

Further Education Workforce Data for England

An Analysis of the Staff Individualised Record Data 2007-2008



Skills for Learning Professionals

Foreword



I am delighted to introduce the latest labour market intelligence for the further education sector in England. The Staff Individualised Record (SIR) is the most comprehensive collection of workforce data; it allows colleges, representative bodies and policy makers to better understand the nature of the workforce.

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.

During the ongoing consultation and development phases of the Workforce Strategy, it became clear that gathering, analysing and reporting on robust data is fundamental not only to workforce planning, but also to inform policy development, national investment and other types of support for the workforce. Workforce intelligence is essential in providing evidence to agree priority areas and allocate resources.

Lifelong Learning UK undertook the collection of the SIR for the first time in the 2007-2008 workforce data collection, and we would like to thank all of the learning providers who took part in this exercise.

We are encouraged by a significant increase in the number of colleges responding to the request for data and in the number of individual staff records captured on the collection system. Given such a positive response from colleges, we are confident that the report and the associated data will help the sector plan its future workforce development at national, regional and sub-regional levels from a more informed perspective.

Lifelong Learning UK is also giving participating colleges the opportunity to use an online analytical processing tool to gain access to the full SIR dataset for the purposes of benchmarking. For the first time, this self-service tool will allow individual providers access to the wealth of data captured by the SIR process. It is my vision that this will further strengthen the commitment of colleges and other learning providers to the data collection process, and enhance the way that SIR respondents understand their workforce and plan their local strategies. I also hope that the analysis of the report's data will help individual colleges compare their own data against national and regional data.

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

A handwritten signature in blue ink, appearing to read 'David Hunter', with a long horizontal stroke underneath.

David Hunter
Chief Executive
Lifelong Learning UK

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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 2007-2008. The SIR data is gathered from further education colleges during the academic year and comprises workforce information about staff from various occupational groups. This is the fifth 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 the sector including information on age, gender and ethnicity. This report also gives an overview of the qualification levels and subject areas taught by further education teaching staff.

Last year's report presented findings for the further education workforce and placed particular emphasis on the qualifications held by teaching staff, highlighting findings of particular interest. This report will continue to present findings in the same format.

Information on diversity, gender, annual pay and other areas is often provided for all further education staff and teaching staff to allow comparisons.

For the purposes of this report, five years of comparative SIR data has been analysed. Comparing data across the years enables this report to highlight changes to the profile of the workforce over time.

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

The 2007-2008 dataset

The 2007-2008 SIR dataset comprises **263,257 records** (a 15% increase from the 2006-2007 dataset), each relating to an individual contract. It is estimated that approximately 10% of further education college staff hold multiple contracts. This means that the actual number of staff is approximately 90% of staff records. We currently do not have any reliable ways of identifying the precise number of staff 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 2007-2008 academic year. A more detailed table is shown in **Appendix I**.

Table I: Staff numbers by occupation in further education colleges in England, 2007-2008

Occupational group	Number	Per cent
Senior managers	654	0.2%
Assessors and verifiers	3,456	1.3%
Technical staff	16,397	6.2%
Other managers	16,884	6.4%
Administrative and professional staff	19,553	7.4%
Word processing, clerical and secretarial staff	26,727	10.2%
Service staff	40,490	15.4%
Teaching staff (lecturers, tutors and trainers)	135,606	51.5%
Not known / not provided	3,490	1.3%
Total	263,257	100%

The SIR data for 2007-2008 is based on responses from **369 further education colleges in England**. This is lower than the number of institutions recorded in 2006-2007, i.e. 374, because of recent college mergers.

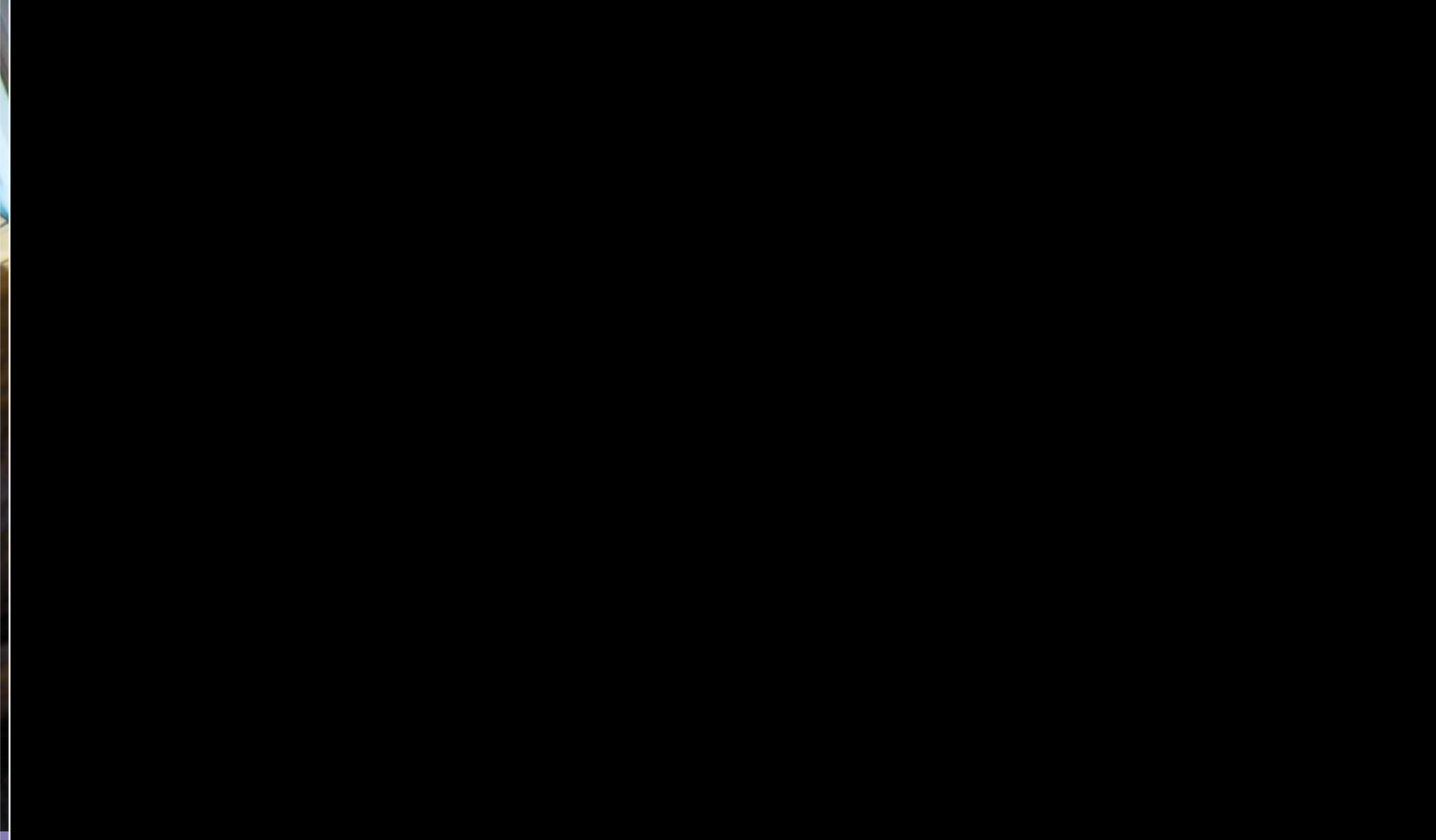
The 2007-2008 dataset includes responses from the following six types of colleges:

