



Further Education Workforce Data for England

An Analysis of the Staff Individualised Record (SIR) Data 2006/07



Skills for Learning Professionals

Foreword

I am delighted that Lifelong Learning UK (LLUK) is publishing this report at this time. In December 2007 LLUK published the first Workforce Strategy for the Further Education sector 2007-2012, development of which we facilitated on behalf of the wider FE System in England. This first strategy for the workforce in the further education sector included four priorities for action. Priority 1 was 'Understanding the nature of the workforce' and comprised three themes:

1. *Gathering robust data on the further education workforce*
2. *Using data to understand the further education workforce and improve future planning*
3. *Using data to understand workforce diversity and target actions.*

During the consultation and development phases of the Workforce Strategy, it became apparent that this work was necessary, not only to assist workforce planning, but also to deliver realistic forecasting at national level to assist in informing policy development, national investment and other types of support for the workforce. Only through the provision of comprehensive and accurate data can informed decisions be made about funding, and targets set for positive interventions. Workforce intelligence is essential in providing evidence to agree priority areas and allocate resources.

The summary of data given in this report is evidence of the way that data analysis can be used to highlight particular issues and help focus actions for the future. We are grateful that over 70% of colleges have responded to the Staff Individualised Record (SIR) data collections, enabling us to undertake this analysis for the sector. Collected data will be used across the wider FE system to underpin discussions and decisions about workforce developments.

The Workforce Strategy implementation plan was published in March 2008 and is available on the LLUK website (www.lluk.org). The plan captures the actions and milestones committed by key stakeholders and partners during 2008-09 to contribute towards the achievement of outcomes anticipated by 2011. Both the strategy and the implementation plan are intended to act as resources to support individual employers' strategic workforce planning. They are not static documents and will be reviewed and refreshed annually to reflect the policy drivers, regulatory issues and environmental factors which impact upon the sector.

In the meantime, I hope that the analysis of data contained in this report will be helpful to individual colleges in comparing their own data against national and regional data. We welcome comments and suggestions about how to improve and develop the intelligence presented here. Please address any queries to workforcedata@lluk.org.

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Introduction

This report presents the findings from an analysis of workforce data, known as the Staff Individualised Record (SIR), for further education (FE) institutions in England for 2006/07. SIR data comprises workforce information that is gathered from FE institutions during the academic year. This is the fourth in a series of annual reports on the FE workforce in England by Lifelong Learning UK (LLUK) and provides a profile of the FE workforce in terms of demographic factors including; age, gender and ethnicity (the latter is a general overview and this area is covered in greater detail in LLUK's Annual Workforce Diversity Profile report). This report also provides an overview of the levels of, qualifications of and the subject areas taught by FE teaching staff.

In previous years, with the exception of 2005/06, the report has essentially comprised a statistical analysis of the whole SIR data set, highlighting any findings thought to be of possible interest. This year, while still retaining the information on the FE workforce as a whole, there is a specific focus on the qualification levels held

by the FE teaching workforce. This report attempts to answer some specific questions about people teaching in FE institutions. In effect these questions comprise:

- What are the characteristics of the FE workforce, teaching and other types of staff, in terms of gender, age, diversity and geographical region?
- What teaching qualifications do teaching staff hold, and which subject areas are they teaching?

Where information on the diversity, gender, annual pay and other types of information is provided across all FE staff, teaching staff are often compared with FE staff in general.

In this year's report, LLUK has the benefit of five years of SIR data analyses available for comparison. This allows data to be compared across the years and enables this report to highlight how, if at all, the profile of the workforce has changed over time.

LLUK has previously included analysis against the government's Success for All targets in this report. We are undertaking a more detailed analysis of this and will produce a separate and full report when the analysis has been completed.

The 2006/07 Dataset

The 2006/07 SIR dataset comprises 228,517 records, each relating to an individual contract, and has been gathered from 374 FE institutions. Each of the represented institutions is one of the following:

- General FE college (including tertiary education)
- Sixth form college
- Special college - agriculture and horticulture
- Special college - art, design and performing arts
- Specialist designated college and higher education organisation

Most institutions are either a general FE college or sixth form college, however, there is one higher education organisation included in the data. The breakdown of the number of FE institutions by type and region, can be seen in Table 1:

Table 1: FE Institutions returning SIR data, by region and type

Region	General FE college (incl tertiary)	Higher education organisation	Sixth form college	Special college - agriculture and horticulture	Special college - art, design and performing arts	Specialist designated college	Total
East Midlands	18	0	4	2	0	0	24
East of England	23	0	8	2	0	0	33
Greater London	35	0	12	1	0	4	52
North East	14	0	6	0	1	0	21
North West	37	0	21	2	0	0	60
South East	35	0	23	4	0	1	63
South West	27	0	2	3	1	0	33
West Midlands	33	0	11	2	1	1	48
Yorkshire and the Humber	25	1	10	2	1	1	40

Where an FE institution has not returned the data within the time limit, data from a previous SIR collection has been used. This process of 'back filling' has been employed in previous years collections, however, the 2006/07 dataset contains a greater proportion of back filled data than in previous years, due to a large number of non-responses. The 2006/07 data contains 23% back filled data. In previous years collections this has not been higher than 10%. This needs to be taken into consideration when viewing the findings presented in this report. A full list of FE institutions returning data, along with their region, number of contracts and year of most recent data can be found in Appendix 1.

Where trend analyses are presented, with year-on-year comparisons being made from 2001/2002 through 2006/07, all back filled data has been filtered out of the analyses. Also, the 'effect' that including back filled data has had on the statistics presented here is included where appropriate. For example, where trends relating to teaching staff have been analysed, back filled data on teaching staff have been removed. Therefore, figures of teaching staff appear as 117,234 with back filled data and lower without. Table 2 displays the percentages of back filled data from previous years' SIR collections present in the 2006/07 data and compares this with the percentage of back filled data found in earlier SIR data sets.

Introduction (cont.)

Table 2: Back filled data in SIR data

	Academic year	Number of providers	Percent	Cumulative percent
Back filled data in 2006/07 dataset	2001/2002	590	0.3	0.3
	2002/03	3660	1.6	1.9
	2003/04	2718	1.2	3.0
	2004/05	5952	2.6	5.7
	2005/06	40572	17.8	23.4
	2006/07	175025	76.6	100
	Total	228517	100	
	Dataset	Number of providers	Percent back filled data	Number of providers (not backfilled)
Back filled data in previous years SIR datasets	2002/03	389	6	361
	2003/04	387	4	366
	2004/05	386	10	349
	2005/06	383	8	352
	2006/07	376	23	286

This clearly shows the high percentage rise in back filled data between the 2005/06 data and the most recent (8% to 23%). Also, Table 2 shows the large number of records that have been back filled from the 2005/06 data in the 2006/07 dataset (17.8%).

How to use this report

This report provides an overall picture of the workforce in FE institutions in England during 2006/07.

There are two main sections of this report. The first is a set of statistical analyses of the general profile of the FE workforce, detailing aspects such as gender, age, ethnicity, geographical location and full-time teaching salaries. The second section is a set of statistical breakdown of the types of teaching qualifications held, the subject areas taught and levels of qualification of teaching staff.

Finally, throughout the report, there are year-on-year examinations of trends included where appropriate. Each section contains statistical tables and charts accompanied by a narrative drawing attention to any figures and findings considered to be of interest.

Section I:

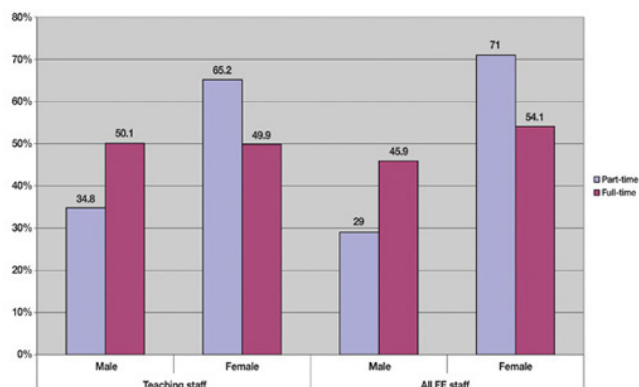
The English FE institution workforce – 2006/07

I.1 Gender

The most recent SIR shows that 63% of all FE staff are female and 37% are male. Also, 61% of female FE staff are part-time to 39% full-time. The proportion of part-time staff to full-time among the male FE workforce is 43% to 57%.

The 2006/07 data shows that 59% of the FE teaching workforce are female and 41% male. There is no variation in these figures between 2001/2002 and the most recent data with the gender split consistently breaking down as 59% female to 41% male each year. Cross tabulating the gender data against part-time/full-time reveals that 65% of female teachers are part-time while 49% of male teachers are part-time. As in previous years, the majority of male teaching staff are full-time with the reverse being true among female teaching staff. This is also true of the whole of the FE workforce and is illustrated in Figure I, with the proportions of male/female, part-time/full-time teaching staff shown alongside the similar breakdown for all FE staff.

Figure I: Teaching/all FE staff - gender by part-time/full-time



The next section of this report analyses the gender split across category of work. The SIR data contains information on the category of work for each contract. In total there are over 50 distinct categories of work that can be re-classified into one of the following 6 role types:

- Managers
- Service staff
- Technical staff
- Administrative and professional staff
- Word processing, clerical and secretarial staff
- Teaching staff.

The detailed list of categories of work can be seen in Appendix 2.

The gender split by role is displayed in Table 3 and Figure 2.

Table 3: General work category by gender 2006/07

Work category	Gender	2002/03	2003/04	2004/05	2005/06	2006/07
Admin and professional staff	F	74.1%	74.5%	74.9%	75.0%	74.4%
	M	25.9%	25.5%	25.1%	25.0%	25.6%
Managers	F	54.9%	56.6%	58.1%	59.0%	60.1%
	M	45.1%	43.4%	41.9%	41.0%	39.9%
Service staff	F	68.3%	69.0%	69.1%	69.2%	68.2%
	M	31.7%	31.0%	30.9%	30.8%	31.8%
Teaching staff	F	58.5%	58.8%	59.2%	59.3%	58.7%
	M	41.5%	41.2%	40.8%	40.7%	41.3%
Technical staff	F	38.9%	39.2%	40.6%	39.8%	41.5%
	M	61.1%	60.8%	59.4%	60.2%	58.5%
Word processing, clerical and secretarial staff	F	85.8%	85.0%	85.5%	85.0%	85.1%
	M	14.2%	15.0%	14.5%	15.0%	14.9%

Section 1:

The English FE institution workforce – 2006/07

Figure 2: General work category by gender 2006/07

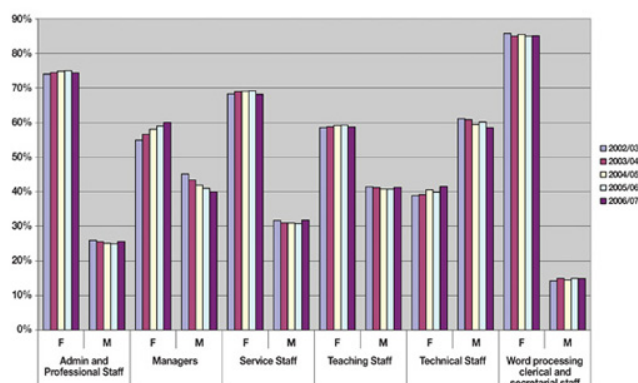
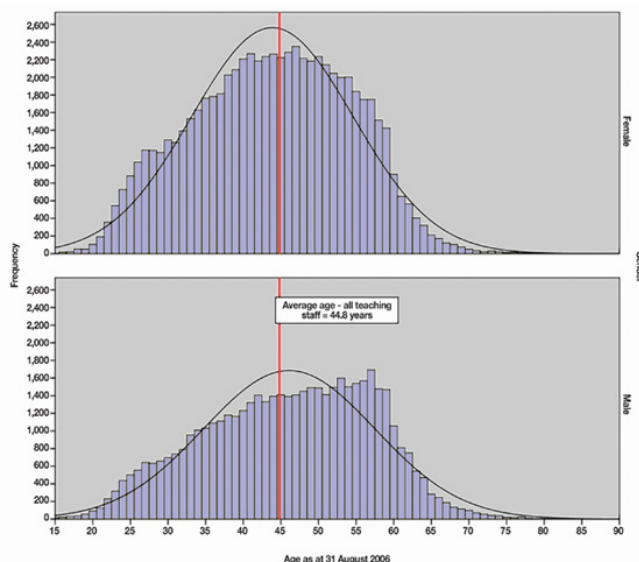


Figure 2 shows that the only work category where the proportion of male staff is greater than female is 'Technical staff'. The percentage of female managers has risen against the figure for male managers consistently over the five year period.

Figure 3: Frequency Distributions for the age of male and female teaching staff



The pattern for all FE staff is very similar to this, with the distribution for male FE staff positively skewed and peaks at between 55 and 60 years old. The data for all female FE staff is normally distributed around a similar mean figure to the data for teaching staff.

The average age of FE staff by occupational role is displayed in Figure 4.

1.2 Age

Among all FE staff during 2006/07 the average age is 43.3 years, 42.6 years for female staff and 44.6 for male staff.

For teaching staff the overall average age of is 1.5 years higher than the all FE staff figure, which is 44.8 years. The average age of female teaching staff is 43.9 years and for male teaching staff it is 46.1 years. The frequency distributions for the average age of male and female teachers separately, displayed in Figure 3, show that the age data for female teachers is more normally distributed around the national average. These histograms show that the data for male teaching staff is slightly positively skewed, with the biggest spike occurring at 57 years old contrasting with the 47 years maximum frequency among female teaching staff.

