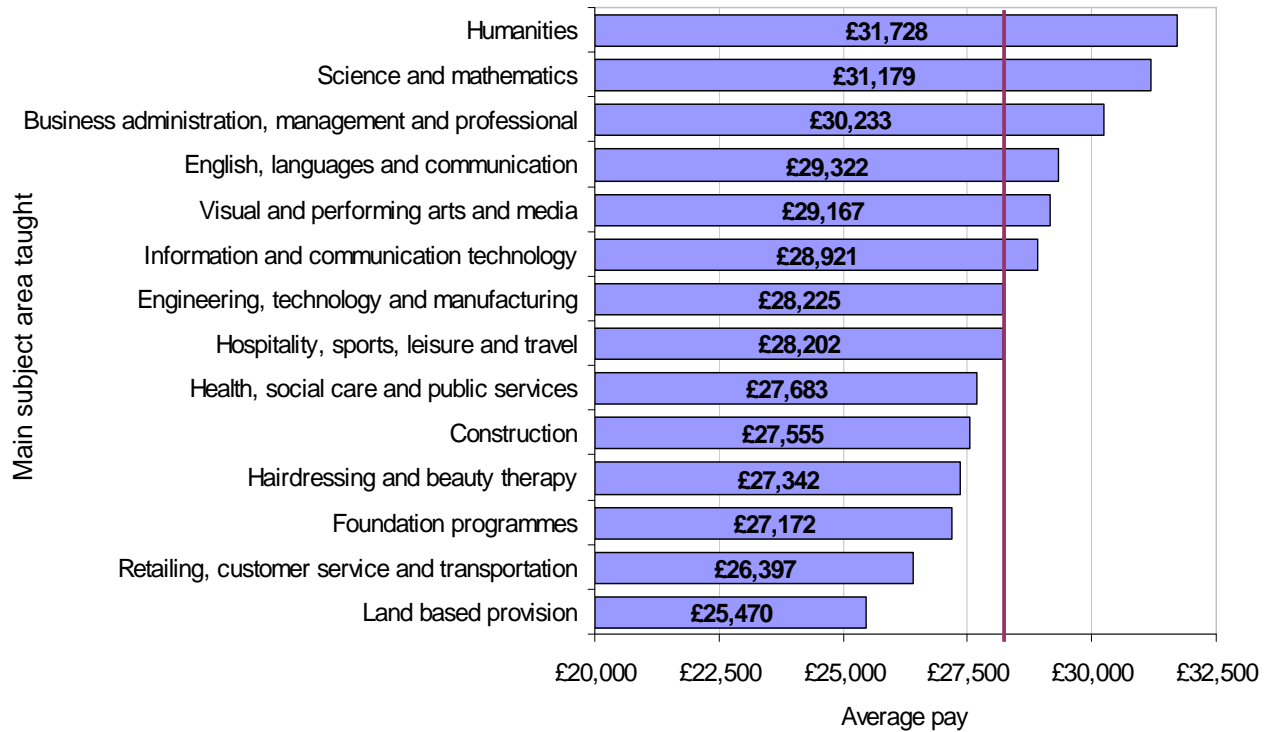
Table 18: Average full-time pay of teaching staff by region, 2004-2005 to 2008-2009

Region	Year	Average pay (£)	% rise
East of England	2004-05	25,774	13%
	2005-06	26,556	
	2006-07	27,753	
	2007-08	27,836	
	2008-09	29,191	
East Midlands	2004-05	24,588	9%
	2005-06	24,946	
	2006-07	25,436	
	2007-08	25,544	
	2008-09	26,776	
Greater London	2004-05	28,470	11%
	2005-06	28,901	
	2006-07	28,852	
	2007-08	30,500	
	2008-09	31,629	
North East	2004-05	24,886	15%
	2005-06	24,448	
	2006-07	26,990	
	2007-08	27,561	
	2008-09	28,549	
North West	2004-05	25,791	11%
	2005-06	26,377	
	2006-07	26,813	
	2007-08	27,204	
	2008-09	28,754	
South East	2004-05	25,553	12%
	2005-06	26,976	
	2006-07	27,665	
	2007-08	27,179	
	2008-09	28,621	
South West	2004-05	24,737	4%
	2005-06	24,482	
	2006-07	24,920	
	2007-08	25,776	
	2008-09	25,807	
West Midlands	2004-05	24,972	9%
	2005-06	25,382	
	2006-07	25,622	
	2007-08	26,706	
	2008-09	27,273	
Yorkshire and the Humber	2004-05	25,422	14%
	2005-06	26,908	
	2006-07	26,906	
	2007-08	27,675	
	2008-09	28,953	

Note: Numbers for 2008-2009 vary from Table 17 because new pay bands are used for Table 17 and old bands are used for Table 18 to enable a year-on-year comparison.

According to Figure 11, there is a slight variation in the pay of full-time teaching staff by area of main subject taught. The highest pay was earned by those teaching humanities (£31,728), science and mathematics (£31,179), and business administration, management and professional (£30,233) and the lowest paid subject areas were land based provision (£25,470), retailing, customer service and transportation (£26,397) and foundation programmes (£27,172).

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



Section 2:

Qualifications held and subjects taught by the further education college workforce in England

2.1 Teaching qualifications held by teaching staff

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

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

- *A ‘Preparing to Teach in the Lifelong Learning Sector’ (PTLLS) award (or its equivalent³), which is a minimum threshold licence to teach for all who have an element of teaching in their role, irrespective of job title; **and either***
- *A Diploma in Teaching in the Lifelong Learning Sector at minimum Level 5 (or its equivalent²) leading towards Qualified Teacher Learning and Skills (QTLS) status for those in a full teaching role; **or***
- *A Certificate in Teaching in the Lifelong Learning Sector at level 3 or 4 (or its equivalent²), leading towards Associate Teacher Learning and Skills (ATLS) status for those in an associate teaching role, (i.e. a role that carries significantly less than the full range of teaching responsibilities carried out in a full teaching role)⁴*

As a result of these changes, the three qualifications mentioned above were included in the 2007-2008 SIR data collection for the first time. These new qualifications, in the main, replaced the previous Level 4 Certificate in Further Education Teaching, with its three stages. As the new qualifications have different titles, were only generally available from September 2007 and are often undertaken in-service over a two year period, few teachers held these as their highest teaching qualification in 2008–2009.

At the time of the reform, all ‘Certificate of Education’ and ‘Postgraduate Certificate in Education’ qualifications were revalidated by higher education institutions to ensure they met the new requirements. Although course specifications were newly developed, the titles of these qualifications did not change. Hence, it is to be expected that these would continue to be the most widely held teaching qualifications – held by 23.3% and 21.7% of teaching staff respectively in 2008-2009. This is not only due to the high proportion of legacy qualifications, but because of the transfer to higher education of those who start out with lower level awarding body awards.

Further education colleges were asked to submit up to four teaching qualifications held by all staff. This information is used by Lifelong Learning UK to calculate the highest teaching qualification held by each member of staff. Table 19 presents this information on teaching staff for the 2008-2009 academic year.

In 2008-2009, qualifications data for almost 20% of teaching staff was unknown and a further 5.6% were classified as having none of the listed qualifications. This needs to be taken into account when interpreting these numbers.