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

Almost two-thirds of responding institutions are general further education colleges and around a quarter are sixth form colleges. The only higher education organisation is a college providing both further and higher education. Although this type of mixed provision exists in other colleges, this institution has been identified as a higher education organisation. The number of colleges, by type and region, can be seen in Table 2 below.

Table 2: Further education colleges included in the 2007-2008 SIR dataset, by region and type

Region	General further education college including tertiary	Higher education organisation	Sixth form college	Special college – agriculture and horticulture	Special college – art, design and performing arts	Specialist designated college	Total by region
East Midlands	18	0	4	2	0	0	24
East of England	23	0	8	2	0	1	34
Greater London	35	0	12	1	0	6	54
North East	14	0	7	0	1	0	22
North West	35	0	21	2	0	0	58
South East	33	0	22	4	0	1	60
South West	25	0	2	3	1	0	31
West Midlands	32	0	12	1	1	1	47
Yorkshire and Humber	24	1	10	2	1	1	39
Total by type	239	1	98	17	4	10	369



Where a college has not returned data within the time limit, data from a previous SIR collection has been used. This process is called ‘backfilling’. In 2007-2008, only 9% of records were backfilled, which is similar to previous years, with the exception of 2006-2007 when as much as 23% of data was backfilled. 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 2**.

Furthermore, in 2007-2008, some changes were made to the SIR specification, which informs providers about the data they need to submit. Amendments include the addition of a ‘Prefer not to say’ category for gender and ethnicity; new teaching qualifications such as the ‘Diploma to Teach in the Lifelong Learning Sector’; more detailed information on annual pay; and new occupational groups such as senior managers, assessors and verifiers. These will be discussed further in the relevant sections of this report.

How to use this report

This report provides an overall picture of the further education college workforce in England during the 2007-2008 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 staff, detailing aspects such as gender, age, ethnicity, geographical location and full-time teaching salaries. The second provides a more detailed analysis of the level of teaching qualifications held by staff and subject areas taught.

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 highlighting particular points of interest.

In addition to this report, learning providers who have 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

Based on the 2007-2008 data, 64% of the further education workforce is female and 36% is male. 70.9% of part-time staff and 53.7% of full-time staff are female. The male to female ratio for full-time teaching staff is almost 50:50 whereas the gender breakdown of part-time teaching staff is similar to the sector average. These figures have not changed much between 2003-2004 and 2007-2008. 'Senior managers' and 'technical staff' were the only occupational groups where males outnumbered females.

Age

The average age of further education teaching staff is 45. 30.6% of teachers and 29.1% of all staff are aged between 40 and 49. Over a quarter of staff fall in the 50 to 59 age group. It was also found that only 10.5% of teaching staff are aged below 30 whereas 15.3% of the workforce in the 2007-2008 SIR dataset is in this age group. Staff aged 60 to 64 have increased by two percentage points between 2003-2004 and 2007-2008. The workforce tends to be in the older age groups and this has not changed radically over time. This means that during the next few years, a relatively large part of the workforce could retire. Therefore, succession planning is needed in the sector to deal with this issue.

Ethnicity

More than 80% of staff in most occupational groups are White British. Senior managers, assessors and verifiers are most likely to be from this group (90.9% and 88.2% respectively) and least likely to be from minority ethnic groups. Greater London has the highest percentage of Black and Minority Ethnic¹ (BME) staff (44.8% of the BME teaching workforce) and has seen the largest rise (of 2.5 percentage points) since 2003-2004. The South East saw the highest fall in the percentage of BME staff since 2003-2004 and 2006-2007.

Disability

In 2007-2008, 2.7% of all further education staff (as well as teaching staff) in England were identified by colleges as having a disability. This has increased slightly from 2003-2004.