Figure 4: Average age in years of FE staff, 2002/03 – 2006/07, by category of work

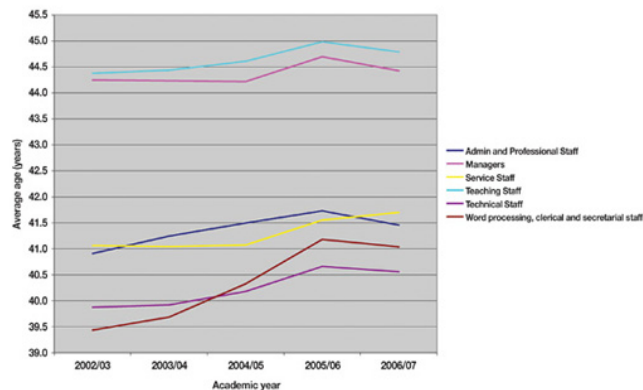


Figure 4 shows that the average age of FE staff in all types of role has risen over the five year period although only the average age of service staff was higher in 2006/07 than in the previous academic year. This also shows that teaching staff and managers are, on average, slightly older than staff in other types of role.

FE staff are classified in terms of age band, these figures can be seen in Table 4.

Table 4: FE staff 2006/07 by age band

Age band	Teaching staff		All FE staff	
	Frequency	Percent	Frequency	Percent
under 25	2334	2.6	12380	7.1
25 to 29	6410	7.2	14573	8.3
30 to 34	8403	9.4	16208	9.3
35 to 39	11350	12.7	20929	12.0
40 to 44	13546	15.2	25088	14.3
45 to 49	14030	15.7	25652	14.7
50 to 54	13522	15.2	24135	13.8
55 to 59	12420	13.9	22504	12.9
60 and over	7136	8.0	13541	7.7
Total	89152	100	175025	100

Table 4 shows that the proportion of staff in each age band is not markedly different between teaching staff and the whole FE workforce, with the largest difference being 1.4% in the '50-54' age band (15.2% teaching staff vs 13.8% all FE staff). More than 67% of English FE teachers are aged 40 or above (rising to 68% where back filled data are removed). This is consistent with data from the previous 5 years. However as detailed in Table 5, the percentage of teaching staff in the '55-59' and '60 or over' categories has risen slightly, but steadily over the full five-year period.

Table 5: FE teaching staff by age band, 2002/03 – 2006/07

Age band	2002/03	2003/04	2004/05	2005/06	2006/07
under 25	3%	3%	3%	3%	3%
25 to 29	6%	7%	7%	7%	7%
30 to 34	11%	10%	10%	10%	9%
35 to 39	14%	13%	13%	13%	13%
40 to 44	16%	16%	15%	15%	15%
45 to 49	16%	16%	16%	16%	16%
50 to 54	17%	16%	15%	15%	15%
55 to 59	12%	13%	13%	14%	14%
60 and over	6%	7%	7%	8%	8%

1.3 Diversity - Ethnicity

The SIR data collection requires that information on the ethnicity of the contract holder is returned, along with information on disability.

There are 17 distinct categories in the ethnicity field – these are listed in Appendix 3. However, due to low numbers in the 16 categories other than 'White-British', these categories are reclassified into five more general groups, as has been done in previous years, in order to make a meaningful comparison. The 6 general ethnic groupings used for this analysis are:

- White-British
- Asian
- Black
- Other
- White – other
- Not known/not provided

The ethnic breakdown on FE staff for 2006/07 can be seen in Table 6. This shows that the vast majority (78.3% excluding back filled data) of FE teaching staff are White-British. The figures for all FE staff are very similar.

Section I:

The English FE institution workforce – 2006/07

Table 6: Ethnicity of FE staff – 2006/07

Ethnicity	Teaching staff		All FE staff	
	Frequency	Percent	Frequency	Percent
Asian	2640	3.0	5255	3.0
Black	2418	2.7	4628	2.6
Other	1935	2.2	3707	2.1
White - British	69774	78.3	139054	79.4
White - other	3422	3.8	5538	3.2
Not known/ not provided	8963	10.1	16843	9.6
Total	89152	100	175025	100

Table 7 shows the breakdown of ethnicity among teaching staff over the five year period, which shows that with the exception of the 'not known/not provided' category, which drops by 4%, there is very little variation in this.

Table 7: Ethnicity of FE teaching staff, 2002/03 – 2006/07

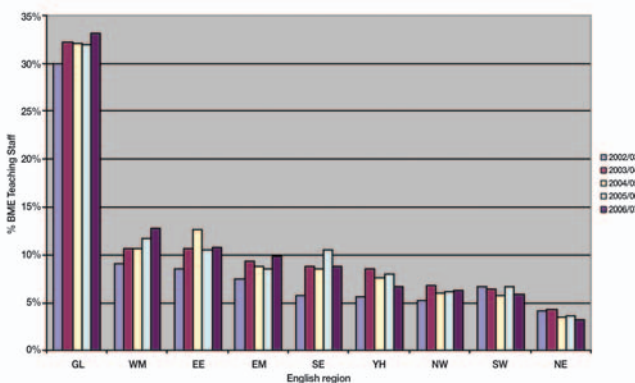
Ethnicity	2002/03	2003/04	2004/05	2005/06	2006/07
White - British	77%	78%	79%	79%	78%
Not known/ provided	14%	11%	9%	10%	10%
White - other	3%	4%	4%	4%	4%
Asian	3%	3%	3%	3%	3%
Black	2%	3%	3%	3%	3%
Other	2%	2%	2%	2%	2%

Black and Minority Ethnic (BME) staff consistently comprised 12% of the FE teaching workforce from 2003/04 and there has been a consistently high rate of 'not known/not provided' returns. When the percentage of BME teaching staff is broken down by English region, it can be seen that the Greater London region consistently has a far higher percentage of BME teaching staff than any of the other regions over the past 5 years. This is shown in Table 8 and Figure 5.

Table 8: Percentage of BME FE teaching staff by English region, 2002/03 – 2006/07

Region	2002/03	2003/04	2004/05	2005/06	2006/07
Greater London	30.0%	32.3%	32.2%	32.1%	33.2%
West Midlands	9.2%	10.7%	10.8%	11.8%	12.9%
East of England	8.6%	10.7%	12.8%	10.6%	10.9%
East Midlands	7.5%	9.4%	8.9%	8.6%	9.9%
South East	5.8%	8.8%	8.6%	10.6%	8.8%
Yorkshire and Humber	5.7%	8.7%	7.7%	8.0%	6.7%
North West	5.3%	6.8%	6.0%	6.2%	6.4%
South West	6.8%	6.5%	5.8%	6.7%	6.0%
North East	4.2%	4.3%	3.5%	3.6%	3.3%

Figure 5: Percentage of BME FE teaching staff by English region, 2002/03 – 2006/07



This shows that the percentage of teaching staff in the BME ethnicity categories has risen between the academic years of 2002/03 and 2006/07 in all English regions, by an average of 2%, with the exception of the South West and the North East which has seen a 1% fall. Only the West Midlands has there been a year-on-year increase in the percentage of BME FE teaching staff.

Table 9 shows the ethnicity breakdown of the FE workforce by general work category during 2006/07.

Table 9: Percentage of each ethnic group in each general work category, 2006/07

General work category	White - British	Not known/not provided	White - other	Asian	Black	Other
Teaching staff	77.8%	10.0%	4.1%	3.1%	2.7%	2.2%
Service staff	78.6%	9.9%	3.0%	3.2%	3.0%	2.2%
Word processing, clerical and secretarial staff	80.8%	8.6%	2.5%	3.6%	2.4%	2.1%
Managers	84.3%	6.1%	3.0%	2.7%	2.5%	1.5%
Administrative and professional staff	80.5%	8.8%	2.5%	3.1%	3.0%	2.0%
Technical staff	81.4%	8.2%	2.5%	3.4%	2.4%	2.2%

This shows that 'White-British' staff make up over 80% of staff in each of the general work categories with the exceptions of teaching and service staff. Just under 85% of managers are White-British. Less than 10% of managers fall within the BME categories.

1.4 Diversity - Disability

2.6 % of the FE teaching workforce has been recorded as having a disability during 2006/07, as shown in Table 10. This figure has shown little variation (between 2.1% and 2.6%) over the five year period. The figures for the FE workforce as a whole are very similar.

Table 10: Disability among FE teaching staff, 2006/07

Disability	Teaching staff		All FE staff	
	Frequency	Percent	Frequency	Percent
No	76474	85.8	150889	86.2
Not known	9671	10.8	18292	10.5
Yes	2359	2.6	4527	2.6
Field not required				
- reduced record	648	0.7	1317	0.8
Total	89152	100	175025	100

The areas covered in this section of the report are to be investigated in much greater detail in the Annual Workforce Diversity Profile report – to be published by LLUK in the near future.

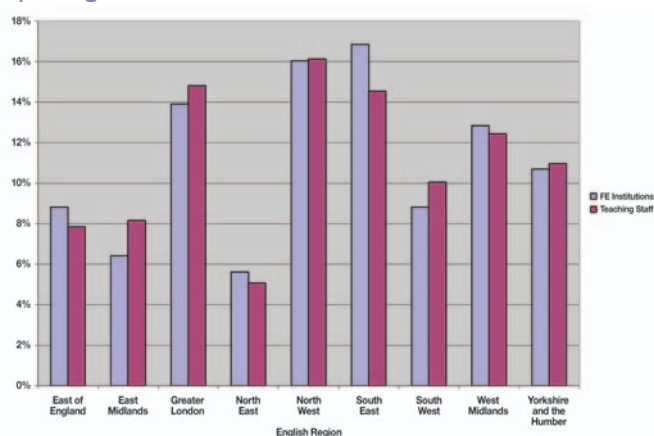
1.5 Location by English region

The breakdown on FE teaching staff per English region can be seen in Table 11.

Table 11: Teaching staff/FE institutions by English region

Region	FE institutions - number	FE institutions - %	Teaching staff - number	Teaching staff - %
East of England	33	8.8%	9198	7.8%
East Midlands	24	6.4%	9565	8.2%
Greater London	52	13.9%	17369	14.8%
North East	21	5.6%	5942	5.1%
North West	60	16.0%	18905	16.1%
South East	63	16.8%	17046	14.5%
South West	33	8.8%	11774	10.0%
West Midlands	48	12.8%	14578	12.4%
Yorkshire and Humber	40	10.7%	12857	11.0%
Total	374		117234	

This shows, unsurprisingly, that the regions with the greater percentage of FE institutions also have a largely corresponding percentage of FE teaching staff. This can be seen more clearly in Figure 6. However, Greater London has more teaching staff than the South East region despite having 11 fewer FE institutions. The North East has the least teaching staff/institutions and the North West has the highest number of teaching staff across all regions.

Figure 6: Percentage of Teaching Staff/FE institutions per region

Section I:

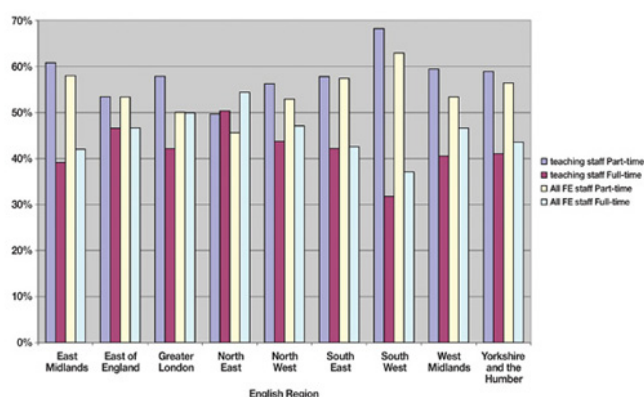
The English FE institution workforce – 2006/07

Table 12 and Figure 7 show the part-time/full-time split by English region, for all FE staff alongside teaching staff.

Table 12: Part-time/full-time staff by English region

Region	Teaching staff		All FE staff	
	Part-time	Full-time	Part-time	Full-time
East Midlands	60.8%	39.2%	58.0%	42.0%
East of England	53.4%	46.6%	53.4%	46.6%
Greater London	57.9%	42.1%	50.1%	49.9%
North East	49.6%	50.4%	45.6%	54.4%
North West	56.2%	43.8%	52.9%	47.1%
South East	57.8%	42.2%	57.4%	42.6%
South West	68.2%	31.8%	62.9%	37.1%
West Midlands	59.4%	40.6%	53.4%	46.6%
Yorkshire and the Humber	58.9%	41.1%	56.4%	43.6%

Figure 7: Part-time/full-time staff by English region



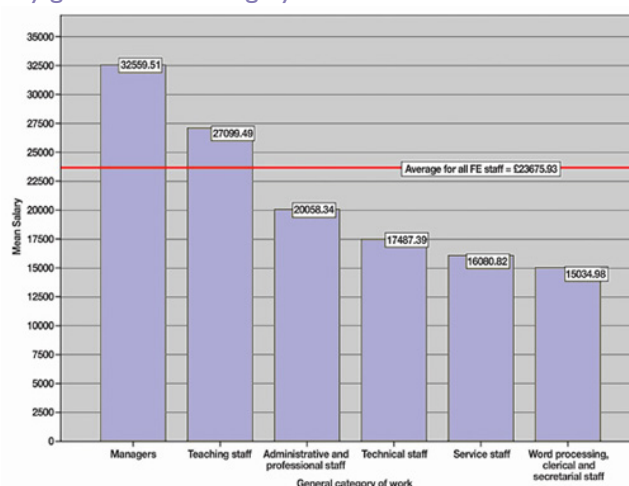
This shows that, in most English regions the ratio of part-time to full-time teaching staff is similar to that of FE staff in general (identical in the East of England and close to identical in the South East). In other words, where there is a greater percentage of part-time staff than full-time staff among all staff, then the same is generally true of teaching staff. The exception to this is the Greater London region where the part-time to full-time ratio among teaching staff is 58/42, the ratio for all FE staff is 50/50.

1.6 Annual pay

SIR data collection includes data on annual pay. This is returned as values corresponding to pay bands which rise incrementally by £1,000. For example, the value '03' corresponds with the pay band '£3,000 - £3,999' etc. Therefore, by assigning a numeric value to the mid-point of each band (£3,500 for '03' etc), it is possible to roughly calculate average salaries for FE staff, once outlying values (i.e. 'zero') are filtered out. Due to the nature of part-time and full-time contracts in the FE 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.

The average salary among full-time FE staff during 2006/07 was £23,675.93. Salaries of FE staff by general work category are displayed in Figure 8.

Figure 8: Average full-time FE salaries, 2006/07, by general work category



The average FE teaching salary in 2006/07 was £27,099.49.