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

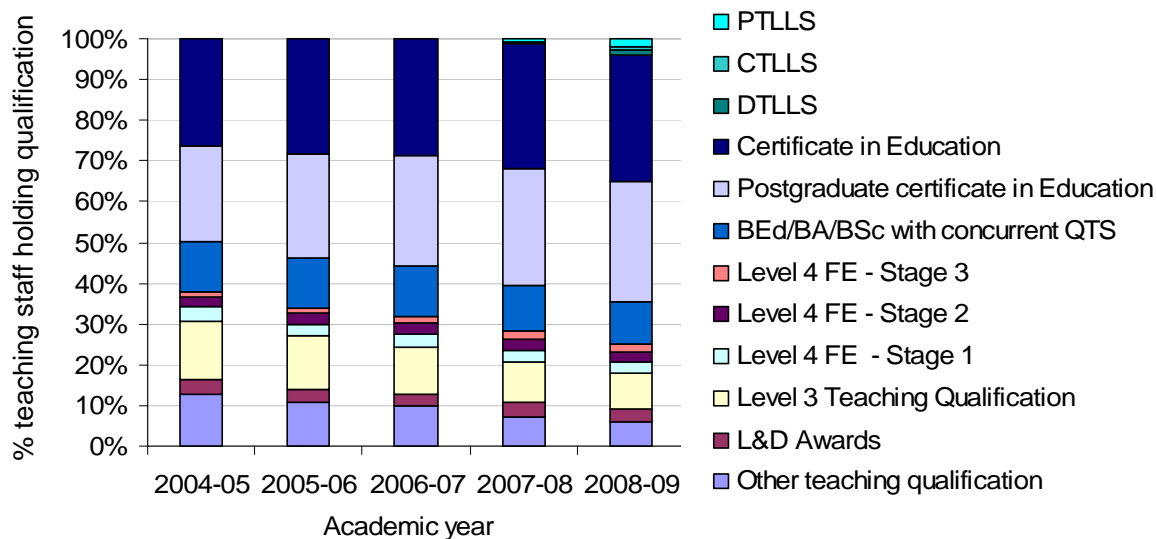
⁴ Further Education Workforce Reforms: Explaining Initial Teacher Training, Continuing Professional Development And Principals’ Qualifications In England: www.lluk.org/3272.htm

Table 19: Highest teaching qualification held by teaching staff, 2008-2009

Teaching qualification	Number	Per cent
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	2,194	1.6%
Certificate to Teach in the Lifelong Learning Sector (CTLLS)	626	0.5%
Diploma to Teach in the Lifelong Learning Sector (DTLLS)	1,140	0.8%
Certificate of Education	32,267	23.3%
Post Graduate Certificate in Education (PGCE)	29,989	21.7%
BEd/BA/BSc with concurrent qualified teacher status	10,866	7.9%
Level 4 FE Teaching Qualification - Stage 3	1,928	1.4%
Level 4 FE Teaching Qualification - Stage 2	2,648	1.9%
Level 4 FE Teaching Qualification - Stage 1	2,762	2.0%
Level 3 Teaching Qualification (e.g. CG 7303)	8,856	6.4%
Learning and Development Awards - includes predecessor Training and Development Lead Body (TDLB) awards	3,502	2.5%
Other teaching qualifications not listed	6,094	4.4%
None of the above	7,793	5.6%
<i>Not known / not provided / not applicable</i>	27,557	19.9%
Total	138,222	100%

Figures 12/13 and Table 20 provide a year-on-year comparison of the highest qualification held by teaching staff in the five years between 2004-2005 and 2008-2009.

Figure 12: Highest teaching qualification held by teaching staff, 2004-2005 to 2008-2009



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

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

According to the information in Table 20, the numbers that hold the 'Level 3 Teaching Qualification' or 'other teaching qualification' have dropped by four and five percentage points respectively over a five year period. The fall in the former is expected because of the requirement for teachers to gain

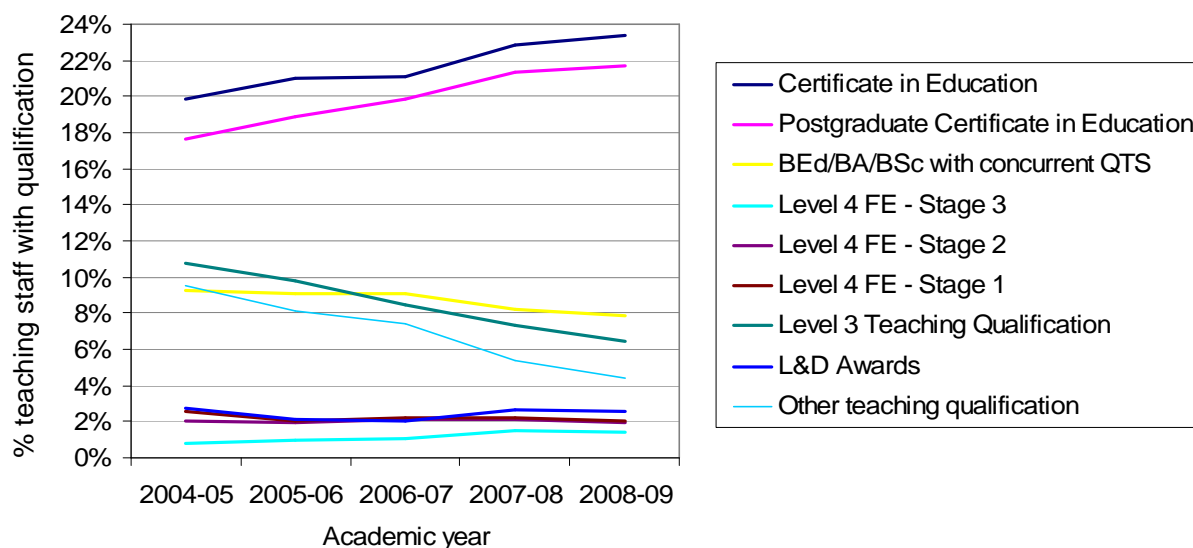
other qualifications from 2001, as set out in the Further Education Teachers' Qualifications (England) Regulations⁵. The analysis also revealed that figures for most other qualifications have not changed overall by more than one percentage point since 2004-2005. However, the fall in the percentage holding the 'BEd/BA/BSc with concurrent qualified teacher status' over the past two academic years was higher than previous years.