Location by region in England

Teaching staff are 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 is observed in Greater London, where a higher percentage of teaching staff are working part-time – 64.7% versus 58.1%.

Annual pay

The average annual salary for all full-time staff is £24,394. On average, senior managers earn the highest salaries, followed by other managers and teaching staff. The gap in average salaries of full-time male and female staff has been closing over time but female salaries are still noticeably lower than male salaries. The gap in full-time male and female teaching salaries has been closing at a much faster rate. The annual pay of teaching staff is highest in Greater London (£30,538) and lowest in East Midlands (£25,544) and the South West (£25,776). And 'humanities' and 'science and mathematics' are the highest paid subject areas (£30,667 and £30,644 respectively) in comparison to land based provision and foundation programmes which are the lowest paid (£25,031 and £25,918 respectively).

¹BME staff include all individuals except for those in the 'White British', 'White other', 'Prefer not to say' and the 'Not known / not provided' categories.

Teaching qualifications – achieved or enrolled

The analysis shows that ‘Certificate in Education’ and ‘Postgraduate Certificate in Education’ are the two most commonly held highest teaching qualifications by teaching staff – 22.9% and 21.4% of teachers respectively. These are also the highest enrolled teaching qualifications among staff working in further education colleges in England – 27.4% and 21.5% of all staff enrolled on a teaching qualification respectively. The percentage enrolled on, or holding these qualifications, has risen overall between 2003-2004 and 2007-2008.

The ‘Level 3 Teaching Qualification’ has experienced one of the largest decreases in terms of percentage enrolled on or holding this qualification.

The North West and the North East are among the regions with the highest levels of full-time and part-time teaching staff who hold a relevant teaching qualification². Other regions with a highly qualified full-time workforce are Yorkshire and Humber, West Midlands and the East of England. Furthermore, the South East has the lowest levels of qualified full-time and Greater London and West Midlands have the lowest percentage of qualified part-time teaching staff when compared with other regions. However, due to high levels of missing qualifications data in the 2007-2008 Staff Individualised Record dataset, the picture in some regions may in fact be slightly different.

Subject area taught in further education colleges in England

There are 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 are ‘land based provision’ and ‘retailing, customer service and transportation’ and these are among the lowest paid areas. ‘Business administration, management and professional’ has seen the biggest decline in teachers since 2003-2004.

It is evident that a higher proportion of female than male staff are teaching most subject areas. Evidence suggests that ‘hairdressing and beauty therapy’ is female dominated and ‘construction’ and ‘engineering, technology and manufacturing’ continue to be male dominated.

Section 1:

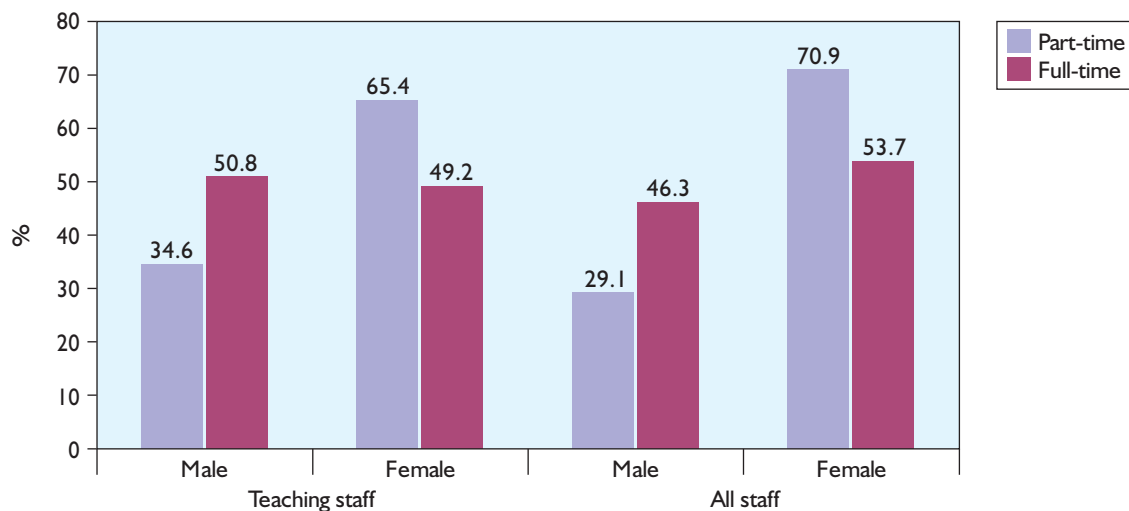
Profile of the further education college workforce in England, 2007-2008

1.1 Gender

This section presents key information relating to the gender of staff working in further education colleges in England. According to the 2007-2008 SIR data, 64% of staff are female and 36% are 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 (70.9%) of part-time staff in the sector are females. The equivalent figure for full-time staff is much lower at 53.7%. 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 is similar to that of the sector (as above). These figures have not changed radically between 2003-2004 and 2007-2008.

Figure 1: Teaching and all further education staff – gender by full-time and part-time, 2007-2008



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. Hence, institutions had the opportunity to identify staff who preferred not to disclose their gender. Only 14 individuals from more than 250,000 members of staff were classified in this group. 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 the number of staff 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 59 occupational categories as part of their SIR data submission. These have been re-classified into the following seven broad occupational groups: 1) administrative and professional staff; 2) managers (including senior managers and other managers); 3) service staff; 4) teaching staff (including lecturers, tutors and trainers); 5) technical staff; 6) word processing, clerical and secretarial staff; and 7) assessors and verifiers.