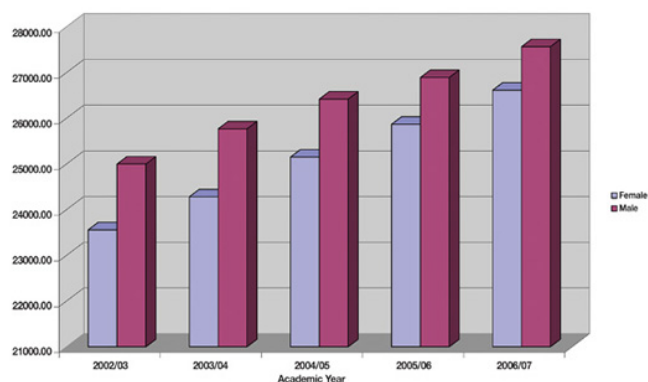
The average for male full-time FE teaching staff was higher than that of their female counterparts at £27,568.14 and £26,614.99 respectively. The year-on-year change in full-time teaching salaries for both male and female staff is shown in Table 13.

Table 13: Average salaries for male and female full-time teaching staff, 2002/03 – 2006/07

Gender	2002/03	2003/04	2004/05	2005/06	2006/07 5-year period 2002 - 2007	% rise over
Female	23,557.17	24,280.77	25,149.23	25,867.78	26,615.00	13%
Male	24,998.30	25,768.88	26,419.98	26,892.33	27,568.14	10%
Difference	1,441.14	1,488.12	1,270.75	1,024.54	953.14	
Female salaries as a percentage of male salaries	94%	94%	95%	96%	97%	

This shows that while the salaries for male full-time teaching staff have been consistently higher than for female staff over the five year period, that the gap (in terms of percentage difference) has narrowed year-on-year. This is illustrated in Figure 9.

Figure 9: Average salaries for male and female full-time teaching staff, 2002 – 2007

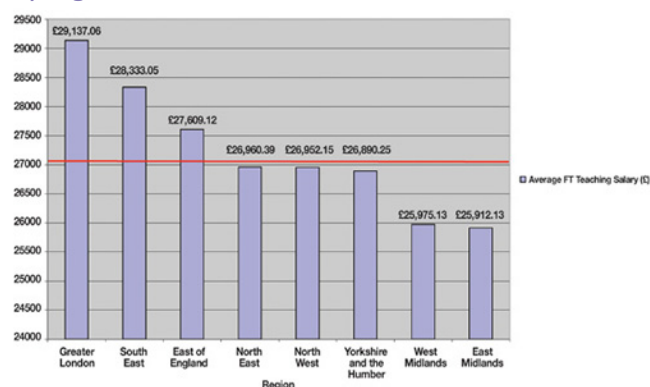


When broken down by region, the highest average full-time teaching salary is that in Greater London and the lowest in the South West. FE teachers in London earn, on average £4,188.71 a year more than their colleagues in the South West. There are 3 regions in which the regional average is higher than the national average. The average salary figures for each region are displayed in Table 14 and Figure 10.

Table 14: Average full-time FE teaching salaries by region, 2006/07

Region	Average FT teaching salary (£)
Greater London	29,137.06
South East	28,333.05
East England	27,609.12
North East	26,960.39
North West	26,952.15
Yorkshire and Humber	26,890.25
West Midlands	25,975.13
East Midlands	25,912.13
South West	24,948.35

Figure 10: Average full-time FE teaching salaries by region, 2006/07



These figures for the full five year period, along with the percentage rise, can be seen in Table 15. This shows that the highest percentage increase over five years has been 16% in the East Midlands. The West Midlands has recorded less than half this with only a 7% rise over the full five year period. The average percentage rise across all regions, over the five year period is 12%.

Section I:

The English FE institution workforce – 2006/07

When the average full-time FE teaching salary data is broken down by the subject area taught, those teaching science and maths are found to be the highest paid on average, and those teaching land-based subjects are the lowest. The full breakdown for taught subject area is shown in Figure 11.

Figure 11: Average full-time FE teaching salaries by subject area taught

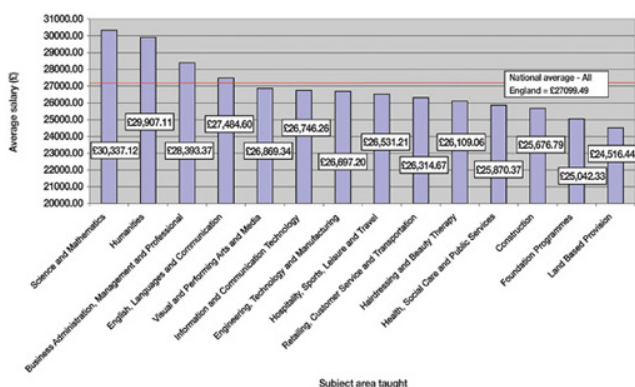


Table 15: Average full-time FE teaching salaries by region, 2002-2007

Region	Year	Average ft teaching salary (£)	% rise over 5-year period 2002-2007
East of England	02/03	24,830.19	11%
	03/04	25,374.69	
	04/05	25,773.29	
	05/06	26,592.42	
	06/07	27,609.12	
East Midlands	02/03	22,392.44	16%
	03/04	23,061.46	
	04/05	24,588.97	
	05/06	25,403.75	
	06/07	25,912.13	
Greater London	02/03	26,117.10	12%
	03/04	27,509.51	
	04/05	28,519.11	
	05/06	28,908.88	
	06/07	29,137.06	
North East	02/03	24,101.93	12%
	03/04	24,403.13	
	04/05	24,457.29	
	05/06	24,985.67	
	06/07	26,960.39	
North West	02/03	23,981.42	12%
	03/04	24,972.37	
	04/05	25,897.89	
	05/06	26,408.08	
	06/07	26,952.15	
South East	02/03	24,906.40	14%
	03/04	25,344.49	
	04/05	25,645.60	
	05/06	26,996.60	
	06/07	28,333.05	
South West	02/03	22,529.42	11%
	03/04	23,887.30	
	04/05	24,222.05	
	05/06	24,840.07	
	06/07	24,948.35	
West Midlands	02/03	24,202.13	7%
	03/04	24,652.19	
	04/05	24,858.26	
	05/06	25,322.52	
	06/07	25,975.13	
Yorkshire and Humber	02/03	24,609.68	10%
	03/04	24,893.47	
	04/05	25,615.64	
	06/07	26,890.25	
	05/06	26,974.07	

I.6 Summary of findings and main points

- 63% of all FE staff are female and 37% are male. Also, 61% of female FE staff are part-time to 39% full-time. 59% of the FE teaching workforce is female and 41% male. There is no variation in these figures over the last five years. 65% of female teachers are part-time while 49% of male teachers are part-time. As with gender, these figures are extremely similar for those of the past five academic years.
- The average age of staff working in FE colleges is 43.3 years, 42.6 years for female staff and 44.6 for male staff. 7.1% of all staff working in FE colleges are under 25 years old. However, only 2.6% of FE teaching staff are aged under 25. The overall average age of teaching staff during 2006/07 is 44.8 years. The average age of female teaching staff is 43.9 years and 46.1 years for male teaching staff. More than 67% of English FE teachers are aged 40 or above. This is similar to each of the previous five years.
- The large majority (78.3%) of FE teaching staff fall into the 'White-British' ethnic category and the figures for FE staff in general are very similar (White-British staff make up over 80% of staff in each of the general work categories with the exceptions of teaching and service staff). The Greater London region has the largest percentage of Black and Minority Ethnic (BME) teaching staff (33.2%). There has been little year-on-year variation in the percentage of BME FE teaching staff with the total percentage consistently at 12%. This is despite some regional variation. The percentage of FE teaching staff reported as having a disability has varied between 2.5 and 2.1% over the last five years.
- Most English regions have a similar ratio of part-time staff to full-time staff with only the North East having a greater percentage of full-time staff than part-time staff. Across the English regions, the North West has the most FE teaching staff and the North East the least (18905 and 5942 respectively). The South East region has the highest number of FE institutions (63). However, both the North West and Greater London regions have more FE teaching staff than the South East.
- The average salary among full-time FE staff during 2006/07 was £23,675.93. On average, full-time teaching salaries for male teachers FE are higher than for those of female FE teachers (£27,568.14 and £26,615.00 respectively). However the gap has narrowed year-on-year over the last five years. Both geographical region and taught subject seeming to have a greater impact on full-time FE teaching salaries than gender.

Section 2:

Qualifications held by the Further Education teaching workforce

2.1 Teaching qualifications held by FE teaching staff

FE institutions are asked to return information on the top four teaching qualifications held by teaching staff. Also, information on teaching qualifications that all staff may be enrolled on is requested (as opposed to just teaching staff). The qualifications held by the teaching staff in English FE institutions during the 2006/07 academic year is displayed in Table 16. This includes cases where there were no details of a teaching qualification returned (non-response), and where the contract holder's highest teaching qualification was unknown.

Table 16: Highest teaching qualifications held by FE teaching staff – 2006/07

Highest teaching qualification	Number	Percent
Certificate of education	19293	21.6
PGCE	18583	20.8
BEd/BA/BSc with concurrent qualified teacher status	8412	9.4
Level 3 teaching qualification (e.g. CG 7303)	7247	8.1
Other teaching qualification not listed	6220	7.0
Level 4 FE teaching qualification - stage 1	2009	2.3
Level 4 FE teaching qualification - stage 2	1961	2.2
Learning and development awards (inc. predecessor TDLB awards)	1816	2.0
Level 4 FE teaching qualification - stage 3	1009	1.1
Qualification at NVQ Level 3	887	1.0
Professional qualification at NVQ level 4	811	0.9
Not known	17479	19.6
None/non-response	3425	3.8
Total	89152	100

Displaying this graphically, as in Figure 12, shows the high proportion of CertEd and PGCE qualifications. However, it also shows clearly the similarly high number of 'not known' responses. These three categories each comprise approximately 20% of the data - more than double the number of responses for the next highest category (Bed/BA/BSc with concurrent Qualified Teacher Status (QTS)). However, even with a large volume of unknown/non-response data, this shows that around 52% of the teaching staff in English FE institutions hold either a PGCE, a CertEd or a Bed/BA/BSc with concurrent QTS.

When percentages of teaching staff holding each of these qualifications are calculated for previous years, it can be seen that the percentage of teaching staff holding one of these three qualifications has risen overall from 45% in 2002/03 to 48% in 2004/05, then again to 50% in 2005/06. For the first time in the five year period, the majority of teaching staff hold one of these qualifications. This is coupled with the fact that the percentage of teaching staff holding a BABEd/BSc with concurrent QTS has fallen over the period while the percentage holding either a PGCE or CertEd has consistently risen. This can be seen in Table 17/Figure 13.

Figure 12: Highest teaching qualification held by FE teaching staff – 2006/07

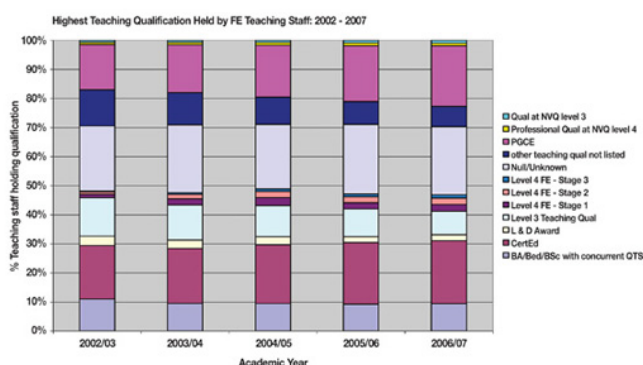


Table 17: Percentage of FE teaching staff holding each qualification, 2002/03 – 2006/07

Teaching qualification	02/03	03/04	04/05	05/06	06/07
BA/BEd/BSc with concurrent QTS	11.0%	9.5%	9.5%	9.2%	9.4%
CertEd	18.4%	18.9%	20.2%	21.2%	21.6%
PGCE	15.6%	16.5%	17.9%	19.3%	20.8%
Null/unknown	22.5%	23.3%	22.2%	23.9%	23.4%
Level 3 teaching qual	13.2%	12.1%	10.7%	9.6%	8.1%
Other teaching qual not listed	12.4%	11.0%	9.4%	7.8%	7.0%
L&D Award	3.3%	2.9%	2.8%	2.0%	2.0%
Level 4 FE - stage 1	1.2%	2.1%	2.7%	2.0%	2.3%
Level 4 FE - stage 2	0.8%	1.6%	2.2%	2.1%	2.2%
Level 4 FE - stage 3	0.2%	0.6%	0.9%	1.0%	1.1%
Professional qual at NVQ level 4	0.8%	0.8%	0.9%	0.9%	0.9%
Qual at NVQ level 3	0.7%	0.7%	0.8%	0.9%	1.0%

Table 17 and Figure 12 also clearly show the decline in the number of teaching staff holding a Level 3 Teaching Qualification as their highest teaching qualification. Also, there is a decline in the numbers of responses listing 'other teaching qualification not listed' over the five year period. It is possible that this has been partly caused by the phasing out of 'legacy' qualifications (CELTA, DELTA) as other qualifications have been introduced to replace them.

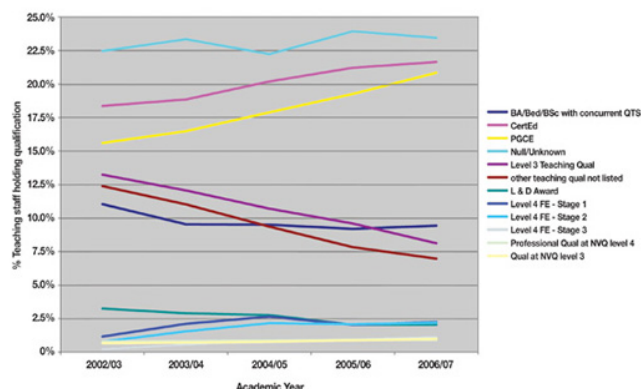
Figure 13: Percentage of FE teaching staff holding each qualification, 2002/03 – 2006/07

Figure 13 more clearly shows the narrowing of the gap between the percentages of teaching staff holding either a CertEd or PGCE.