Table 20: Percentage of teaching staff holding each qualification, 2004-2005 to 2008-2009

Teaching qualification	2004-05	2005-06	2006-07	2007-08	2008-09
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	-	-	-	0.6%	1.6%
Certificate to Teach in the Lifelong Learning Sector (CTLTS)	-	-	-	0.1%	0.5%
Diploma to Teach in the Lifelong Learning Sector (DTLLS)	-	-	-	0.2%	0.8%
Certificate of Education	19.9%	21.0%	21.1%	22.9%	23.3%
Postgraduate Certificate in Education (PGCE)	17.6%	18.9%	19.8%	21.4%	21.7%
BEd/BA/BSc with concurrent qualified teacher status	9.2%	9.1%	9.1%	8.2%	7.9%
Level 4 FE Teaching Qualification - Stage 3	0.8%	0.9%	1.1%	1.5%	1.4%
Level 4 FE Teaching Qualification - Stage 2	2.0%	2.0%	2.1%	2.1%	1.9%
Level 4 FE Teaching Qualification - Stage 1	2.5%	2.0%	2.2%	2.2%	2.0%
Level 3 Teaching Qualification (e.g. CG 7303)	10.8%	9.8%	8.4%	7.3%	6.4%
Learning and Development Awards	2.8%	2.1%	2.0%	2.7%	2.5%
Other teaching qualification not listed	9.5%	8.1%	7.4%	5.4%	4.4%
None of the above	5.5%	5.3%	5.6%	5.8%	5.6%
<i>Not known / not provided</i>	19.4%	20.7%	21.0%	19.7%	19.9%
Total	100%	100%	100%	100%	100%

The figure below illustrates the change in highest teaching qualifications held by teaching staff over time and reiterates the conclusions made earlier.

Figure 13: Percentage of teaching staff holding each qualification, 2004-2005 to 2008-2009



⁵ The Further Education Teachers' Qualifications (England) Regulations 2001: available at <http://www.opsi.gov.uk/si/si2001/20011209.htm>

2.2 Enrolment on teaching qualifications

In addition to data on qualifications held, colleges provided information on the teaching qualifications on which contract holders were enrolled. Of the 268,310 records, 45,305 (16.9%) were known to be enrolled on a teaching qualification. The table below shows the highest enrolled teaching qualification for these members of staff.

Table 21: Enrolment on teaching qualifications, 2008-2009

Teaching qualification	Number	Per cent
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	1,826	4.0%
Certificate to Teach in the Lifelong Learning Sector (CTLLS)	596	1.3%
Diploma to Teach in the Lifelong Learning Sector (DTLLS)	2,195	4.8%
Certificate of Education	12,363	27.3%
Postgraduate Certificate in Education (PGCE)	10,032	22.1%
BEd/BA/BSc with concurrent qualified teacher status	2,976	6.6%
Level 4 FE Teaching Qualification - Stage 3	965	2.1%
Level 4 FE Teaching Qualification - Stage 2	1,065	2.4%
Level 4 FE Teaching Qualification - Stage 1	1,373	3.0%
Level 3 Teaching Qualification (e.g. CG 7303)	2,927	6.5%
Learning and Development Awards	2,321	5.1%
Other teaching qualification not listed	6,666	14.7%
Total	45,305	100%

The 'Certificate of Education' and the 'Postgraduate Certificate in Education' were also the highest enrolled qualifications among staff working in further education colleges in England in 2008-2009. The enrolments on these qualifications accounted for almost half of all enrolments. Although enrolments on 'Certificate of Education' continued to rise year on year up till 2007-2008, a slight drop was observed in 2008-2009. However, the same was not experienced for the 'Postgraduate Certificate in Education', which continued to experience growth.

Enrolments on the new teaching qualifications have almost doubled since last year, even though the numbers remained relatively low.

The Level 4 Further Education Teaching Qualifications are no longer recognised under the 2007 regulations, but 7.4% of staff were identified as being enrolled on these qualifications. This has fallen from 9.1% in 2007-2008 possibly because staff who enrolled on these qualifications before the regulations would have completed their programmes.

Furthermore, the high percentage of staff (14.7% of all enrolments) enrolled on other teaching qualifications suggests that qualifications other than those listed may need to be considered and added to the list.

Table 22: Enrolment on teaching qualifications, 2004-2005 to 2008-2009

Highest enrolled qualification	2004-05	2005-06	2006-07	2007-08	2008-09
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	-	-	-	1.7%	4.0%
Certificate in Teaching in the Lifelong Learning Sector (CTLLS)	-	-	-	0.7%	1.3%
Diploma in Teaching in the Lifelong Learning Sector (DTLLS)	-	-	-	2.5%	4.8%
Certificate of Education	26.5%	27.0%	27.2%	27.8%	27.3%
Postgraduate Certificate in Education (PGCE)	16.9%	19.3%	20.1%	21.8%	22.1%
BEd/BA/BSc with concurrent qualified teacher status	7.4%	7.4%	7.2%	7.0%	6.6%
Level 4 FE Teaching Qualification - Stage 3	4.1%	2.7%	2.7%	2.4%	2.1%
Level 4 FE Teaching Qualification - Stage 2	5.2%	4.4%	4.1%	3.0%	2.4%
Level 4 FE Teaching Qualification - Stage 1	5.1%	4.2%	4.0%	3.6%	3.0%
Level 3 Teaching Qualification (e.g. CG 7303)	9.0%	8.7%	7.6%	7.3%	6.5%
Learning and Development Awards	4.0%	3.2%	3.1%	4.2%	5.1%
Other teaching qualification not listed	21.8%	23.1%	24.0%	18.0%	14.7%
Total	100%	100%	100%	100%	100%

2.3 Subject area taught in further education colleges in England

Table 23 shows the main subject area taught by teaching staff in 2008-2009. There were more staff teaching 'Visual and performing arts and media' in further education colleges than any other subject. 'English, languages and communication', 'Health, social care and public services' and 'Foundation programmes' were also identified as popular subject areas. However, some of these are also areas with relatively higher levels of part-time working so a member of staff could be teaching the same subject as their main subject area in more than one college.

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

Table 23: Subject area taught by teaching staff during 2008-2009

Area of learning of main subject taught	Number	Per cent
Visual and performing arts and media	16,795	12.2%
English, languages and communication	13,311	9.6%
Health, social care and public services	12,522	9.1%
Foundation programmes	12,386	9.0%
Business administration, management and professional	11,668	8.4%
Hospitality, sports, leisure and travel	9,799	7.1%
Science and mathematics	8,166	5.9%
Engineering, technology and manufacturing	7,574	5.5%
Information and communication technology	7,229	5.2%
Humanities	7,200	5.2%
Construction	6,903	5.0%
Hairdressing and beauty therapy	5,830	4.2%
Retailing, customer service and transportation	3,282	2.4%
Land based provision	3,042	2.2%
Teaching staff lower than NQF level 4	3,531	2.6%
Not a member of staff providing teaching and promoting learning	3,660	2.6%
<i>Not known / not provided</i>	5,324	3.9%
Total	138,222	100%