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

Table 3: Occupation by gender 2003-2004 to 2007-2008

Occupational group	Gender	2003-04	2004-05	2005-06	2006-07	2007-08
Administrative and professional staff	Female	74.4%	74.9%	75.0%	74.6%	75.0%
	Male	25.6%	25.1%	25.0%	25.4%	25.0%
All managers (includes senior and other)	Female	56.7%	58.0%	58.8%	59.8%	61.4%
	Male	43.3%	42.0%	41.2%	40.2%	38.6%
Senior managers	Female	-	-	-	-	45.3%
	Male	-	-	-	-	54.7%
Other managers	Female	-	-	-	-	62.1%
	Male	-	-	-	-	37.9%
Service staff	Female	68.8%	68.9%	68.9%	68.3%	69.5%
	Male	31.2%	31.1%	31.1%	31.7%	30.5%
Teaching staff	Female	58.8%	59.3%	59.1%	58.9%	59.4%
	Male	41.2%	40.7%	40.9%	41.1%	40.6%
Technical staff	Female	39.2%	40.3%	39.8%	40.4%	41.9%
	Male	60.8%	59.7%	60.2%	59.6%	58.1%
Word processing, clerical and secretarial staff	Female	85.2%	85.4%	85.0%	85.2%	84.5%
	Male	14.8%	14.6%	15.0%	14.8%	15.5%
Assessors and verifiers	Female	-	-	-	-	69.8%
	Male	-	-	-	-	30.2%

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 2003-2004 to 2007-2008

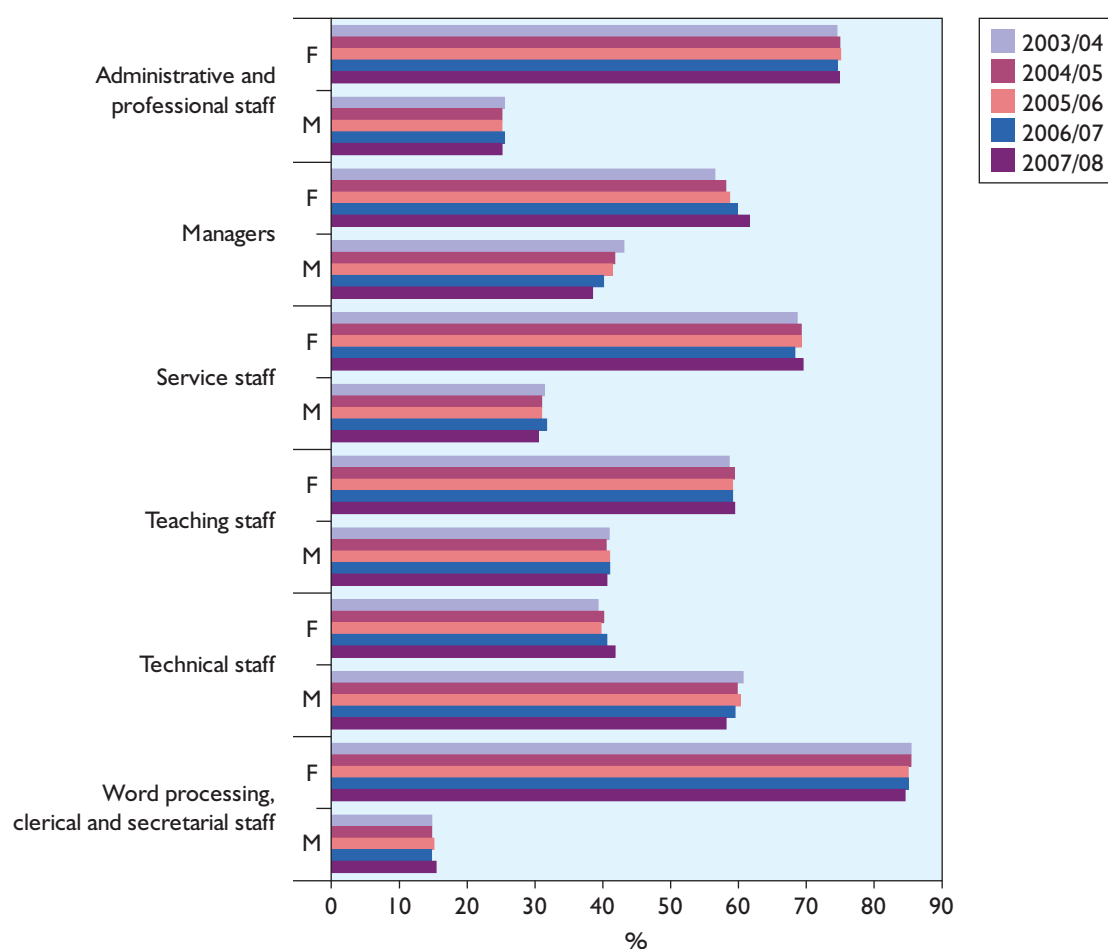


Table 3 and Figure 2 show little change in the gender breakdown of staff in different occupational groups between 2003-2004 and 2007-2008. However, it is apparent that there is a slow but consistent rise in the percentage of female managers during this period. In 2003-2004, 56.7% of all managers were female but by 2007-2008 the percentage had risen to 61.4%, 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 allow senior managers and other managers to be distinguished for the first time. The 'managers' occupational category in the table and figure above include both these sub-groups.

When the gender breakdown of senior managers and other managers is assessed separately, it is apparent that 55% of the former and 38% of the latter are males. This is a difference of 17 percentage points.

Apart from senior managers, 'technical staff' is the only other occupational group where males outnumber females.