The percentages of teaching staff holding each qualification can be viewed as falling into three distinct groupings here. The first group comprises those holding a CertEd or PGCE. The second group comprises those teachers holding a Level 3 teaching qualification, an 'other' type qualification or a BEd/BSc/BA with QTS. The third group comprises those holding a Learning and Development Award, one of the Level 4 FE teaching Qualifications or one of the NVQ levels 3 or 4. The data shows that the trend over the five years has been an increase in group one accompanied by a decrease in group two – making the distinction between the two groups more pronounced – and no real variation in the third group.

2.2 Enrolment on FE teaching qualifications

In addition to providing information on up to four FE teaching qualifications held by the FE workforce, the data also includes any FE teaching qualifications on which contract holders are enrolled. These figures for 2006/07 are displayed in Table 18.

Table 18: Enrolment on FE teaching qualifications 2006/07

Highest enrolled teaching qualification	Number	Percent
BEd/BA/BSc with concurrent qualified teacher status	2168	2.5
Certificate of education	8210	9.5
PGCE	5896	6.8
Level 3 teaching qualification (e.g. CG 7303)	2203	2.6
Learning and development awards (inc. predecessor TDLB awards)	938	1.1
Level 4 FE teaching qualification - stage 1	1133	1.3
Level 4 FE teaching qualification - stage 2	1168	1.4
Level 4 FE teaching qualification - stage 3	801	0.9
Member of teaching staff not enrolled on any qualification listed	56339	65.3
Other teaching qualification not listed	7415	8.6
Total	86271	100

A large majority of staff working in FE institutions during 2006/07 (65%) are listed as not being enrolled on any of the qualifications listed. This is the same figure as the previous year with the figures for 2002/03 through 2004/05 being 63%, 67% and 64% respectively. The figure of interest here is perhaps the 8.6% enrolled on a qualification other than one of those listed. This proportion certainly provides a contrast to the lower percentage of FE teaching staff (7.4%) already holding an 'other' type qualification. This would suggest a requirement to update the list of options available to those returning the data.

Section 2:

Qualifications held by the Further Education teaching workforce

The percentages of enrolments on each of the FE teaching qualifications over the five year period 2002/03 to 2006/07 can be seen in Table 19.

Table 19: Percentage enrolments on FE teaching qualifications, 2002/03 – 2006/07

Teaching qualification	2002/03	2003/04	2004/05	2005/06	2006/07
CertEd	21%	26%	26%	27%	27%
Other teaching qual not listed	24%	20%	23%	24%	25%
PGCE	15%	18%	17%	19%	20%
Level 3 Teaching qual	12%	11%	9%	9%	7%
BABEd/BSc with concurrent QTS	11%	7%	7%	7%	7%
Level 4 FE - stage 1	4%	6%	5%	4%	4%
Level 4 FE - stage 2	5%	6%	5%	4%	4%
Learning and development awards	6%	5%	4%	3%	3%
Level 4 FE - stage 3	2%	3%	4%	3%	3%

This shows little variation over the period, with the only possible point to note being the reversal in the ranking of 'other teaching qualification not listed' and CertEd between 2002/03 and 2003/04.

2.3 Subject areas taught in English FE institutions

The percentage of FE teaching staff teaching in each general subject area during 2006/07 is shown in Table 20.

Table 20: Subject areas taught by FE teaching staff during 2006/07

Area of learning of main subject taught	Number	Percent
Visual and Performing Arts and Media	10522	11.8
Foundation Programmes	9606	10.8
Health, Social Care and Public Services	9446	10.6
English, Languages and Communication	8743	9.8
Business Administration, Management and Professional	8116	9.1
Hospitality, Sports, Leisure and Travel	6904	7.7
Science and Mathematics	6547	7.3
Humanities	5676	6.4
Information and Communication Technology	5024	5.6
Engineering, Technology and Manufacturing	5016	5.6
Hairdressing and Beauty Therapy	4905	5.5
Construction	4399	4.9
Land Based Provision	1758	2.0
Retailing, Customer Service and Transportation	1302	1.5
Not a member of staff providing teaching and promoting learning	1188	1.3
Total	89152	100

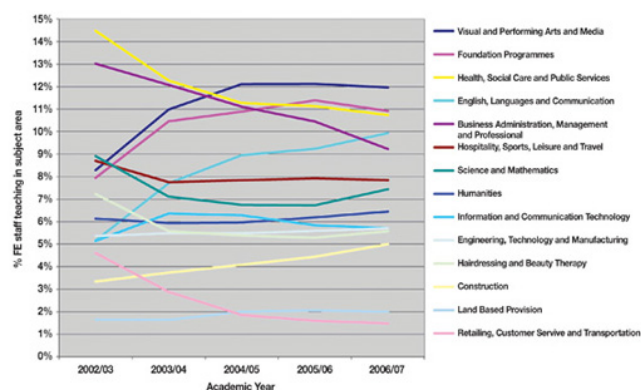
This shows that the most taught subject area in English FE institutions during 2006/07 was 'Visual and Performing Arts and Media', followed by 'Foundation Programmes' and 'Health, Social Care and Public Services'. The percentages of FE staff teaching in each subject area over the past five years can be seen in Table 21 and Figure 14.

Table 21: Percentage of FE staff teaching in each subject area, 2002/03 – 2006/07

Subject area	2002/03	2003/04	2004/05	2005/06	2006/07
Visual and Performing Arts and Media	8.3%	11.0%	12.1%	12.1%	12.0%
Foundation Programmes	7.9%	10.5%	10.9%	11.4%	10.9%
Health, Social Care and Public Services	14.5%	12.3%	11.3%	11.1%	10.7%
English, Languages and Communication	5.2%	7.7%	9.0%	9.2%	9.9%
Business Administration, Management and Professional	13.0%	12.1%	11.1%	10.5%	9.2%
Hospitality, Sports, Leisure and Travel	8.7%	7.8%	7.8%	7.9%	7.8%
Science and Mathematics	8.9%	7.1%	6.7%	6.7%	7.4%
Humanities	6.1%	5.9%	6.0%	6.2%	6.5%
Information and Communication Technology	5.1%	6.4%	6.3%	5.8%	5.7%
Engineering, Technology and Manufacturing	5.4%	5.5%	5.5%	5.6%	5.7%
Hairdressing and Beauty Therapy	7.2%	5.6%	5.4%	5.3%	5.6%
Construction	3.3%	3.7%	4.1%	4.4%	5.0%
Land Based Provision	1.7%	1.6%	2.0%	2.1%	2.0%
Retailing, Customer Service and Transportation	4.6%	2.9%	1.9%	1.6%	1.5%

This shows the large rise in the percentage of FE staff teaching subjects related to Visual and Performing Arts and Media over the past five years as well as the decline in teaching in Health, Social Care and Public Services and Business Administration, Management and Professional related subjects.

Figure 14: Percentage of FE staff teaching in each subject area, 2002/03 – 2006/07



This illustrates the relatively steep (<4%) decline in the percentage of FE staff teaching business administration, management and professional related subjects over the past five years. Similar decreases can be seen in subjects related to health, social care and public services and retailing, customer service and transportation although the percentage falls in these areas seem to have slowed in the last two years.

The percentage of FE staff teaching English, languages and communication has nearly doubled over the five year period, raising the rank of this subject area from eleventh in 2002/03 to fourth in 2006/07. Also, the year-on-year increase in the percentage of FE staff teaching construction has been modest but consistent.

The percentages of FE staff teaching staff have become more closely grouped over the last five years. In 2002/03 health, social care/public services and business administration, management /professional were the subject areas that, in terms of percentage of teachers, were most widely taught in FE institutions than other subjects. The gap between these and the other subject areas was quite dramatic with both having more than half the number again of science and mathematics teachers (actual figures 2002/03: health, social care and public services = 17733, business administration, management /professional = 15945, science and mathematics = 10914).

This has changed over the past five years and most recently, the big percentage gap is at the bottom of the ranking where the subjects under land based provision and retailing, customer service and transportation combined account for only 3.5% of FE teaching staff, with all other subject areas accounting having between 5% and 12% of the FE teaching workforce. It is not clear from the data itself if there is a clear cause that this can be attributed to. It is possible that changes in the local/national economy have been contributory. Table 22 and Figure 15 both show the breakdown of area of subject taught by FE teaching staff by gender.

Section 2:

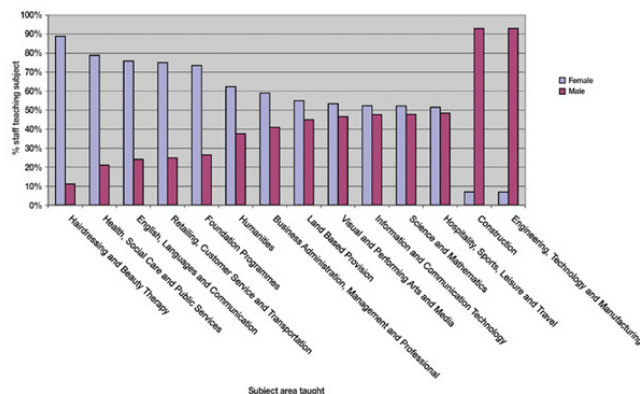
Qualifications held by the Further Education teaching workforce

Table 22: Subject area taught by FE teaching staff by gender, 2006/07

Area of learning of main subject taught		F	M	Gender Total
Science and Mathematics	Count	4409	4035	8444
	%	52.2	47.8	100
Land Based Provision	Count	1237	1010	2247
	%	55.1	44.9	100
Construction	Count	389	5160	5549
	%	7.0	93.0	100
Engineering, Technology and Manufacturing	Count	453	6102	6555
	%	6.9	93.1	100
Business Administration, Management and Professional	Count	6549	4543	11092
	%	59.0	41.0	100
Information and Communication Technology	Count	3468	3160	6628
	%	52.3	47.7	100
Retailing, Customer Service and Transportation	Count	1341	445	1786
	%	75.1	24.9	100
Hospitality, Sports, Leisure and Travel	Count	4642	4361	9003
	%	51.6	48.4	100
Hairdressing and Beauty Therapy	Count	5456	687	6143
	%	88.8	11.2	100
Health, Social Care and Public Services	Count	9894	2645	12539
	%	78.9	21.1	100
Visual and Performing Arts and Media	Count	7530	6571	14101
	%	53.4	46.6	100
Humanities	Count	4648	2801	7449
	%	62.4	37.6	100
English, Languages and Communication	Count	8457	2685	11142
	%	75.9	24.1	100
Foundation Programmes	Count	9365	3368	12733
	%	73.5	26.5	100
Not a member of staff providing teaching and promoting learning	Count	1159	664	1823
	%	63.6	36.4	100
Total	Count	68997	48237	117234
	%	58.9	41.1	100

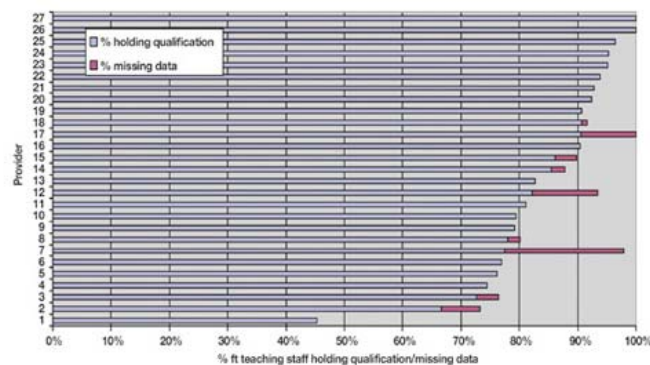
This shows that subjects of construction and engineering, technology and manufacturing, are taught predominantly by males (>90%). Female teaching staff dominate hairdressing and beauty therapy and, to a lesser degree (i.e. <80% female), health, social care and public services. A large majority of staff teaching retailing, customer service/transportation and English, languages and communication/foundation programmes are female.

Figure 15: Subject area taught by FE teaching staff by gender, 2006/07



This shows the higher proportion of female teaching staff than male across all subjects with the exceptions of engineering and construction. Male teachers make up less than 30% of the teaching workforce in a third of all subjects. The difference in the proportion of male and female teaching staff is least pronounced in the subject areas of information and communications technology (ICT), science and mathematics and hospitality, sports, leisure and travel.

Figure 16: Full-time teaching staff qualifications, East of England 2006/07



This shows that nearly half (12/27) of FE institutions in the East of England region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. There are two providers that may also have more than 90% depending on the qualification levels among those teaching staff for whom this data is missing.

2.4 Qualification levels at individual FE institutions, by region

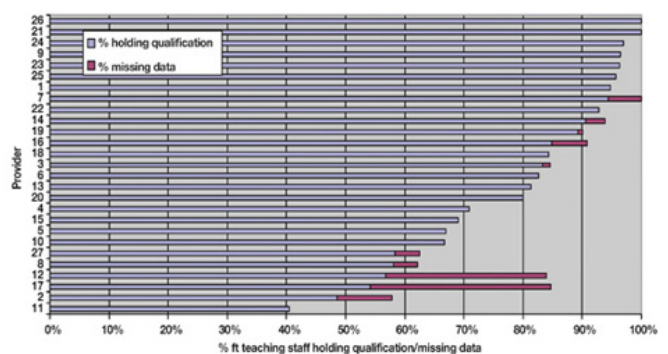
The percentage of teaching staff that held one of the following:

- BABEd/BSc with concurrent QTS
- PGCE
- CertEd
- Level 3 Teaching Qualification
- Level 4 FE Teaching Qualification Stage 3 (extended to stages 1 and 2 for part-time teaching staff)

Figures 16 and 17 show calculations on a provider-by-provider/region-by-region basis.

The percentage of missing qualification data per provider is shown alongside the percentage of teaching staff holding one of the listed qualifications. This is to give an indication of the levels of teaching staff currently holding these qualifications during 2006/07. The individual institutions have been made anonymous here, labelled 'Provider n'. However, these provider labels are the same in both the full-time and part-time charts, meaning that 'Provider 1' in the full-time chart for each region is the same institution as 'Provider 1' in the part-time chart.