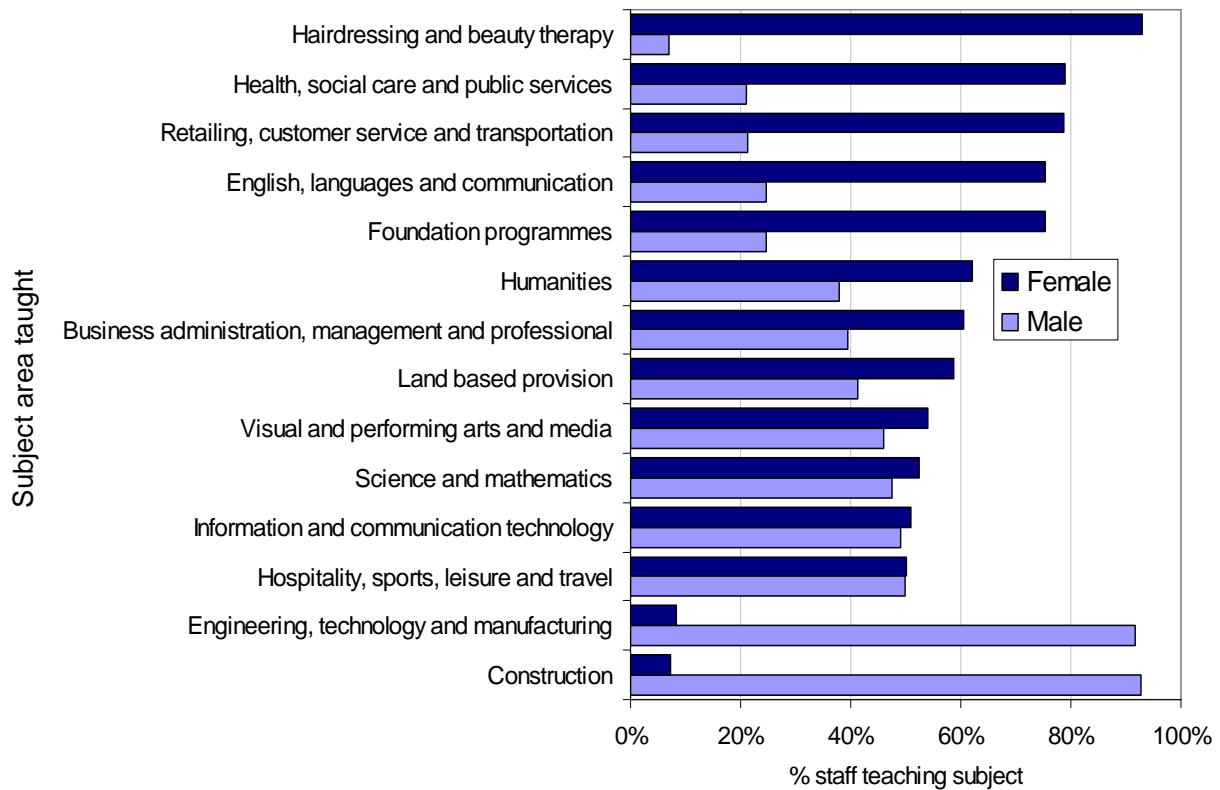
Table 24 provides an overview of change in the provision of subject areas over time. Although there was no major variation in the percentage of teaching staff in each subject area since 2007-2008, some differences were observed over the five year period between 2004-2005 and 2008-2009. The largest decline was seen in 'Health, social care and public services' (of 2.6 percentage points) and 'Business administration, management and professional' (of 2.5 percentage points). On the other hand, 'English, languages and communication' and 'Construction' experienced the largest increases, each by 1.2 and 1.1 percentage points respectively since 2004-2005.

Table 24: Subject area taught by teaching staff between 2004-2005 and 2008-2009

Area of learning of main subject taught	2004-05	2005-06	2006-07	2007-08	2008-09
Visual and performing arts and media	11.6%	11.7%	12.0%	12.2%	12.2%
English, languages and communication	8.4%	8.9%	9.5%	9.8%	9.6%
Health, social care and public services	11.7%	11.1%	10.7%	9.4%	9.1%
Foundation programmes	10.6%	11.2%	10.9%	9.3%	9.0%
Business admin, management and professional	11.0%	10.3%	9.4%	8.5%	8.4%
Hospitality, sports, leisure and travel	7.7%	7.8%	7.7%	7.2%	7.1%
Science and mathematics	6.7%	6.7%	7.2%	6.0%	5.9%
Engineering, technology, manufacturing	5.3%	5.5%	5.6%	5.2%	5.5%
Information and communication technology	6.0%	5.8%	5.7%	5.5%	5.2%
Humanities	6.1%	6.0%	6.4%	5.3%	5.2%
Construction	3.9%	4.2%	4.7%	4.9%	5.0%
Hairdressing and beauty therapy	5.4%	5.2%	5.2%	4.4%	4.2%
Retailing, customer service, transportation	2.2%	1.7%	1.5%	2.4%	2.4%
Land based provision	2.0%	2.0%	1.9%	2.1%	2.2%
Teaching staff lower than NQF level 4	-	-	-	2.1%	2.6%
Not a member of staff providing teaching and promoting learning	1.4%	1.7%	1.6%	2.0%	2.6%
<i>Not known / not provided</i>	<i>0.0%</i>	<i>0.1%</i>	<i>0.1%</i>	<i>3.5%</i>	<i>3.9%</i>
Total	100%	100%	100%	100%	100%

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

Figure 14: Subject area taught by teaching staff by gender, 2008-2009



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

Table 25: Subject area taught by teaching staff by gender, 2008-2009

Area of learning of main subject taught		Male	Female	Total
Science and mathematics	Number	3,891	4,274	8,165
	%	47.7%	52.3%	100%
Land based provision	Number	1,253	1,789	3,042
	%	41.2%	58.8%	100%
Construction	Number	6,396	507	6,903
	%	92.7%	7.3%	100%
Engineering, technology and manufacturing	Number	6,946	628	7,574
	%	91.7%	8.3%	100%
Business administration, management and professional	Number	4,612	7,056	11,668
	%	39.5%	60.5%	100%
Information and communication technology	Number	3,552	3,677	7,229
	%	49.1%	50.9%	100%
Retailing, customer service and transportation	Number	700	2,582	3,282
	%	21.3%	78.7%	100%
Hospitality, sports, leisure and travel	Number	4,877	4,922	9,799
	%	49.8%	50.2%	100%
Hairdressing and beauty therapy	Number	407	5,421	5,828
	%	7.0%	93.0%	100%
Health, social care and public services	Number	2,640	9,881	12,521
	%	21.1%	78.9%	100%
Visual and performing arts and media	Number	7,739	9,052	16,791
	%	46.1%	53.9%	100%
Humanities	Number	2,727	4,470	7,197
	%	37.9%	62.1%	100%
English, languages and communication	Number	3,271	10,037	13,308
	%	24.6%	75.4%	100%
Foundation programmes	Number	3,047	9,338	12,385
	%	24.6%	75.4%	100%
Teaching staff lower than NQF level 4	Number	1,130	2,401	3,531
	%	32.0%	68.0%	100%
Not a member of staff providing teaching and promoting learning	Number	1,395	2,265	3,660
	%	38.1%	61.9%	100%
<i>Not known / not provided</i>	<i>Number</i>	<i>2,122</i>	<i>3,193</i>	<i>5,315</i>
	<i>%</i>	<i>39.9%</i>	<i>60.1%</i>	<i>100%</i>
Total	Number	56,705	81,493	138,198
	%	41.0%	59.0%	100%

Note: Gender information for 24 teaching staff was not known or not provided. These cases have been excluded from the table above.