1.2 Age

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

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

The figures below present the age distribution of male and female 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

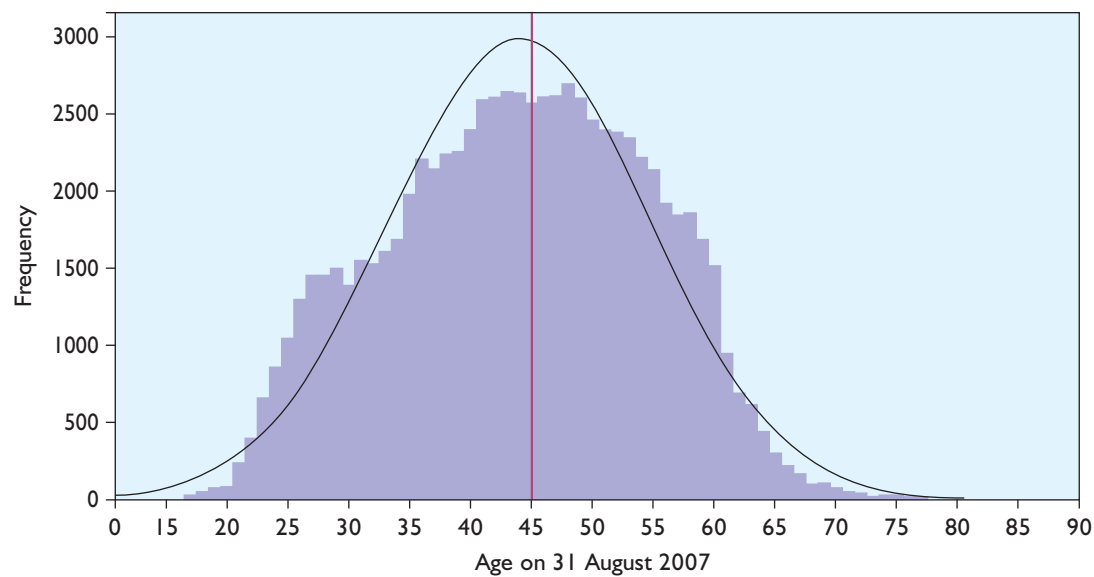


Figure 3b: Age distribution of male teaching staff

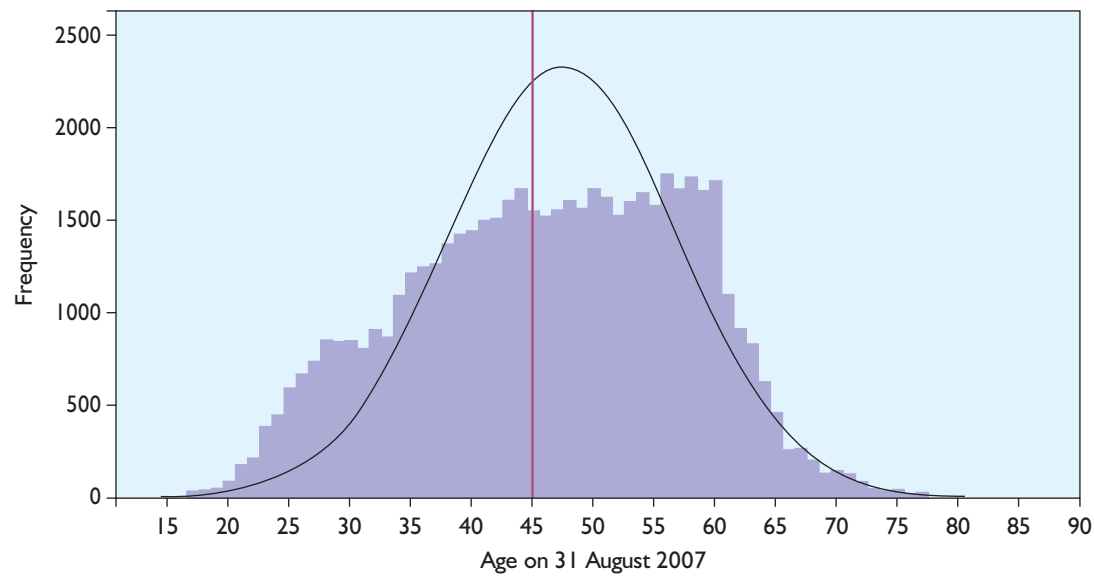
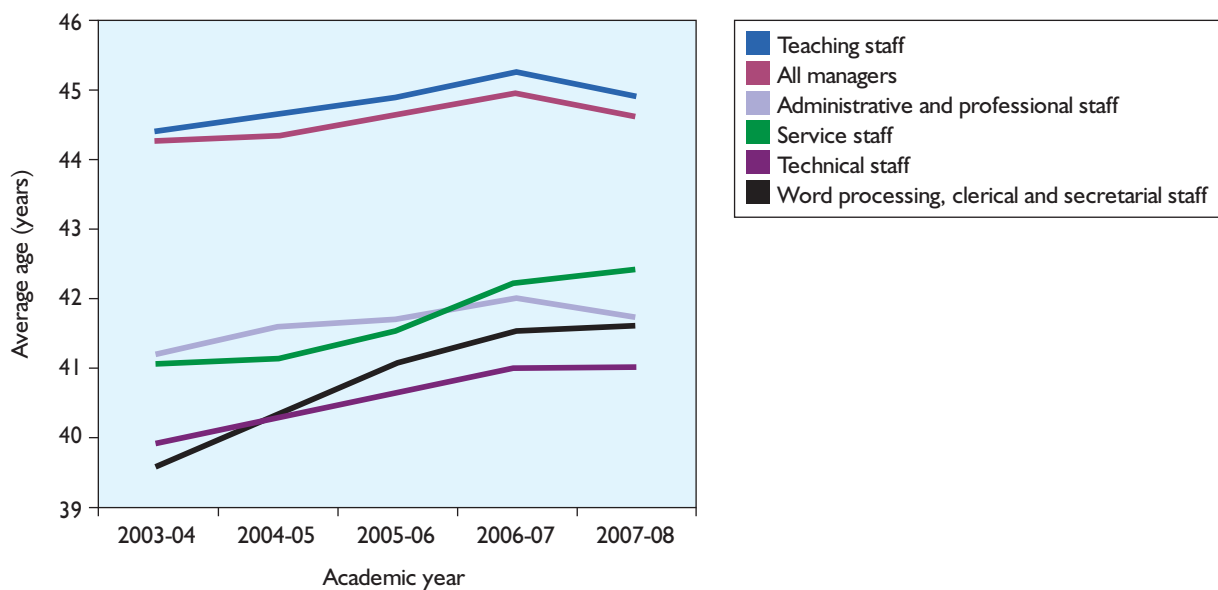