Figure 17: Part-time teaching staff qualifications, East of England 2006/07

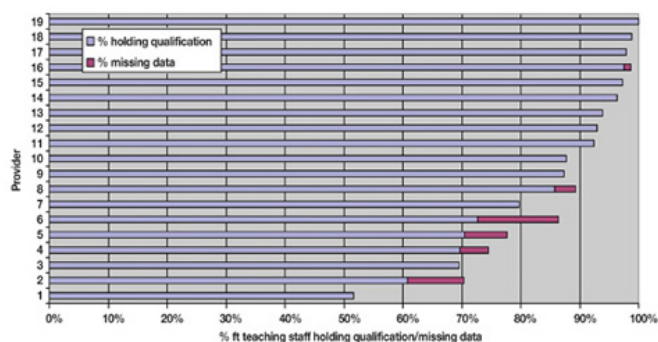


Ten of 27 providers in the East of England region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 12/27 depending on the qualification levels among those teaching staff for whom this data is missing.

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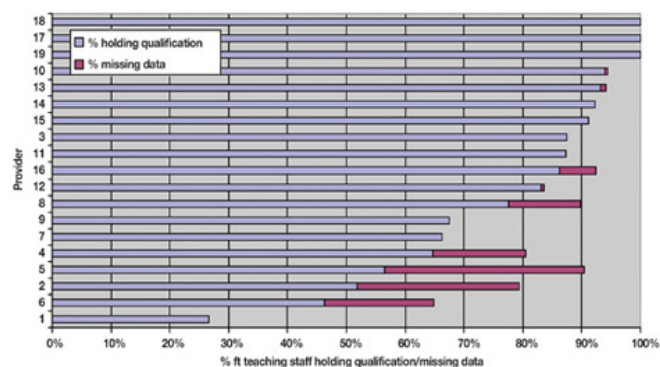
Qualifications held by the Further Education teaching workforce

Figure 18: Full-time teaching staff qualifications, East Midlands 2006/07



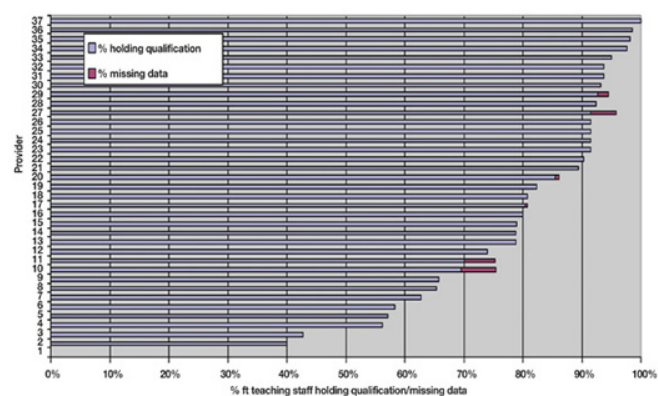
Nine of 19 providers in the East Midlands region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3.

Figure 19: Part-time teaching staff qualifications, East Midlands 2006/07



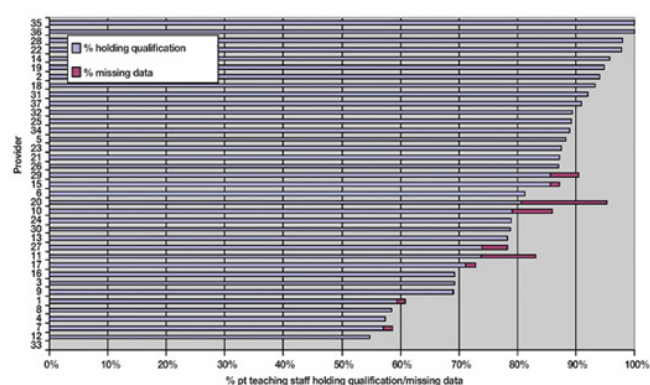
Seven of 19 providers in the East Midlands region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 9/19 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 20: Full-time teaching staff qualifications, Greater London 2006/07



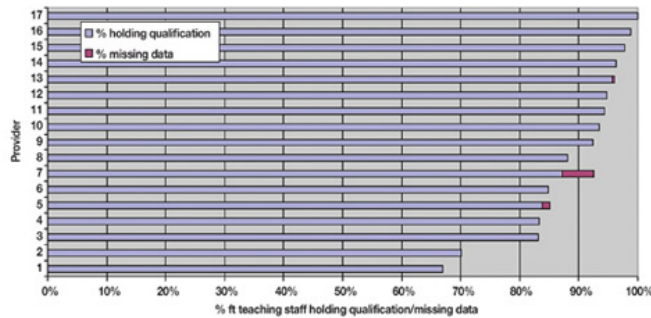
Sixteen of 37 providers in the Greater London region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3.

Figure 21: Part-time teaching staff qualifications, Greater London 2006/07



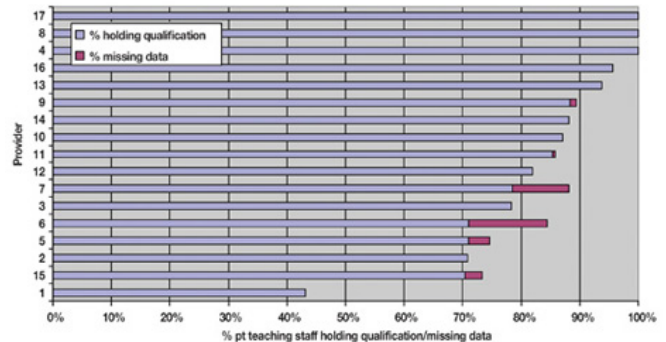
Ten of 37 providers in the Greater London region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 12/37 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 22: Full-time teaching staff qualifications, North East 2006/07



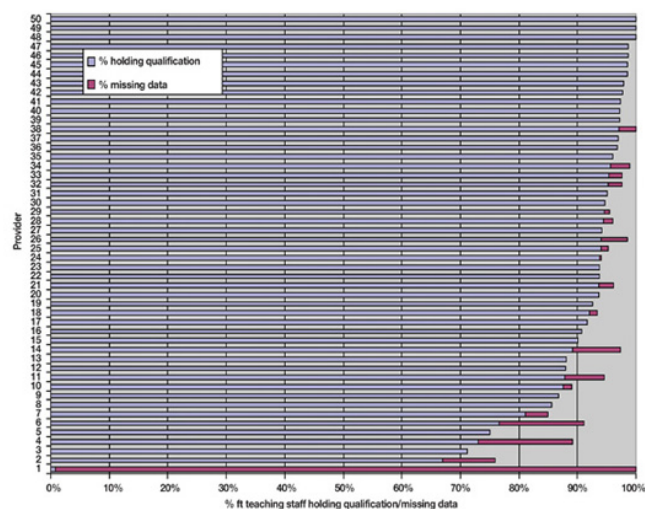
Nine of 17 providers in the North East region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 10/17 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 23: Part-time teaching staff qualifications, North East 2006/07



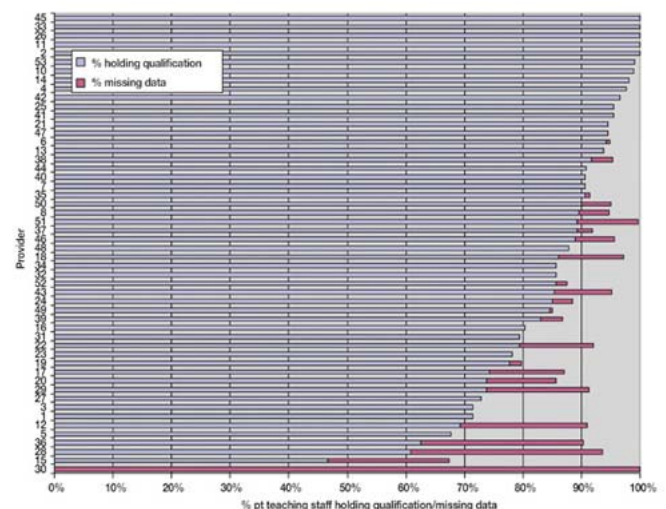
Five of 17 providers in the North East region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1.

Figure 24: Full-time teaching staff qualifications, North West 2006/07



Thirty-six of 50 providers in the North West region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 39/50 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 25: Part-time teaching staff qualifications, North West 2006/07

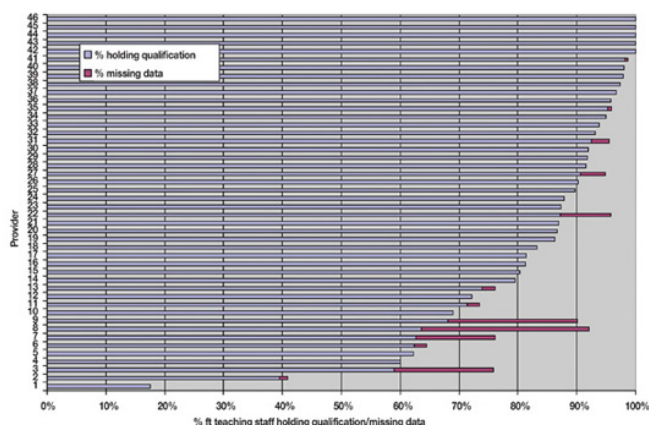


Twenty-one of 53 providers in the North West region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 34/53 depending on the qualification levels among those teaching staff for whom this data is missing.

Section 2:

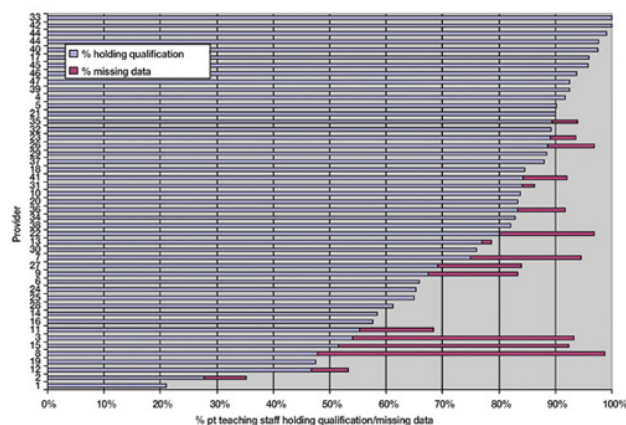
Qualifications held by the Further Education teaching workforce

Figure 26: Full-time teaching staff qualifications, South East 2006/07



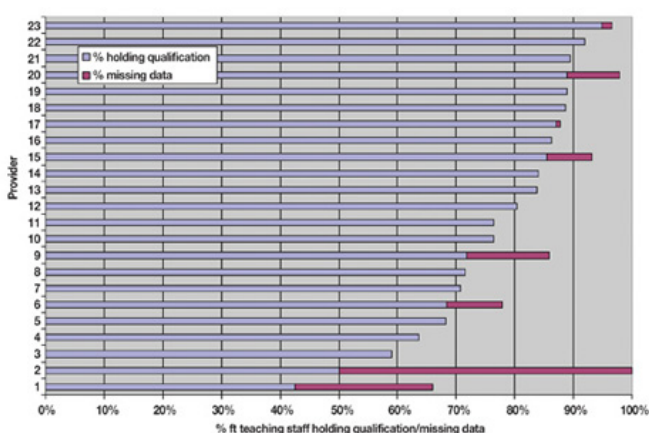
Twenty-one of 46 providers in the South East region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 24/46 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 27: Part-time teaching staff qualifications, South East 2006/07



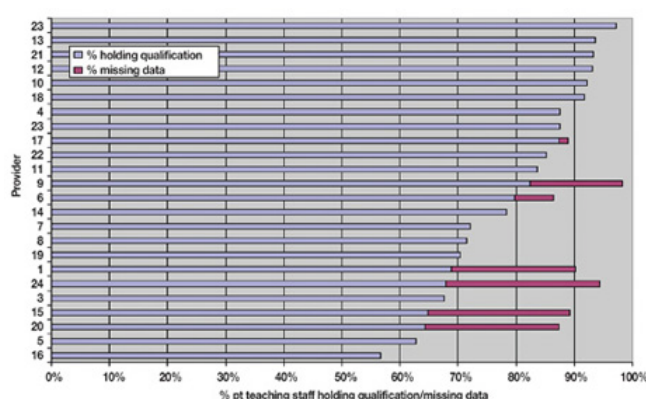
Thirteen of 47 providers in the South East region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 23/47 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 28: Full-time teaching staff qualifications, South West 2006/07



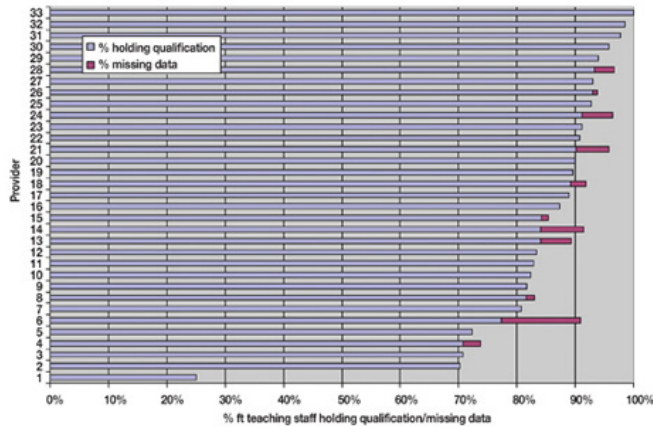
Two of 23 providers in the South West region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 5/23 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 29: Part-time teaching staff qualifications, South West 2006/07



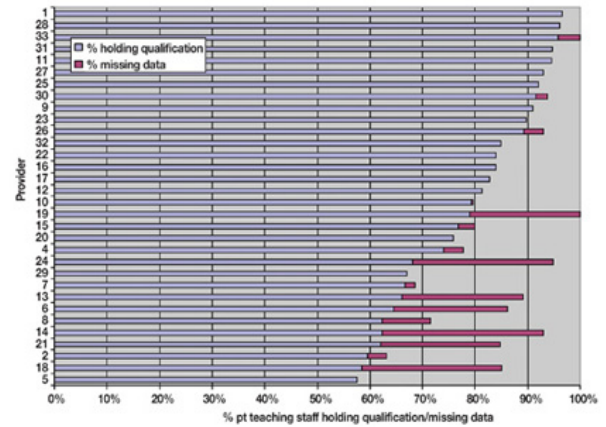
Six of 23 providers in the South West region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 9/23 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 30: Full-time teaching staff qualifications, West Midlands 2006/07