Appendix 1:

Detailed occupational groups with number of contracts by gender, 2008-2009

Broad occupational groups	Detailed occupational groups	Male	Female	Total
Senior managers	Chief executive	24	33	57
	Director	326	277	603
	College principal	144	75	219
	Total	494	385	879
Other managers	College administrator/manager	2,109	3,717	5,826
	Centre (sub-college) administrator	148	468	616
	Finance administrator/manager (bursar)	295	516	811
	Librarian	136	644	780
	Marketing administrator/manager	296	724	1,020
	Computer/database manager	578	161	739
	Estate/site manager	538	108	646
	Other administrator/manager	1,565	3,396	4,961
	Other senior management	548	575	1,123
	Total	6,213	10,309	16,522
Administrative and professional staff	Careers officer	180	601	781
	Student coordinator	615	1,682	2,297
	Admissions coordinator	88	497	585
	Examinations coordinator	115	550	665
	Sports centre manager	113	56	169
	Finance officer	255	718	973
	Personnel officer	74	689	763
	Adult education administrator	50	306	356
	Assistant librarian	82	412	494
	Office manager	130	428	558
	Principals secretary/personnel assistant	8	584	592
	Other administrative/professional staff	3,115	8,179	11,294
	Total	4,825	14,702	19,527
Technical staff	Computer/database officer	851	438	1,289
	Computer technician	2,045	281	2,326
	Reprographics manager	73	62	135
	Senior laboratory/workshop technician	439	196	635
	Laboratory/workshop technician	1,810	989	2,799
	Arts technician	568	509	1,077
	Audio/video technician	412	67	479
	Learning support technician	1,107	2,364	3,471
	Other technical staff	2,363	2,212	4,575
	Total	9,668	7,118	16,786
Word processing, clerical and secretarial staff	Word processor operator/clerical assistant	95	640	735
	Administrative assistant	1,321	9,203	10,524
	Secretary	8	779	787
	Receptionist/telephonist	151	2,013	2,164
	Finance assistant	232	1,262	1,494
	Personnel assistant	50	678	728
	Library assistant	360	1,793	2,153
	Exams assistant	847	2,002	2,849
	Admissions assistant	276	1,256	1,532
	Reprographics assistant	200	327	527
	Other clerical/secretarial staff	681	2,332	3,013
	Total	4,221	22,285	26,506

Broad occupational groups	Detailed occupational groups	Male	Female	Total
Service staff	Caretaker	1,543	99	1,642
	Site assistant	862	153	1,015
	Security officer	701	83	784
	Maintenance staff e.g. electrician, plumber	914	49	963
	Learning support assistant	3,205	11,923	15,128
	Nurse (including nursery nurse)	14	1,168	1,182
	Nursery/creche assistant	48	2,406	2,454
	Catering manager	119	226	345
	Catering assistant	470	3,215	3,685
	Gardener/grounds person	286	57	343
	Cleaner	1,200	3,697	4,897
	Residential	21	98	119
	Counseling staff	0	6	6
	Other service staff	3,212	5,014	8,226
	Total	12,595	28,194	40,789
Assessors and verifiers	Assessor/verifier	1,821	3,742	5,563
	Total	1,821	3,742	5,563
Teaching staff (lecturers, tutors and trainers)	Trainer	1,181	1,003	2,184
	Lecturer/tutor	55,524	80,490	136,014
	Total	56,705	81,493	138,198
<i>Not known / not provided</i>	<i>Not known / not provided</i>	1,345	2,111	3,456
	Total	1,345	2,111	3,456

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

Appendix 2:

Number of staff in each occupational group by type of college, 2008-2009

Occupational group	General further education college including tertiary	National specialist college	Sixth form college	Special college - agriculture and horticulture	Special college - art, design and performing arts	Specialist designated college	Total ⁶
Senior managers	709	20	112	21	6	11	879
Other managers	14,323	268	1,286	517	63	67	16,524
Administrative and professional staff	16,217	190	1,514	1,470	47	93	19,531
Technical staff	13,809	60	1,662	1,081	121	54	16,787
Word processing, clerical and secretarial staff	22,740	134	2,835	519	108	172	26,508
Service staff	33,111	1,528	3,934	1,931	85	202	40,791
Assessors and verifiers	5,292	8	78	183	2	0	5,563
Teaching staff	119,266	620	13,164	2,897	574	1,685	138,206
<i>Not known / not provided</i>	<i>3,341</i>	<i>2</i>	<i>100</i>	<i>62</i>	<i>0</i>	<i>0</i>	<i>3,505</i>
Total	228,808	2,830	24,685	8,681	1,006	2,284	268,294

⁶A college covering a specialist subject area and employing 16 members of staff has been excluded from the table because it does not correspond to the main categories relating to the types of college.

Appendix 3:

Changes to the SIR data collection specification relevant to this report

The following changes were made to the **2007-2008** data collection specification and also apply to the 2008-2009 specification.

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

The following changes were made to the **2008-2009** data collection specification.

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

Appendix 4:

Further education colleges in the 2008-2009 staff individualised record dataset

Region	Type of further education college	College name	Number of contracts	Source year
East of England	General further education	North Hertfordshire College	1,532	2008-09
	General further education	City College Norwich	1,356	2008-09
	General further education	Cambridge Regional College	1,291	2008-09
	General further education	The College of West Anglia	1,277	2007-08
	General further education	West Suffolk College	1,146	2008-09
	General further education	Oaklands College	1,120	2008-09
	General further education	South East Essex College of Arts & Technology	1,092	2008-09
	General further education	Barnfield College	1,017	2008-09
	General further education	West Herts College	1,016	2008-09
	General further education	Colchester Institute	982	2008-09
	General further education	Peterborough Regional College	957	2008-09
	General further education	Hertford Regional College	875	2008-09
	General further education	Bedford college	761	2008-09
	General further education	Suffolk College	751	2008-09
	General further education	Great Yarmouth College	702	2008-09
	General further education	Harlow College	631	2005-06
	General further education	Dunstable College	536	2008-09
	General further education	Thurrock and Basildon College	531	2008-09
	General further education	Chelmsford College	530	2008-09
	General further education	Lowestoft College	518	2008-09
	General further education	Huntingdonshire Regional College	501	2008-09
	General further education	Epping Forest College	448	2008-09
	General further education	Braintree College	289	2008-09
	Sixth form college	The Sixth Form College, Colchester	552	2008-09
	Sixth form college	Luton Sixth Form College	500	2008-09
	Sixth form college	SEEVIC College	432	2007-08
	Sixth form college	Hills Road Sixth Form College	379	2008-09
	Sixth form college	Long Road Sixth Form College	316	2008-09
	Sixth form college	Palmer's College	268	2008-09
	Sixth form college	East Norfolk Sixth Form College	199	2008-09
	Sixth form college	Paston College	145	2008-09
	Special college - Agriculture and horticulture	Otley College	500	2008-09
Special college - Agriculture and horticulture	Easton College	251	2008-09	
Specialist college - other	The College of Animal Welfare	16	2007-08	
East Midlands	General further education	Leicester College	2,394	2008-09
	General further education	Lincoln College	2,117	2008-09
	General further education	Derby College	1,899	2008-09
	General further education	New College, Nottingham	1,867	2008-09
	General further education	Northampton College	1,746	2008-09
	General further education	Castle College, Nottingham	1,530	2008-09
	General further education	West Nottinghamshire College	1,393	2008-09
	General further education	Loughborough College	1,142	2008-09
	General further education	Chesterfield College	1,011	2008-09
	General further education	Tresham Institute	798	2008-09
	General further education	New College Stamford	741	2008-09
	General further education	South Leicestershire College	699	2008-09