Figure 4 shows the average age of staff in different occupational groups for each year between 2003-2004 and 2007-2008. It is apparent that the average age of teaching staff and managers is higher than staff in other occupational groups. The figure further illustrates that the average age of staff in all occupational groups has risen overall between 2003-2004 and 2007-2008 but that there is a slight fall in the average age of teaching staff, managers, and administrative and professional staff since 2006-2007.

Figure 4: Average age of staff by occupational group, 2003-2004 to 2007-2008



The average age of assessors and verifiers is similar to that of teaching staff and managers. However, senior managers are on average five years older (49) than other managers (44).

Table 4 shows the age breakdown of the part-time and full-time further education workforce in 2007-2008. The most noticeable differences are seen at the 60 and over age groups, who are more likely to be working part-time than full-time. The opposite is true for those aged 45 to 59 and 25 to 34.

Table 4: Age group of all part-time and full-time staff, 2007-2008

Age band	Part-time	Full-time
Under 25	6.8%	6.7%
25 to 29	7.6%	10.0%
30 to 34	8.5%	9.5%
35 to 39	12.2%	11.3%
40 to 44	15.0%	13.5%
45 to 49	14.4%	15.1%
50 to 54	12.6%	14.9%
55 to 59	11.7%	12.9%
60 to 64	7.8%	5.2%
65 and over	3.3%	0.7%
<i>Not known / not provided</i>	0.2%	0.2%
Total	100%	100%

The results shown in Table 5 indicate that 30.6% of teaching staff and 29.1% of all staff working in the further education sector in England are aged between 40 and 49. Furthermore, over a quarter of staff fall in the 50 to 59 age group. Although, the age breakdown of all staff and teaching staff is similar across most age groups, a noticeable difference is observed for those aged below 30 (under 25 and 25-29) – 10.5% of teaching staff and 15.3% of all staff are in this age group.

Table 5: Age group of all further education staff and teaching staff, 2007-2008

Age band	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Under 25	3,808	2.8%	17,690	6.7%
25 to 29	10,413	7.7%	22,655	8.6%
30 to 34	12,264	9.0%	23,456	8.9%
35 to 39	17,335	12.8%	31,190	11.8%
40 to 44	20,585	15.2%	37,803	14.4%
45 to 49	20,881	15.4%	38,641	14.7%
50 to 54	19,865	14.6%	35,745	13.6%
55 to 59	17,819	13.1%	32,047	12.2%
60 to 64	9,380	6.9%	17,725	6.7%
65 and over	3,029	2.2%	5,824	2.2%
<i>Not known / not provided</i>	227	0.2%	481	0.2%
Total	135,606	100%	263,257	100%

Table 6 shows little change in the age breakdown of teaching staff over time. Nonetheless, the largest difference is seen for the 60 to 64 age group, which has risen by two percentage points, from five to seven per cent, between 2003-2004 and 2007-2008.

Table 6: Age group of teaching staff, 2003-2004 to 2007-2008

Age band	2003-04	2004-05	2005-06	2006-07	2007-08
Under 25	3%	3%	3%	2%	3%
25 to 29	7%	7%	7%	7%	8%
30 to 34	10%	10%	10%	9%	9%
35 to 39	13%	13%	13%	12%	13%
40 to 44	16%	15%	15%	15%	15%
45 to 49	16%	16%	16%	16%	15%
50 to 54	16%	15%	15%	15%	15%
55 to 59	13%	13%	14%	14%	13%
60 to 64	5%	5%	6%	6%	7%
65 and over	2%	2%	2%	2%	2%
Total	100%	100%	100%	100%	100%

The workforce tends to be in the older age groups and this has not changed radically over time. This means that during the next few years, a relatively large part of the workforce could retire. Therefore, succession planning is needed in the sector to deal with this issue.

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 are 19 distinct categories in the ethnicity field and these are listed in **Appendix 3**. These have been reclassified into the following general groups in order to provide an overview and make meaningful comparisons.

- Asian
- Black
- Chinese / Other
- Mixed
- White – British
- White – other
- Prefer not to say
- Not known / 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 3**. Similarities are evident when comparing the ethnic representation of staff in both these groups. The biggest difference of 1.1% is seen for White British staff, i.e. 80.6% of all further education staff compared with 79.4% of teaching staff being from this ethnic group.