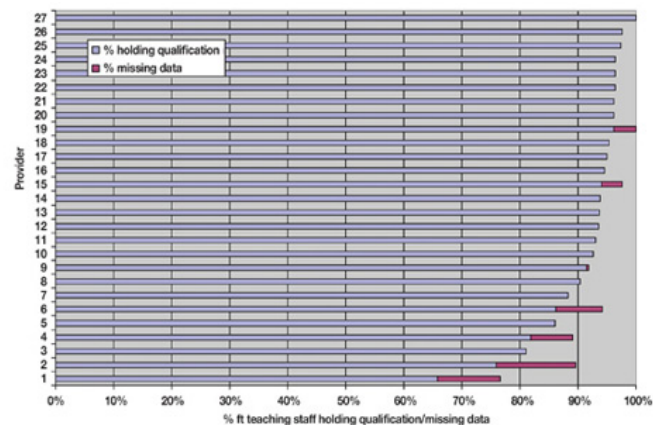
Fourteen of 33 providers in the West Midlands region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 17/33 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 31: Part-time teaching staff qualifications, West Midlands 2006/07



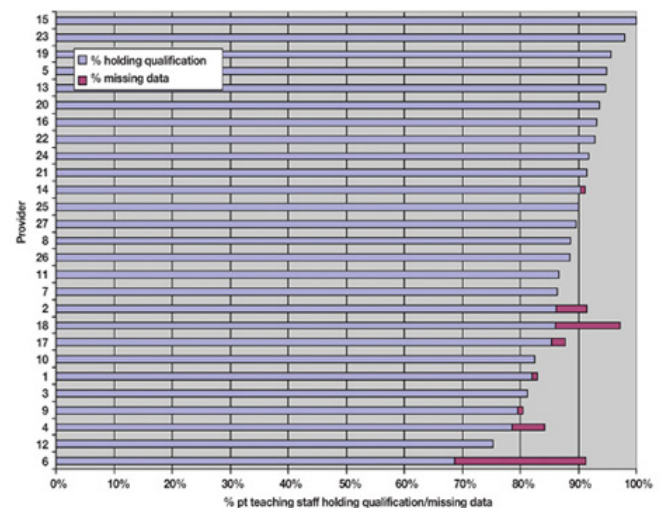
Nine of 33 providers in the West Midlands region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 13/33 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 32: Full-time teaching staff qualifications, Yorkshire and Humber 2006/07



Twenty of 27 providers in the Yorkshire and Humber region have 90% or more of their full-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3. This figure could be 21/27 depending on the qualification levels among those teaching staff for whom this data is missing.

Figure 33: Part-time teaching staff qualifications, Yorkshire and the Humber 2006/07



Twelve of 27 providers in the Yorkshire and Humber region have 90% or more of their part-time teaching staff holding either a BABEd/BSc with concurrent QTS, PGCE, CertEd, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification – Stage 3, 2 or 1. This figure could be 15/27 depending on the qualification levels among those teaching staff for whom this data is missing.

Section 2:

Qualifications held by the Further Education teaching workforce

2.6 Summary of findings and main points

- The percentage of teaching staff holding either a CertEd or PGCE has risen consistently over the five year period 2002/03. Over the same period, the percentage of FE teaching staff holding either a Level 3 Teaching Qualification or a BABEd/BSC with concurrent QTS has fallen.
- During 2006/07 the subject area taught by the highest percentage of FE teaching staff was 'Visual and Performing Arts and Media' (12%), followed by 'Foundation Programmes' (10.9%). Over the last five years, the percentage of FE staff teaching in the subject areas of Health, Social Care and Public Services and Business Administration, Management and Professional have both declined.
- Of the nine English regions, the North West, North East and Yorkshire and Humber are those in which 90% or more of the full-time FE teaching staff currently hold either a PGCE, CertEd, BABEd/BSc with concurrent QTS, Level 3 Teaching Qualification or a Level 4 FE Teaching Qualification - Stage 3 in more than half of the regions institutions.

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
East Midlands	General FE College incl Tertiary	LEICESTER COLLEGE	1849	2006/07
	General FE College incl Tertiary	NEW COLLEGE, NOTTINGHAM	1668	2006/07
	General FE College incl Tertiary	DERBY COLLEGE	1583	2006/07
	General FE College incl Tertiary	CASTLE COLLEGE NOTTINGHAM	1434	2006/07
	General FE College incl Tertiary	WEST NOTTINGHAMSHIRE COLLEGE	1433	2005/06
	General FE College incl Tertiary	NORTHAMPTON COLLEGE	1257	2006/07
	General FE College incl Tertiary	CHESTERFIELD COLLEGE	985	2006/07
	General FE College incl Tertiary	LINCOLN COLLEGE	958	2006/07
	General FE College incl Tertiary	LOUGHBOROUGH COLLEGE	942	2006/07
	General FE College incl Tertiary	TRESHAM INSTITUTE OF FURTHER AND HIGHER EDUCATION	839	2006/07
	General FE College incl Tertiary	SOUTH NOTTINGHAM COLLEGE	833	2004/05
	General FE College incl Tertiary	BOSTON COLLEGE	662	2005/06
	Special college - Agriculture and horticulture	MOULTON COLLEGE	623	2006/07
	General FE College incl Tertiary	STEPHENSON COLLEGE	590	2001/02
	General FE College incl Tertiary	GRANTHAM COLLEGE	574	2006/07
	General FE College incl Tertiary	NORTH NOTTINGHAMSHIRE COLLEGE	526	2006/07
	Special college - Agriculture and horticulture	BROOKSBY MELTON COLLEGE	488	2006/07
	General FE College incl Tertiary	NEW COLLEGE STAMFORD	456	2006/07
	General FE College incl Tertiary	SOUTH EAST DERBYSHIRE COLLEGE	413	2006/07
	General FE College incl Tertiary	SOUTH LEICESTERSHIRE COLLEGE	398	2006/07
	Sixth form college	WYGGESTON AND QUEEN ELIZABETH I COLLEGE	273	2006/07
	Sixth form college	BILBOROUGH COLLEGE	244	2006/07
	Sixth form college	GATEWAY SIXTH FORM COLLEGE	157	2002/03
	Sixth form college	REGENT COLLEGE	141	2006/07
East of England	General FE College incl Tertiary	CITY COLLEGE, NORWICH	1257	2005/06
	General FE College incl Tertiary	OAKLANDS COLLEGE	1094	2006/07
	General FE College incl Tertiary	COLLEGE OF WEST ANGLIA	1065	2006/07
	General FE College incl Tertiary	BARNFIELD COLLEGE	1065	2006/07
	General FE College incl Tertiary	SUFFOLK NEW COLLEGE	1019	2006/07
	General FE College incl Tertiary	SOUTH EAST ESSEX COLLEGE OF ARTS AND TECHNOLOGY, SOUTHEND	969	2006/07
	General FE College incl Tertiary	WEST SUFFOLK COLLEGE	908	2006/07
	General FE College incl Tertiary	NORTH HERTFORDSHIRE COLLEGE	904	2006/07
	General FE College incl Tertiary	PETERBOROUGH REGIONAL COLLEGE	837	2006/07
	General FE College incl Tertiary	HERTFORD REGIONAL COLLEGE	835	2006/07
	General FE College incl Tertiary	BEDFORD COLLEGE	767	2006/07
	General FE College incl Tertiary	HARLOW COLLEGE	630	2005/06
	General FE College incl Tertiary	COLCHESTER INSTITUTE	629	2006/07
	General FE College incl Tertiary	THURROCK AND BASILDON COLLEGE	617	2006/07

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
East of England	General FE College incl Tertiary	CAMBRIDGE REGIONAL COLLEGE	546	2005/06
	General FE College incl Tertiary	HUNTINGDONSHIRE REGIONAL COLLEGE	520	2006/07
	General FE College incl Tertiary	DUNSTABLE COLLEGE	480	2006/07
	Special college - Agriculture and horticulture	OTLEY COLLEGE	446	2006/07
	Sixth form college	SIXTH FORM COLLEGE COLCHESTER	439	2006/07
	General FE College incl Tertiary	LOWESTOFT COLLEGE	436	2006/07
	Sixth form college	SEEVIC COLLEGE	436	2006/07
	General FE College incl Tertiary	EPPING FOREST COLLEGE	432	2006/07
	General FE College incl Tertiary	BRAINTREE COLLEGE	425	2006/07
	Sixth form college	LUTON SIXTH FORM COLLEGE	369	2006/07
	Sixth form college	HILLS ROAD SIXTH FORM COLLEGE	323	2006/07
	Sixth form college	LONG ROAD SIXTH FORM COLLEGE	304	2005/06
	Sixth form college	PALMERS COLLEGE	213	2006/07
	General FE College incl Tertiary	CHELMSFORD COLLEGE	203	2005/06
	Special college - Agriculture and horticulture	EASTON COLLEGE	184	2006/07
	Sixth form college	EAST NORFOLK SIXTH FORM COLLEGE	154	2006/07
	Sixth form college	PASTON COLLEGE	153	2006/07
	General FE College incl Tertiary	WEST HERTS COLLEGE	19	2005/06
	General FE College incl Tertiary	GREAT YARMOUTH COLLEGE	15	2006/07
Greater London	General FE College incl Tertiary	CROYDON COLLEGE	1417	2006/07
	General FE College incl Tertiary	EALING, HAMMERSMITH AND WEST LONDON COLLEGE	1315	2004/05
	General FE College incl Tertiary	BARNET COLLEGE	1214	2006/07
	General FE College incl Tertiary	SOUTH THAMES COLLEGE	1107	2006/07
	General FE College incl Tertiary	CITY AND ISLINGTON COLLEGE	1087	2006/07
	General FE College incl Tertiary	NEWHAM COLLEGE OF FURTHER EDUCATION	1071	2006/07
	General FE College incl Tertiary	LEWISHAM COLLEGE	1016	2006/07
	General FE College incl Tertiary	COLLEGE OF NORTH EAST LONDON	969	2006/07
	General FE College incl Tertiary	WESTMINSTER KINGSWAY COLLEGE	923	2006/07
	General FE College incl Tertiary	COLLEGE OF NORTH WEST LONDON	891	2006/07
	General FE College incl Tertiary	TOWER HAMLETS COLLEGE	868	2003/04
	General FE College incl Tertiary	HAVERING COLLEGE OF FURTHER AND HIGHER EDUCATION	861	2006/07
	General FE College incl Tertiary	LAMBETH COLLEGE	834	2006/07
	General FE College incl Tertiary	KINGSTON COLLEGE	813	2006/07
	General FE College incl Tertiary	GREENWICH COMMUNITY COLLEGE	792	2005/06
	General FE College incl Tertiary	UXBRIDGE COLLEGE	786	2006/07
	General FE College incl Tertiary	HARROW COLLEGE	773	2006/07
	General FE College incl Tertiary	RICHMOND ADULT COMMUNITY COLLEGE	747	2006/07
	General FE College incl Tertiary	RICHMOND UPON THAMES COLLEGE	700	2005/06

Region	College type	College name	Number of contracts	Source
Greater London	General FE College incl Tertiary	BROMLEY COLLEGE OF FURTHER AND HIGHER EDUCATION	661	2006/07
	General FE College incl Tertiary	WEST THAMES COLLEGE	656	2005/06
	General FE College incl Tertiary	CITY OF WESTMINSTER COLLEGE	617	2006/07
	General FE College incl Tertiary	RICHMOND UPON THAMES COLLEGE	613	2004/05
	General FE College incl Tertiary	BARKING COLLEGE	581	2006/07
	General FE College incl Tertiary	WALTHAM FOREST COLLEGE	546	2006/07
	General FE College incl Tertiary	SOUTHWARK COLLEGE	523	2005/06
	General FE College incl Tertiary	SOUTHGATE COLLEGE	520	2006/07
	General FE College incl Tertiary	BEXLEY COLLEGE	512	2006/07
	Specialist Designated college	MORLEY COLLEGE	508	2005/06
	General FE College incl Tertiary	HACKNEY COMMUNITY COLLEGE	493	2005/06
	General FE College incl Tertiary	ORPINGTON COLLEGE	422	2005/06
	General FE College incl Tertiary	MERTON COLLEGE	421	2005/06
	General FE College incl Tertiary	ENFIELD COLLEGE	371	2006/07
	Sixth form college	NEWHAM SIXTH FORM COLLEGE	354	2003/04
	General FE College incl Tertiary	STANMORE COLLEGE	333	2006/07
	General FE College incl Tertiary	CARSHALTON COLLEGE	330	2005/06
	Sixth form college	LEYTON SIXTH FORM COLLEGE	300	2005/06
	General FE College incl Tertiary	KENSINGTON AND CHELSEA COLLEGE	290	2006/07
	Specialist Designated college	CITY LITERARY INSTITUTE	278	2003/04
	General FE College incl Tertiary	REDBRIDGE COLLEGE	271	2006/07
	Sixth form college	HAVERING SIXTH FORM COLLEGE	248	2006/07
	Sixth form college	BROOKE HOUSE SIXTH FORM COLLEGE	181	2006/07
	Specialist Designated college	THE MARY WARD CENTRE (AE CENTRE)	179	2006/07
	Sixth form college	ST FRANCIS XAVIER SIXTH FORM COLLEGE	176	2006/07
	Sixth form college	JOHN RUSKIN COLLEGE	166	2006/07
	Special college - Agriculture and horticulture	CAPEL MANOR COLLEGE	155	2006/07
	Sixth form college	SIR GEORGE MONOUX COLLEGE	128	2006/07
	Sixth form college	COULSDON COLLEGE	127	2005/06
	Sixth form college	CHRIST THE KING SIXTH FORM COLLEGE	126	2006/07
	Sixth form college	ST CHARLES CATHOLIC SIXTH FORM COLLEGE	114	2006/07
	Sixth form college	ST DOMINIC'S SIXTH FORM COLLEGE	112	2006/07
	Sixth form college	WOODHOUSE COLLEGE	100	2006/07
	Specialist Designated college	THE WORKING MEN'S COLLEGE	71	2006/07
North East	General FE College incl Tertiary	NEWCASTLE COLLEGE	1828	2006/07
	General FE College incl Tertiary	CITY OF SUNDERLAND COLLEGE	1146	2006/07
	General FE College incl Tertiary	MIDDLESBROUGH COLLEGE	1035	2006/07
	General FE College incl Tertiary	GATESHEAD COLLEGE	824	2006/07
	General FE College incl Tertiary	NEW COLLEGE, DURHAM	766	2006/07
	General FE College incl Tertiary	SOUTH TYNESIDE COLLEGE	761	2005/06