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Region	Type of further education college	College name	Number of contracts	Source year
East Midlands	General further education	Stephenson College	655	2008-09
	General further education	Grantham College	562	2008-09
	General further education	North Nottinghamshire College	561	2008-09
	General further education	South Nottingham College	547	2008-09
	General further education	Boston College	497	2008-09
	General further education	South East Derbyshire College	388	2008-09
	National Specialist College	Linkage College	834	2008-09
	Sixth form college	Bilborough College	359	2008-09
	Sixth form college	Wyggeston and Queen Elizabeth I College	305	2008-09
	Sixth form college	Gateway Sixth Form College	177	2008-09
	Sixth form college	Regent College	136	2007-08
	Special college - Agriculture and horticulture	Moulton College	721	2008-09
	Special college - Agriculture and horticulture	Brooksby Melton College	667	2008-09
	Greater London	General further education	Havering College of Further & Higher Education	1,734
General further education		Croydon College	1,451	2007-08
General further education		Harrow College	1,317	2008-09
General further education		Lewisham College	1,271	2008-09
General further education		Ealing, Hammersmith and West London College	1,265	2007-08
General further education		Barnet College	1,237	2008-09
General further education		Newham College of FE	1,211	2008-09
General further education		City and Islington College	1,087	2006-07
General further education		West Thames College	1,023	2007-08
General further education		South Thames College	1,013	2008-09
General further education		Kingston College	981	2008-09
General further education		College of North West London	978	2008-09
General further education		Uxbridge College	972	2008-09
General further education		Bromley College	899	2008-09
General further education		College of North East London (CoNEL)	891	2008-09
General further education		Southwark College	824	2007-08
General further education		Greenwich Community College	801	2005-06
General further education		Lambeth College	799	2008-09
General further education		Southgate College	786	2008-09
General further education		Westminster Kingsway College	775	2008-09
General further education		Richmond upon Thames College	740	2008-09
General further education		Barking College	727	2008-09
General further education		City of Westminster College	727	2008-09
General further education		Hackney Community College	720	2007-08
General further education		Tower Hamlets College	647	2008-09
General further education		Richmond Adult Community College	546	2008-09
General further education		Orpington College of FE	511	2007-08
General further education		Enfield College	510	2007-08
General further education		Kensington and Chelsea College	507	2008-09
General further education		Waltham Forest College	485	2008-09
General further education		Bexley College	456	2008-09
General further education		Merton College	430	2008-09
General further education		Carshalton College	403	2008-09
General further education		Stanmore College	347	2008-09
General further education	Redbridge College	289	2008-09	

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Region	Type of further education college	College name	Number of contracts	Source year	
Greater London	National Specialist College	Orchard Hill College	156	2008-09	
	Sixth form college	Newham Sixth Form College	394	2008-09	
	Sixth form college	Havering Sixth Form College	290	2008-09	
	Sixth form college	Leyton Sixth Form College	269	2008-09	
	Sixth form college	St Francis Xavier Sixth Form College	260	2007-08	
	Sixth form college	Sir George Monoux College	231	2008-09	
	Sixth form college	The Sixth Form College Brooke House	209	2008-09	
	Sixth form college	Christ the King Sixth Form College	195	2008-09	
	Sixth form college	John Ruskin College	165	2008-09	
	Sixth form college	Coulsdon College	127	2005-06	
	Sixth form college	St Dominic's Sixth Form College	114	2008-09	
	Sixth form college	Woodhouse College	112	2008-09	
	Sixth form college	St Charles Catholic Sixth Form College	111	2008-09	
	Special college - Agriculture and horticulture	Capel Manor College	366	2008-09	
	Specialist Designated college	City Lit	1,078	2008-09	
	Specialist Designated college	Morley College	508	2005-06	
	Specialist Designated college	Mary Ward Centre	165	2008-09	
	Specialist Designated college	Hillcroft College	128	2008-09	
	Specialist Designated college	Working Men's College	30	2008-09	
	North East	General further education	Newcastle College	3,033	2007-08
General further education		Middlesbrough College	1,419	2008-09	
General further education		City of Sunderland College	1,358	2008-09	
General further education		Tyne Metropolitan College	856	2008-09	
General further education		New College Durham	854	2008-09	
General further education		Stockton Riverside College	726	2007-08	
General further education		Darlington College	722	2008-09	
General further education		Northumberland College	720	2008-09	
General further education		South Tyneside College	690	2008-09	
General further education		East Durham College	680	2008-09	
General further education		Hartlepool College of Further Education	648	2008-09	
General further education		Gateshead College	567	2008-09	
General further education		Bishop Auckland College	557	2008-09	
General further education		Redcar & Cleveland College	384	2008-09	
General further education		Derwentside College	215	2007-08	
Sixth form college		Queen Elizabeth Sixth Form College	306	2008-09	
Sixth form college		Prior Pursglove College	213	2008-09	
Sixth form college		Hartlepool Sixth Form College	109	2007-08	
Sixth form college		Stockton Sixth Form College	94	2008-09	
Sixth form college		St Mary's College, Middlesbrough	80	2008-09	
Special college - Art, design and performing arts		Cleveland College of Art & Design	293	2007-08	
North West		General further education	The Manchester College	4,964	2008-09
		General further education	Preston College	2,443	2008-09
		General further education	Blackpool & The Fylde College	1,983	2007-08
	General further education	Liverpool Community College	1,892	2008-09	
	General further education	St Helens College	1,884	2008-09	
	General further education	West Cheshire College	1,658	2008-09	
	General further education	Stockport College	1,395	2008-09	
	General further education	Blackburn College	1,286	2008-09	
	General further education	Bolton Community College	1,144	2007-08	
	General further education	Wirral Metropolitan College	1,108	2007-08	
	General further education	Bury College	1,090	2008-09	