Table 7: Ethnicity of further education staff, 2007-2008

Ethnic group	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Asian	4,514	3.3%	8,875	3.4%
Black	3,999	2.9%	7,707	2.9%
Chinese / Other	1,939	1.4%	3,536	1.3%
Mixed	1,148	0.8%	2,167	0.8%
White – British	107,726	79.4%	212,146	80.6%
White – other	5,959	4.4%	9,844	3.7%
Prefer not to say	843	0.6%	1,848	0.7%
<i>Not known / not provided</i>	9,478	7.0%	17,134	6.5%
Total	135,606	100%	263,257	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 this data has identified that 1,848 individuals are classified using this category, which constitutes 0.7% of the workforce. If the majority of these staff are 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 2003-2004 to 2007-2008. The percentage of staff in most ethnic groups (except for 'Chinese / 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 2007-2008 ('Not known / not provided' is 11% in 2003-2004 and 7% in 2007-2008). The main increase between the five year period is in the percentage of White British staff.

Table 8: Ethnicity of teaching staff, 2003-2004 to 2007-2008

Ethnic group	2003-04	2004-05	2005-06	2006-07	2007-08
Asian	3.0%	2.9%	3.0%	3.1%	3.3%
Black	2.5%	2.5%	2.6%	2.7%	2.9%
Chinese / Other	1.6%	1.4%	1.5%	1.5%	1.4%
Mixed	0.5%	0.6%	0.6%	0.7%	0.8%
White – British	77.7%	78.7%	78.2%	77.8%	79.4%
White – other	3.7%	4.2%	4.0%	4.1%	4.4%
Prefer not to say	-	-	-	-	0.6%
<i>Not known / not provided</i>	<i>11.0%</i>	<i>9.8%</i>	<i>10.1%</i>	<i>10.0%</i>	<i>7.0%</i>
Total	100%	100%	100%	100%	100%

The table below shows that more than 80% of staff in each occupational group, with the exception of teaching staff, are White British. Senior managers and assessors and verifiers are most likely to be from the White British ethnic group (90.9% and 88.2% respectively) and least likely to be from minority ethnic groups. The ethnic profile of staff in these occupational groups generally tends to vary most from the sector average (as shown in Table 7) whereas most other groups reflect the picture of the overall sector.

Table 9: Percentage of staff in each ethnic group by occupation, 2007-2008

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	3.1%	3.1%	1.1%	0.8%	82.9%	2.9%	0.8%	5.3%	100%
Assessors and verifiers	1.1%	1.7%	0.3%	0.4%	88.2%	1.9%	0.1%	6.4%	100%
Other managers	3.2%	2.8%	0.8%	0.7%	85.4%	3.0%	0.5%	3.6%	100%
Senior managers	1.2%	1.5%	0.3%	0.5%	90.9%	3.7%	0.2%	1.7%	100%
Service staff	3.7%	3.4%	1.4%	0.9%	80.4%	3.6%	0.9%	5.7%	100%
Teaching staff	3.3%	2.9%	1.4%	0.8%	79.4%	4.4%	0.6%	7.0%	100%
Technical staff	3.5%	2.5%	1.3%	0.9%	83.3%	2.9%	0.8%	4.8%	100%
Word processing, clerical and secretarial staff	3.9%	2.7%	1.2%	0.8%	82.2%	2.8%	1.1%	5.2%	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 all individuals except for those in the 'White British', 'White other', 'Prefer not to say' and the 'Not known / not provided' categories.

Table 10 and Figure 5 present key regional data on BME staff but there is no clear and consistent year-on-year trend across most regions between 2003-2004 and 2007-2008. The exceptions are the East Midlands where the level of BME staff have consistently risen and West Midlands which has experienced a fall in BME staff over the years.

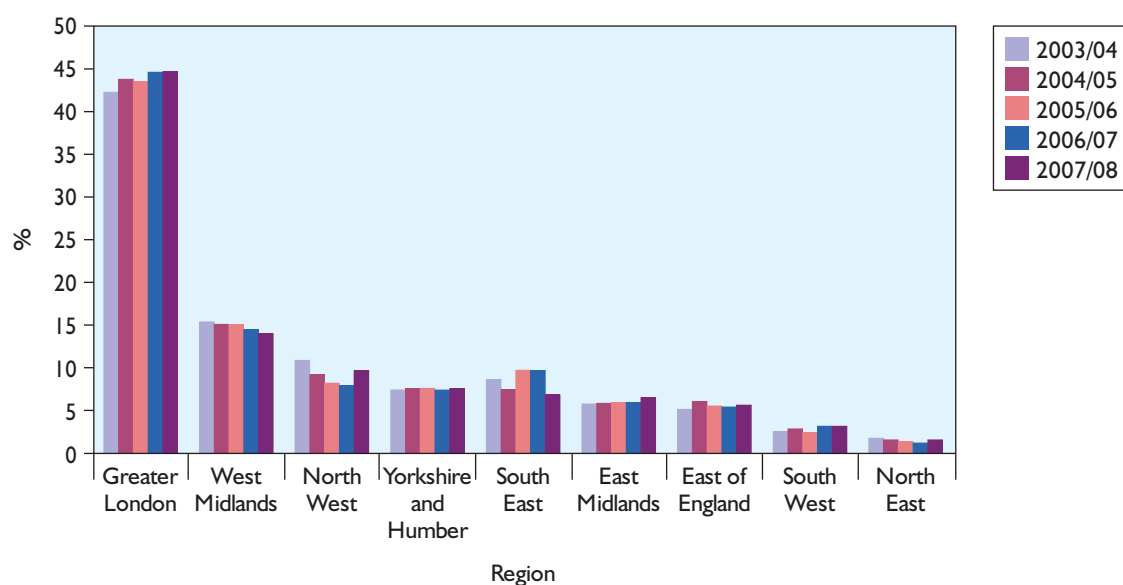
Greater London clearly has the highest percentage of BME staff (44.8% of the BME teaching workforce) and has seen the largest rise (of 2.5 percentage points) since 2003-2004 but the rise has been highest in the North West since 2006-2007 (of 1.9 percentage points). The South East saw the highest fall in the percentage of BME staff since 2003-2004 (of 1.6 percentage points) and 2006-2007 (of 2.7 percentage points). Although some annual fluctuations are observed in the distribution of BME staff across various regions, many regions have not experienced major changes overall since 2003-2004 or 2006-2007.