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
North East	General FE College incl Tertiary	DARLINGTON COLLEGE	679	2006/07
	General FE College incl Tertiary	EAST DURHAM COLLEGE	650	2006/07
	General FE College incl Tertiary	STOCKTON RIVERSIDE COLLEGE	610	2006/07
	General FE College incl Tertiary	BISHOP AUCKLAND COLLEGE	569	2006/07
	General FE College incl Tertiary	NORTHUMBERLAND COLLEGE	523	2006/07
	General FE College incl Tertiary	HARTLEPOOL COLLEGE OF FURTHER EDUCATION	506	2005/06
	General FE College incl Tertiary	REDCAR AND CLEVELAND COLLEGE	385	2006/07
	General FE College incl Tertiary	DERWENTSIDE COLLEGE	297	2005/06
	Special college - Art, design and performing arts	CLEVELAND COLLEGE OF ART AND DESIGN	274	2005/06
	Sixth form college	QUEEN ELIZABETH SIXTH FORM COLLEGE	257	2006/07
	Sixth form college	PRIOR PURSGLOVE COLLEGE	152	2006/07
	Sixth form college	HARTLEPOOL SIXTH FORM COLLEGE	109	2006/07
	Sixth form college	STOCKTON SIXTH FORM COLLEGE	87	2006/07
	Sixth form college	ST MARY'S COLLEGE, MIDDLESBROUGH	81	2006/07
	Sixth form college	BEDE COLLEGE	75	2006/07
North West	General FE College incl Tertiary	CITY COLLEGE MANCHESTER	3432	2006/07
	General FE College incl Tertiary	MANCHESTER COLLEGE OF ARTS AND TECHNOLOGY (MANCAT)	1695	2006/07
	General FE College incl Tertiary	PRESTON COLLEGE	1523	2006/07
	General FE College incl Tertiary	LIVERPOOL COMMUNITY COLLEGE	1495	2006/07
	General FE College incl Tertiary	BLACKPOOL AND THE FYLDE COLLEGE	1373	2006/07
	General FE College incl Tertiary	WIGAN AND LEIGH COLLEGE	1233	2006/07
	Special college - Agriculture and horticulture	MYERSCOUGH COLLEGE	1216	2006/07
	General FE College incl Tertiary	BLACKBURN COLLEGE	1170	2006/07
	General FE College incl Tertiary	LANCASTER AND MORECAMBE COLLEGE	1094	2006/07
	General FE College incl Tertiary	WIRRAL METROPOLITAN COLLEGE	1042	2005/06
	General FE College incl Tertiary	ST HELENS COLLEGE	919	2006/07
	General FE College incl Tertiary	WEST CHESHIRE COLLEGE	909	2006/07
	General FE College incl Tertiary	RUNSHAW COLLEGE	894	2006/07
	General FE College incl Tertiary	STOCKPORT COLLEGE	826	2006/07
	General FE College incl Tertiary	BOLTON COMMUNITY COLLEGE	811	2005/06
	General FE College incl Tertiary	HOPWOOD HALL COLLEGE	779	2006/07
	General FE College incl Tertiary	KNOWSLEY COMMUNITY COLLEGE	759	2005/06
	General FE College incl Tertiary	WARRINGTON COLLEGIATE	740	2006/07
	General FE College incl Tertiary	HUGH BAIRD COLLEGE	720	2006/07
	General FE College incl Tertiary	BURY COLLEGE	705	2006/07
	General FE College incl Tertiary	SOUTHPORT COLLEGE	691	2004/05
	General FE College incl Tertiary	TAMESIDE COLLEGE	630	2006/07
	General FE College incl Tertiary	NELSON AND COLNE COLLEGE	572	2006/07
	General FE College incl Tertiary	TRAFFORD COLLEGE	552	2006/07

Region	College type	College name	Number of contracts	Source
North West	General FE College incl Tertiary	BURNLEY COLLEGE	537	2006/07
	General FE College incl Tertiary	THE OLDHAM COLLEGE	532	2006/07
	General FE College incl Tertiary	MID-CHESHIRE COLLEGE	516	2006/07
	Special college - Agriculture and horticulture	REASEHEATH COLLEGE	505	2006/07
	General FE College incl Tertiary	RIVERSIDE COLLEGE HALTON	497	2005/06
	General FE College incl Tertiary	SALFORD COLLEGE	488	2005/06
	General FE College incl Tertiary	MACCLESFIELD COLLEGE	460	2006/07
	General FE College incl Tertiary	ACCRINGTON AND ROSSENDALE COLLEGE	428	2006/07
	General FE College incl Tertiary	SOUTH CHESHIRE COLLEGE	417	2006/07
	Sixth form college	CHEADLE AND MARPLE SIXTH FORM COLLEGE	409	2006/07
	Sixth form college	PENDLETON COLLEGE	409	2006/07
	General FE College incl Tertiary	NORTH TRAFFORD COLLEGE OF FURTHER EDUCATION	406	2006/07
	General FE College incl Tertiary	SKELMERSDALE COLLEGE	327	2006/07
	General FE College incl Tertiary	CARLISLE COLLEGE	318	2006/07
	General FE College incl Tertiary	KENDAL COLLEGE	311	2006/07
	Sixth form college	ST MARY'S COLLEGE BLACKBURN	297	2006/07
	General FE College incl Tertiary	LAKES COLLEGE WEST CUMBRIA	286	2006/07
	General FE College incl Tertiary	FURNESS COLLEGE	283	2006/07
	Sixth form college	PRIESTLEY COLLEGE	267	2006/07
	Sixth form college	ASHTON SIXTH FORM COLLEGE	254	2006/07
	Sixth form college	KING GEORGE V COLLEGE	251	2006/07
	Sixth form college	OLDHAM SIXTH FORM COLLEGE	243	2006/07
	Sixth form college	SIR JOHN DEANE'S COLLEGE	239	2006/07
	Sixth form college	BLACKPOOL SIXTH FORM COLLEGE	232	2006/07
	Sixth form college	WINSTANLEY COLLEGE	231	2006/07
	Sixth form college	HOLY CROSS COLLEGE	227	2006/07
	Sixth form college	LORETO COLLEGE	223	2006/07
	Sixth form college	CARDINAL NEWMAN COLLEGE	217	2006/07
	Sixth form college	AQUINAS COLLEGE	216	2005/06
	Sixth form college	CARMEL COLLEGE	203	2006/07
	Sixth form college	XAVERIAN COLLEGE	194	2006/07
	Sixth form college	BIRKENHEAD SIXTH FORM COLLEGE	178	2006/07
	Sixth form college	ECCLES COLLEGE	178	2006/07
	Sixth form college	ST JOHN RIGBY COLLEGE	124	2006/07
	Sixth form college	BARROW-IN-FURNESS SIXTH FORM COLLEGE	119	2006/07
	Sixth form college	BOLTON SIXTH FORM COLLEGE	116	2006/07
South East	General FE College incl Tertiary	CHICHESTER COLLEGE	1599	2002/03
	General FE College incl Tertiary	SUSSEX DOWNS COLLEGE	1523	2005/06
	General FE College incl Tertiary	SOUTH DOWNS COLLEGE	1275	2006/07

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
South East	General FE College incl Tertiary	HASTINGS COLLEGE OF ARTS AND TECHNOLOGY	1144	2006/07
	General FE College incl Tertiary	MILTON KEYNES COLLEGE	1054	2006/07
	General FE College incl Tertiary	CITY COLLEGE, BRIGHTON AND HOVE	1045	2006/07
	General FE College incl Tertiary	MID-KENT COLLEGE OF HIGHER AND FURTHER EDUCATION	1035	2004/05
	General FE College incl Tertiary	CANTERBURY COLLEGE	1024	2006/07
	General FE College incl Tertiary	OXFORD AND CHERWELL VALLEY COLLEGE	991	2006/07
	General FE College incl Tertiary	BROCKENHURST COLLEGE	968	2006/07
	General FE College incl Tertiary	EAST BERKSHIRE COLLEGE	899	2005/06
	General FE College incl Tertiary	CENTRAL SUSSEX COLLEGE	881	2006/07
	General FE College incl Tertiary	SOUTH KENT COLLEGE	871	2005/06
	General FE College incl Tertiary	NORTH WEST KENT COLLEGE	833	2006/07
	General FE College incl Tertiary	HIGHBURY COLLEGE	827	2006/07
	General FE College incl Tertiary	GUILDFORD COLLEGE OF FURTHER AND HIGHER EDUCATION	815	2005/06
	General FE College incl Tertiary	AMERSHAM AND WYCOMBE COLLEGE	806	2005/06
	General FE College incl Tertiary	WEST KENT COLLEGE	796	2006/07
	General FE College incl Tertiary	THAMES VALLEY UNIVERSITY	744	2005/06
	General FE College incl Tertiary	BRACKNELL AND WOKINGHAM COLLEGE	688	2005/06
	Sixth form college	PETER SYMONDS COLLEGE	681	2006/07
	General FE College incl Tertiary	BROOKLANDS COLLEGE	679	2006/07
	General FE College incl Tertiary	EASTLEIGH COLLEGE	643	2002/03
	General FE College incl Tertiary	ABINGDON AND WITNEY COLLEGE	627	2005/06
	Special college - Agriculture and horticulture	SPARSHOLT COLLEGE HAMPSHIRE	614	2006/07
	General FE College incl Tertiary	ISLE OF WIGHT COLLEGE	596	2006/07
	General FE College incl Tertiary	FARNBOROUGH COLLEGE OF TECHNOLOGY	566	2006/07
	General FE College incl Tertiary	EAST SURREY COLLEGE	535	2006/07
	General FE College incl Tertiary	NORTH EAST SURREY COLLEGE OF TECHNOLOGY (NESCOT)	530	2005/06
	General FE College incl Tertiary	NEWBURY COLLEGE	488	2006/07
	General FE College incl Tertiary	FAREHAM COLLEGE	482	2006/07
	General FE College incl Tertiary	AYLESBURY COLLEGE	463	2006/07
	Sixth form college	TOTTON COLLEGE	462	2006/07
	Sixth form college	SIXTH FORM COLLEGE FARNBOROUGH	453	2006/07
	General FE College incl Tertiary	BASINGSTOKE COLLEGE OF TECHNOLOGY	434	2005/06
	General FE College incl Tertiary	SOUTHAMPTON CITY COLLEGE	397	2006/07
	Sixth form college	QUEEN MARY'S COLLEGE	388	2006/07
	General FE College incl Tertiary	THE HENLEY COLLEGE	355	2006/07
	Sixth form college	COLLEGE OF RICHARD COLLYER, THE	342	2006/07

Region	College type	College name	Number of contracts	Source
South East	Sixth form college	ALTON COLLEGE	341	2006/07
	Special college - Agriculture and horticulture	PLUMPTON COLLEGE	306	2006/07
	Sixth form college	BARTON PEVERIL COLLEGE	301	2006/07
	Special college - Agriculture and horticulture	BERKSHIRE COLLEGE OF AGRICULTURE	286	2005/06
	Sixth form college	HAVANT COLLEGE	285	2005/06
	Sixth form college	ST VINCENT COLLEGE	275	2006/07
	Sixth form college	GODALMING COLLEGE	241	2006/07
	Sixth form college	ITCHEN COLLEGE	239	2006/07
	Special college - Agriculture and horticulture	HADLOW COLLEGE	238	2006/07
	Sixth form college	PORTSMOUTH COLLEGE	238	2006/07
	Sixth form college	BRIGHTON HOVE AND SUSSEX SIXTH FORM COLLEGE	218	2006/07
	Sixth form college	REIGATE COLLEGE	210	2006/07
	Sixth form college	BEXHILL COLLEGE	209	2006/07
	Sixth form college	TAUNTON'S COLLEGE	205	2006/07
	Sixth form college	VARNDEAN COLLEGE	198	2006/07
	Sixth form college	STRODE'S COLLEGE	198	2006/07
	Sixth form college	WORTHING COLLEGE	190	2005/06
	Sixth form college	ESHER COLLEGE	177	2006/07
	General FE College incl Tertiary	CRICKLADE COLLEGE	148	2006/07
	Sixth form college	FARNHAM COLLEGE	145	2006/07
	Specialist Designated college	RUSKIN COLLEGE OXFORD	141	2006/07
	Sixth form college	WOKING COLLEGE	130	2006/07
	Sixth form college	SPELTHORNE COLLEGE	89	2006/07
	General FE College incl Tertiary	THANET COLLEGE	65	2006/07
South West	General FE College incl Tertiary	CORNWALL COLLEGE	2669	2006/07
	General FE College incl Tertiary	CITY OF BRISTOL COLLEGE	2004	2006/07
	General FE College incl Tertiary	NORTH DEVON COLLEGE	1264	2006/07
	General FE College incl Tertiary	GLOUCESTERSHIRE COLLEGE OF ARTS AND TECHNOLOGY	1130	2005/06
	General FE College incl Tertiary	TRURO COLLEGE	1109	2006/07
	General FE College incl Tertiary	THE BOURNEMOUTH AND POOLE COLLEGE	1048	2006/07
	General FE College incl Tertiary	SOMERSET COLLEGE OF ARTS AND TECHNOLOGY	939	2005/06
	General FE College incl Tertiary	WILTSHIRE COLLEGE	917	2006/07
	General FE College incl Tertiary	STRODE COLLEGE	904	2006/07
	General FE College incl Tertiary	PLYMOUTH COLLEGE OF FURTHER EDUCATION	900	2006/07
	General FE College incl Tertiary	BRIDGWATER COLLEGE	893	2005/06