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Region	Type of further education college	College name	Number of contracts	Source year	
North West	General further education	Lancaster & Morecambe College	1,016	2008-09	
	General further education	Riverside College Halton	1,008	2005-06	
	General further education	Wigan & Leigh College	996	2008-09	
	General further education	The Oldham College	989	2007-08	
	General further education	Accrington and Rossendale College	926	2006-07	
	General further education	Runshaw College	914	2008-09	
	General further education	Trafford College	768	2008-09	
	General further education	Knowsley Community College	759	2005-06	
	General further education	Hugh Baird College	713	2008-09	
	General further education	South Cheshire College	697	2008-09	
	General further education	Tameside College	686	2008-09	
	General further education	Burnley College	671	2007-08	
	General further education	Hopwood Hall College	636	2008-09	
	General further education	Southport College	632	2007-08	
	General further education	Mid-Cheshire College	604	2008-09	
	General further education	Kendal College	601	2008-09	
	General further education	Warrington Collegiate Institute	574	2008-09	
	General further education	Nelson & Colne College	552	2008-09	
	General further education	Macclesfield College	460	2006-07	
	General further education	Furness College	441	2008-09	
	General further education	Salford College	413	2007-08	
	General further education	Carlisle College	389	2007-08	
	General further education	Lakes College West Cumbria	328	2008-09	
	Sixth form college	Pendleton College	575	2007-08	
	Sixth form college	Cheadle & Marple Sixth Form College	467	2007-08	
	Sixth form college	Ashton-u-Lyne 6th Form College	356	2008-09	
	Sixth form college	Eccles College	344	2007-08	
	Sixth form college	St Mary's College, Blackburn	336	2007-08	
	Sixth form college	Oldham Sixth Form College	332	2008-09	
	Sixth form college	Priestley College	306	2008-09	
	Sixth form college	Cardinal Newman College	271	2008-09	
	Sixth form college	Carmel College	265	2008-09	
	Sixth form college	Holy Cross College	262	2008-09	
	Sixth form college	Blackpool Sixth Form College	243	2008-09	
	Sixth form college	Xaverian College	237	2008-09	
	Sixth form college	King George V College	231	2008-09	
	Sixth form college	Loreto College	226	2008-09	
	Sixth form college	Aquinas College	216	2005-06	
	Sixth form college	Birkenhead Sixth Form College	207	2007-08	
	Sixth form college	Winstanley College	205	2008-09	
	Sixth form college	Sir John Deane's College	193	2008-09	
	Sixth form college	St John Rigby College	192	2008-09	
	Sixth form college	Barrow-In-Furness Sixth Form College	137	2008-09	
	Sixth form college	Bolton Sixth Form College	116	2006-07	
		Special college - Agriculture and horticulture	Myerscough College	1,286	2007-08
		Special college - Agriculture and horticulture	Reaseheath College	1,002	2008-09
	South East	General further education	Canterbury College	2,027	2008-09
General further education		Chichester College	1,748	2008-09	
General further education		South Downs College	1,602	2008-09	
General further education		Sussex Downs College	1,392	2008-09	
General further education		Milton Keynes College	1,219	2008-09	

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Region	Type of further education college	College name	Number of contracts	Source year
South East	General further education	Central Sussex College	1,177	2008-09
	General further education	City College Brighton & Hove	1,106	2008-09
	General further education	Mid-Kent College of Higher & Further Education	1,035	2004-05
	General further education	North West Kent College	1,015	2008-09
	General further education	Oxford and Cherwell Valley College	1,010	2005-06
	General further education	Bracknell & Wokingham College	938	2008-09
	General further education	Brockenhurst College	932	2008-09
	General further education	Guildford College	917	2008-09
	General further education	Sussex Coast College Hastings	902	2008-09
	General further education	South Kent College	871	2005-06
	General further education	East Berkshire College	843	2008-09
	General further education	West Kent College	804	2008-09
	General further education	East Surrey College	778	2008-09
	General further education	Highbury College	746	2007-08
	General further education	Basingstoke College of Technology	735	2008-09
	General further education	Brooklands College	697	2008-09
	General further education	Abingdon & Witney College	691	2008-09
	General further education	Isle of Wight College	644	2008-09
	General further education	Thanet College	642	2008-09
	General further education	Farnborough College of Technology	639	2008-09
	General further education	Eastleigh College	576	2008-09
	General further education	North East Surrey College of Technology	519	2008-09
	General further education	Newbury College	482	2008-09
	General further education	Southampton City College	446	2008-09
	General further education	Aylesbury College	437	2008-09
	General further education	Henley College	418	2007-08
	General further education	Fareham College	389	2008-09
	General further education	Amersham and Wycombe College	361	2007-08
	Sixth form college	Totton College	682	2007-08
	Sixth form college	Peter Symond's College	617	2008-09
	Sixth form college	Queen Mary's College	471	2008-09
	Sixth form college	The Sixth Form College Farnborough	467	2008-09
	Sixth form college	Barton Peveril College	439	2007-08
	Sixth form college	Godalming College	367	2008-09
	Sixth form college	Alton College	351	2008-09
	Sixth form college	Worthing College	323	2007-08
	Sixth form college	The College of Richard Collyer	294	2007-08
	Sixth form college	St Vincent College	291	2007-08
	Sixth form college	Itchen College	268	2007-08
	Sixth form college	Strode's College	259	2008-09
	Sixth form college	Brighton, Hove & Sussex Sixth Form College (BHASVIC)	245	2008-09
	Sixth form college	Portsmouth College	238	2007-08
	Sixth form college	Bexhill College	222	2008-09
	Sixth form college	Reigate College	218	2007-08
	Sixth form college	Varndean College	217	2007-08
Sixth form college	Havant College	204	2007-08	
Sixth form college	Esher College	190	2008-09	
Sixth form college	Taunton's College	189	2007-08	
Sixth form college	Woking College	104	2008-09	
Special college - Agriculture and horticulture	Sparsholt College, Hampshire	614	2006-07	

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Region	Type of further education college	College name	Number of contracts	Source year
South East	Special college - Agriculture and horticulture	Plumpton College	306	2006-07
	Special college - Agriculture and horticulture	Berkshire College of Agriculture	242	2008-09
	Special college - Agriculture and horticulture	Hadlow College	232	2008-09
	Specialist Designated college	Ruskin College	131	2008-09
South West	General further education	Cornwall College	2,681	2007-08
	General further education	City of Bristol College	2,099	2008-09
	General further education	Wiltshire College	1,894	2008-09
	General further education	Gloucestershire College	1,821	2008-09
	General further education	PETROC	1,652	2008-09
	General further education	Truro and Penwith College	1,629	2007-08
	General further education	Bournemouth & Poole College	1,505	2008-09
	General further education	Weston College	1,095	2007-08
	General further education	City College Plymouth	1,010	2008-09
	General further education	Bridgwater College, Cannington	1,008	2008-09
	General further education	Exeter College	940	2007-08
	General further education	Strode College	898	2008-09
	General further education	South Devon College	759	2008-09
	General further education	Filton College	740	2008-09
	General further education	Somerset College of Arts & Technology	692	2008-09
	General further education	New College, Swindon	677	2008-09
	General further education	Cirencester College	664	2008-09
	General further education	Yeovil College	650	2008-09
	General further education	Stroud College	642	2007-08
	General further education	Swindon College	625	2008-09
	General further education	Weymouth College	570	2008-09
	General further education	City of Bath College	401	2008-09
	General further education	Royal Forest of Dean College	315	2008-09
	General further education	Norton Radstock College	238	2007-08
	National Specialist College	Ruskin Mill Educational Trust	1,046	2008-09
	Sixth form college	Richard Huish College	281	2007-08
	Sixth form college	St Brendan's Sixth Form College	204	2008-09
	Special college - Agriculture and horticulture	Hartpury College	1,049	2008-09
	Special college - Agriculture and horticulture	Kingston Maurward College	352	2008-09
	Special college - Agriculture and horticulture	Bicton College	151	2007-08
	Special college - Art, design and performing arts	Plymouth College of Art and Design	250	2007-08
	West Midlands	General further education	Warwickshire College	2,257
General further education		Telford College of Arts & Technology	1,816	2008-09
General further education		Stoke-on-Trent College	1,569	2008-09
General further education		North Warwickshire & Hinckley College	1,532	2002-03
General further education		South Staffordshire College	1,514	2008-09
General further education		City of Wolverhampton College	1,470	2008-09
General further education		Solihull College	1,414	2008-09
General further education		City College Birmingham	1,172	2008-09
General further education		Sutton Coldfield College	1,131	2006-07
General further education		North East Worcestershire College	1,122	2008-09
General further education		Bournville College	1,095	2008-09

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Region	Type of further education college	College name	Number of contracts	Source year
West Midlands	General further education	South Birmingham College	1,005	2008-09
	General further education	Matthew Boulton College of Further & Higher Education	999	2005-06
	General further education	Dudley College of Technology	957	2008-09
	General further education	Newcastle-under-Lyme College	910	2007-08
	General further education	Burton College	897	2008-09
	General further education	Worcester College of Technology	865	2008-09
	General further education	Stafford College	762	2008-09
	General further education	Sandwell College	711	2006-07
	General further education	Shrewsbury College of Arts and Technology	697	2008-09
	General further education	City College Coventry	670	2008-09
	General further education	Stourbridge College	668	2005-06
	General further education	Herefordshire College of Technology	650	2008-09
	General further education	Halesowen College	620	2008-09
	General further education	Walford & North Shropshire College	493	2008-09
	General further education	South Worcestershire College	462	2008-09
	General further education	Stratford-Upon-Avon College	462	2008-09
	General further education	Walsall College	429	2008-09
	General further education	Henley College Coventry	396	2008-09
	General further education	Hereward College of FE	391	2005-06
	General further education	Kidderminster College	297	2008-09
	General further education	Leek College of FE and School of Art	293	2008-09
	National Specialist College	Derwen College	358	2008-09
	National Specialist College	The Royal National College for the Blind (RNCB)	259	2008-09
	National Specialist College	Queen Alexandra College	177	2008-09
	Sixth form college	City of Stoke-On-Trent Sixth Form College	368	2008-09
	Sixth form college	The Sixth Form College, Solihull	286	2008-09
	Sixth form college	Joseph Chamberlain Sixth Form College	276	2008-09
	Sixth form college	Worcester Sixth Form College	275	2008-09
	Sixth form college	New College, Telford	273	2007-08
	Sixth form college	King Edward VI College, Stourbridge	227	2007-08
	Sixth form college	Hereford Sixth Form College	213	2008-09
	Sixth form college	Josiah Mason Sixth Form College	201	2005-06
	Sixth form college	Cadbury Sixth Form College	167	2003-04
Sixth form college	Shrewsbury Sixth Form College	159	2008-09	
Sixth form college	King Edward VI College, Nuneaton	134	2007-08	
Sixth form college	Ludlow College	92	2007-08	
Special college - Art, design and performing arts	Hereford College of Arts	172	2006-07	
Specialist Designated college	Fircroft College of Adult Education	64	2008-09	
Yorkshire and the Humber	General further education	The Sheffield College	3,073	2008-09
	General further education	Hull College	2,873	2008-09
	General further education	Leeds City College	2,556	2008-09
	General further education	Bradford College	2,489	2007-08
	General further education	Kirklees College	1,573	2008-09
	General further education	Grimsby Institute of Further & Higher Education	1,490	2008-09
	General further education	Rotherham College of Arts & Technology	1,425	2008-09
	General further education	York College	1,207	2008-09
	General further education	Wakefield College	1,115	2008-09

Region	Type of further education college	College name	Number of contracts	Source year
Yorkshire and the Humber	General further education	North Lindsey College	1,000	2008-09
	General further education	Doncaster College	941	2008-09
	General further education	Barnsley College	931	2008-09
	General further education	Calderdale College	816	2007-08
	General further education	Craven College	794	2007-08
	General further education	East Riding College	713	2007-08
	General further education	Leeds College of Building	487	2008-09
	General further education	Dearne Valley College	436	2008-09
	General further education	Joseph Priestley College	395	2007-08
	General further education	Selby College	387	2008-09
	General further education	Yorkshire Coast College	360	2003-04
	General further education	ShIPLEY College	263	2008-09
	Sixth form college	John Leggott College	310	2008-09
	Sixth form college	Wilberforce Sixth Form College	227	2007-08
	Sixth form college	Huddersfield New College	224	2008-09
	Sixth form college	Thomas Rotherham College	221	2007-08
	Sixth form college	Greenhead College	208	2008-09
	Sixth form college	Scarborough Sixth Form College	207	2008-09
	Sixth form college	Notre Dame Sixth Form College	187	2008-09
	Sixth form college	Wyke Sixth Form College	184	2008-09
	Sixth form college	New College Pontefract	172	2005-06
	Sixth form college	Franklin College	169	2008-09
	Special college - Agriculture and horticulture	Bishop Burton College	579	2008-09
	Special college - Agriculture and horticulture	Askham Bryan College	363	2008-09
	Special college - Art, design and performing arts	Leeds College of Art and Design	291	2008-09
	Specialist Designated college	Northern College for Residential and Non-Residential Adult Education	180	2008-09

Appendix 5:

Detailed ethnic breakdown of staff in further education, 2008-2009

Broad ethnic group	Detailed ethnic group	Number	Per cent
Asian	Asian or Asian British - Bangladeshi	828	0.3%
	Asian or Asian British - Indian	4,532	1.7%
	Asian or Asian British - Pakistani	2,236	0.8%
	Asian or Asian British - any other	1,682	0.6%
Black	Black or Black British - African	2,764	1.0%
	Black or Black British - Caribbean	3,960	1.5%
	Black or Black British - any other	1,013	0.4%
Chinese and any other	Chinese	743	0.3%
	Any other	2,561	1.0%
Mixed	Mixed - White and Asian	512	0.2%
	Mixed - White and Black African	296	0.1%
	Mixed - White and Black Caribbean	643	0.2%
	Mixed - any other	903	0.3%
White - British	White - British	218,701	81.5%
White - other	White - Irish	2,124	0.8%
	White - other European	732	0.3%
	White - any other	7,595	2.8%
Prefer not to say	Prefer not to say	2,992	1.1%
<i>Not known / not provided</i>	<i>Not known / not provided</i>	13,493	5.0%
Total	Total	268,310	100%

Appendix 6:

Average annual pay by occupation and region, 2008-2009

Occupational group	Region								
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
All staff	£26,319	£23,735	£28,929	£24,555	£24,786	£25,712	£23,106	£24,284	£24,727
Administrative and professional staff	£21,959	£20,523	£24,212	£19,787	£18,188	£21,449	£20,905	£21,081	£22,311
Assessor / verifier	£20,876	£20,426	£22,703	£15,553	£19,464	£19,597	£21,259	£23,923	£18,495
Teaching staff	£29,208	£26,776	£31,672	£28,562	£28,764	£28,740	£25,807	£27,276	£28,959
Senior managers	£63,959	£64,422	£65,644	£59,900	£53,833	£63,365	£61,063	£54,312	£63,442
Other managers	£34,958	£31,199	£36,098	£35,669	£35,704	£33,947	£30,248	£33,684	£31,562
Service staff	£17,265	£15,852	£20,151	£16,900	£16,190	£17,625	£15,755	£16,187	£15,605
Technical staff	£19,909	£18,651	£22,846	£17,066	£18,301	£18,832	£17,458	£17,945	£18,361
Word processing, clerical and secretarial staff	£16,917	£15,159	£20,220	£15,570	£16,367	£16,493	£15,692	£15,369	£14,903