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
South West	General FE College incl Tertiary	FILTON COLLEGE	744	2006/07
	General FE College incl Tertiary	EXETER COLLEGE	742	2006/07
	General FE College incl Tertiary	SWINDON COLLEGE	705	2006/07
	General FE College incl Tertiary	WESTON COLLEGE	700	2006/07
	General FE College incl Tertiary	YEOVIL COLLEGE	660	2006/07
	General FE College incl Tertiary	SOUTH DEVON COLLEGE	633	2006/07
	Special college - Agriculture and horticulture	HARTPURY COLLEGE	626	2006/07
	General FE College incl Tertiary	WEYMOUTH COLLEGE	615	2006/07
	General FE College incl Tertiary	STROUD COLLEGE IN GLOUCESTERSHIRE	605	2006/07
	General FE College incl Tertiary	CIRENCESTER COLLEGE	531	2006/07
	General FE College incl Tertiary	NEW COLLEGE, SWINDON	520	2006/07
	General FE College incl Tertiary	CITY OF BATH COLLEGE	516	2006/07
	General FE College incl Tertiary	SALISBURY COLLEGE	435	2006/07
	General FE College incl Tertiary	EAST DEVON COLLEGE	416	2005/06
	General FE College incl Tertiary	ROYAL FOREST OF DEAN COLLEGE	314	2004/05
	General FE College incl Tertiary	PENWITH COLLEGE	278	2004/05
	Special college - Art, design and performing arts	PLYMOUTH COLLEGE OF ART AND DESIGN	246	2006/07
	Special college - Agriculture and horticulture	KINGSTON MAURWARD COLLEGE	243	2005/06
	General FE College incl Tertiary	NORTON RADSTOCK COLLEGE	224	2006/07
	Sixth form college	RICHARD HUISH COLLEGE	219	2005/06
	Sixth form college	ST BRENDAN'S SIXTH FORM COLLEGE	214	2006/07
	Special college - Agriculture and horticulture	BICTON COLLEGE	49	2006/07
West Midlands	General FE College incl Tertiary	CITY OF WOLVERHAMPTON COLLEGE	1465	2006/07
	General FE College incl Tertiary	STOKE ON TRENT COLLEGE	1422	2006/07
	General FE College incl Tertiary	SOLIHULL COLLEGE	1409	2006/07
	General FE College incl Tertiary	NORTH WARWICKSHIRE AND HINCKLEY COLLEGE	1261	2002/03
	General FE College incl Tertiary	WARWICKSHIRE COLLEGE	1187	2006/07
	General FE College incl Tertiary	CITY COLLEGE, BIRMINGHAM	1178	2006/07
	General FE College incl Tertiary	SUTTON COLDFIELD COLLEGE	1131	2006/07
	General FE College incl Tertiary	WALSALL COLLEGE	1022	2006/07
	General FE College incl Tertiary	STAFFORD COLLEGE	920	2006/07
	General FE College incl Tertiary	DUDLEY COLLEGE	905	2006/07
	General FE College incl Tertiary	NEWCASTLE-UNDER-LYME COLLEGE	873	2006/07
	General FE College incl Tertiary	TAMWORTH AND LICHFIELD COLLEGE	842	2006/07
	General FE College incl Tertiary	WORCESTER COLLEGE OF TECHNOLOGY	817	2006/07
	General FE College incl Tertiary	CITY COLLEGE, COVENTRY	774	2006/07
	General FE College incl Tertiary	MATTHEW BOULTON COLLEGE OF FURTHER AND HIGHER EDUCATION	744	2005/06

Region	College type	College name	Number of contracts	Source
West Midlands	General FE College incl Tertiary	TELFORD COLLEGE OF ARTS AND TECHNOLOGY	714	2005/06
	General FE College incl Tertiary	NORTH EAST WORCESTERSHIRE COLLEGE	705	2006/07
	General FE College incl Tertiary	SANDWELL COLLEGE	704	2006/07
	General FE College incl Tertiary	STOURBRIDGE COLLEGE	668	2005/06
	General FE College incl Tertiary	BURTON COLLEGE	642	2005/06
	General FE College incl Tertiary	HALESOWEN COLLEGE	640	2006/07
	General FE College incl Tertiary	WALFORD AND NORTH SHROPSHIRE COLLEGE	608	2006/07
	General FE College incl Tertiary	SHREWSBURY COLLEGE OF ARTS AND TECHNOLOGY	602	2006/07
	General FE College incl Tertiary	EVESHAM AND MALVERN HILLS COLLEGE	555	2006/07
	General FE College incl Tertiary	HEREFORDSHIRE COLLEGE OF TECHNOLOGY	496	2006/07
	General FE College incl Tertiary	STRATFORD-UPON-AVON COLLEGE	490	2005/06
	General FE College incl Tertiary	BOURNVILLE COLLEGE	416	2005/06
	General FE College incl Tertiary	HEREWARD COLLEGE OF FURTHER EDUCATION	391	2005/06
	Special college - Agriculture and horticulture	PERSHORE GROUP OF COLLEGES	368	2006/07
	General FE College incl Tertiary	CANNOCK CHASE TECHNICAL COLLEGE	355	2006/07
	General FE College incl Tertiary	HENLEY COLLEGE, COVENTRY	318	2006/07
	General FE College incl Tertiary	LEEK COLLEGE OF FURTHER EDUCATION AND SCHOOL OF ART	302	2006/07
	Sixth form college	WORCESTER SIXTH FORM COLLEGE	295	2006/07
	Sixth form college	THE SIXTH FORM COLLEGE, SOLIHULL	291	2004/05
	General FE College incl Tertiary	MATTHEW BOULTON COLLEGE OF FURTHER AND HIGHER EDUCATION	278	2003/04
	General FE College incl Tertiary	KIDDERMINSTER COLLEGE	275	2006/07
	Sixth form college	CITY OF STOKE-ON-TRENT SIXTH FORM COLLEGE	265	2005/06
	Sixth form college	JOSEPH CHAMBERLAIN SIXTH FORM COLLEGE	229	2006/07
	Sixth form college	KING EDWARD VI COLLEGE STOURBRIDGE	211	2006/07
	Sixth form college	NEW COLLEGE TELFORD	210	2006/07
	Sixth form college	HEREFORD SIXTH FORM COLLEGE	182	2006/07
	Special college - Art, design and performing arts	HEREFORD COLLEGE OF ARTS	172	2006/07
	Sixth form college	CADBURY SIXTH FORM COLLEGE	167	2003/04
	Sixth form college	SHREWSBURY SIXTH FORM COLLEGE	143	2006/07
	Special college - Agriculture and horticulture	RODBASTON COLLEGE	130	2005/06
	Sixth form college	KING EDWARD VI COLLEGE NUNEATON	128	2006/07

Appendix I:

FE Colleges returning data for the SIR

Region	College type	College name	Number of contracts	Source
West Midlands	Sixth form college	LUDLOW COLLEGE	80	2004/05
	Specialist Designated college	FIRCROFT COLLEGE OF ADULT EDUCATION	27	2004/05
	General FE College incl Tertiary	SOUTH BIRMINGHAM COLLEGE	11	2006/07
Yorkshire and Humber	General FE College incl Tertiary	BRADFORD COLLEGE	2358	2005/06
	General FE College incl Tertiary	THE SHEFFIELD COLLEGE	1977	2006/07
	General FE College incl Tertiary	HULL COLLEGE	1627	2006/07
	General FE College incl Tertiary	DONCASTER COLLEGE	1530	2005/06
	General FE College incl Tertiary	HUDDERSFIELD TECHNICAL COLLEGE	1291	2006/07
	General FE College incl Tertiary	GRIMSBY INSTITUTE OF FURTHER AND HIGHER EDUCATION	1193	2006/07
	General FE College incl Tertiary	YORK COLLEGE OF FURTHER AND HIGHER EDUCATION	1161	2006/07
	General FE College incl Tertiary	LEEDS THOMAS DANBY	975	2005/06
	General FE College incl Tertiary	PARK LANE COLLEGE	945	2006/07
	General FE College incl Tertiary	CALDERDALE COLLEGE	834	2006/07
	General FE College incl Tertiary	WAKEFIELD COLLEGE	806	2006/07
	General FE College incl Tertiary	BARNSELY COLLEGE	762	2006/07
	General FE College incl Tertiary	DEWSBURY COLLEGE	754	2005/06
	General FE College incl Tertiary	CRAVEN COLLEGE	753	2005/06
	General FE College incl Tertiary	NORTH LINDSEY COLLEGE	701	2005/06
	General FE College incl Tertiary	EAST RIDING COLLEGE	593	2006/07
	General FE College incl Tertiary	ROTHERHAM COLLEGE OF ARTS AND TECHNOLOGY	586	2006/07
	Special college - Agriculture and horticulture	BISHOP BURTON COLLEGE	495	2006/07
	General FE College incl Tertiary	KEIGHLEY COLLEGE	468	2006/07
	General FE College incl Tertiary	SELBY COLLEGE	459	2006/07
	General FE College incl Tertiary	JOSEPH PRIESTLEY COLLEGE	447	2006/07
	General FE College incl Tertiary	LEEDS COLLEGE OF TECHNOLOGY	413	2003/04
	General FE College incl Tertiary	DEARNE VALLEY COLLEGE	411	2006/07
	Special college - Agriculture and horticulture	ASKHAM BRYAN COLLEGE	391	2006/07
	General FE College incl Tertiary	LEEDS COLLEGE OF BUILDING	391	2006/07
	General FE College incl Tertiary	YORKSHIRE COAST COLLEGE	360	2003/04
	Higher Education Organisation	LEEDS COLLEGE OF MUSIC	299	2004/05
	Sixth form college	JOHN LEGGOTT SIXTH FORM COLLEGE	255	2006/07
	General FE College incl Tertiary	SHIPLEY COLLEGE	248	2006/07
	Special college - Art, design and performing arts	LEEDS COLLEGE OF ART AND DESIGN	243	2006/07
	Sixth form college	GREENHEAD COLLEGE	222	2006/07
	Sixth form college	WILBERFORCE COLLEGE	211	2006/07
	Sixth form college	FRANKLIN COLLEGE	209	2006/07

Region	College type	College name	Number of contracts	Source
Yorkshire and Humber	Sixth form college	HUDDERSFIELD NEW COLLEGE	201	2006/07
	Sixth form college	SCARBOROUGH SIXTH FORM COLLEGE	195	2005/06
	Sixth form college	WYKE SIXTH FORM COLLEGE	189	2006/07
	Specialist Designated college	NORTHERN COLLEGE FOR RESIDENTIAL ADULT EDUCATION LIMITED(THE)	183	2006/07
	Sixth form college	THOMAS ROTHERHAM COLLEGE	176	2004/05
	Sixth form college	NEW COLLEGE PONTEFRAC	172	2005/06
	Sixth form college	NOTRE DAME CATHOLIC SIXTH FORM COLLEGE	159	2005/06

Appendix 2:

Detailed Work Categories with number of contracts, by gender, 2006/07

	Work category	F	M	Gender Total
Managers	college administrator/manager	3245	2331	5576
	centre (sub-college) administrator	468	243	711
	finance administration/manager (bursar)	434	351	785
	librarian	598	143	741
	marketing administrator/manager	646	229	875
	computer/database manager	179	617	796
	estate/site manager	100	526	626
	other administrator/manager	3237	1556	4793
	Total	8907	5996	14903
Administrative and professional staff	careers officer	513	166	679
	student co-ordinator	1479	536	2015
	admissions co-ordinator	483	71	554
	examinations co-ordinator	506	138	644
	sports centre manager	48	99	147
	finance officer	637	224	861
	personnel officer	630	72	702
	adult education administrator	297	59	356
	assistant librarian	399	87	486
	office manager	456	164	620
	principals secretary/personnel assistant	585	5	590
	other administrative/professional staff	8616	3365	11981
	Total	14649	4986	19635
Technical staff	computer/database officer	356	761	1117
	computer technician	281	2055	2336
	reprographics manager	74	80	154
	senior laboratory/workshop technician	191	434	625
	laboratory/workshop technician	970	1802	2772
	arts technician	439	568	1007
	audio/video technician	64	395	459
	other technical staff	1877	2147	4024
	learning support technician	2027	1007	3034
	Total	6279	9249	15528
Word processing, clerical and secretarial staff	word processor operator/clerical assistant	848	124	972
	administrative assistant	8038	1044	9082
	secretary	895	7	902
	receptionist/telephonist	2001	100	2101
	finance assistant	1247	236	1483
	personnel assistant	623	31	654
	library assistant	1704	317	2021
	exams assistant	1689	754	2443
	admissions assistant	1076	170	1246
	reprographics assistant	344	194	538

	Work category	F	M	Gender Total
Word processing, clerical and secretarial staff	other clerical/secretarial staff	2639	694	3333
	Total	21104	3671	24775
Service staff	caretaker	68	1505	1573
	site assistant	104	822	926
	security officer	69	742	811
	maintenance staff e.g. electrician, plumber	49	871	920
	learning support assistant	8658	2078	10736
	nurse (including nursery nurse)	1161	13	1174
	nursery/creche assistant	2415	53	2468
	catering manager	227	99	326
	catering assistant	2997	422	3419
	gardener/groundperson	63	281	344
	cleaner	3688	1205	4893
	other service staff	5359	3465	8824
	Total	24858	11556	36414
Teaching staff	member of teaching staff (no categorisation)	68997	48237	117234
	Total	68997	48237	117234

Appendix 3:

Detailed ethnicity categories contained in the SIR

Ethnicity

Any other
 Asian or Asian British - any other Asian background
 Asian or Asian British - Bangladeshi
 Asian or Asian British - Indian
 Asian or Asian British - Pakistani
 Black or Black British - African
 Black or Black British - any other Black background
 Black or Black British - Caribbean
 Chinese
 Mixed - any other Mixed background
 Mixed - White and Asian
 Mixed - White and Black African
 Mixed - White and Black Caribbean
 Not known/not provided
 White - any other White background
 White - British
 White - Irish



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