The South East saw the highest increase in the percentage of BME staff since 2003-2004 (of 3.7 percentage points) and 2006-2007 (of 2.6 percentage points).

Table 10: Percentage of BME teaching staff by region in England, 2003-2004 to 2007-2008

Region	2003-04	2004-05	2005-06	2006-07	2007-08
East of England	5.2%	6.2%	5.7%	5.5%	5.7%
East Midlands	5.7%	5.8%	5.9%	6.0%	6.5%
Greater London	42.3%	43.9%	43.5%	44.7%	44.8%
North East	1.7%	1.5%	1.4%	1.2%	1.5%
North West	11.0%	9.4%	8.3%	7.8%	9.7%
South East	8.6%	7.4%	9.8%	9.7%	7.0%
South West	2.6%	2.9%	2.5%	3.2%	3.1%
West Midlands	15.4%	15.2%	15.1%	14.6%	14.0%
Yorkshire and Humber	7.5%	7.6%	7.8%	7.4%	7.7%
Total	100%	100%	100%	100%	100%

Figure 5: Percentage of BME teaching staff by region in England, 2002-2003 to 2006-2007



1.4 Diversity – Disability

In 2007-2008, 2.7% of all further education staff (as well as teaching staff) in England were identified by colleges as having a disability. This has increased slightly as the equivalent figure in 2003-2004 was 2.1% for all staff and 2.2% for teaching staff.

Only 0.3% of staff preferred not to provide information about disability and as much as 9.3% of all records contain missing or unknown disability data.

Table 11: Disability among teaching and all staff, 2007-2008

Disability	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Yes	3,650	2.7%	7,184	2.7%
No	118,674	87.5%	230,757	87.7%
Prefer not to say	411	0.3%	808	0.3%
<i>Not known / not provided</i>	<i>12,871</i>	<i>9.5%</i>	<i>24,508</i>	<i>9.3%</i>
Total	135,606	100%	263,257	100%

1.5 Location by region in England

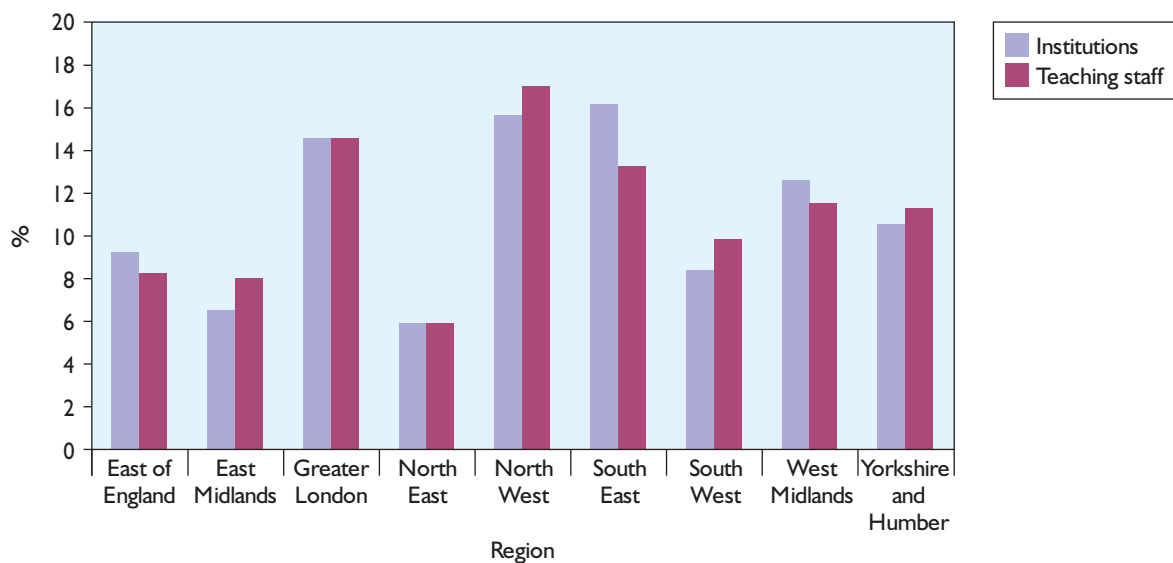
The distribution of further education colleges and teaching staff across the regions in England can be seen in Table 12.

Table 12: Teaching staff and further education colleges by region in England

Region	Colleges (number)	Colleges (%)	Teaching staff (number)	Teaching staff (%)
East of England	34	9.2%	11,211	8.3%
East Midlands	24	6.5%	10,878	8.0%
Greater London	54	14.6%	19,923	14.7%
North East	22	6.0%	8,022	5.9%
North West	58	15.7%	23,097	17.0%
South East	60	16.3%	18,011	13.3%
South West	31	8.4%	13,340	9.8%
West Midlands	47	12.7%	15,679	11.6%
Yorkshire and Humber	39	10.6%	15,445	11.4%
Total	369	100%	135,606	100%

Unsurprisingly, the regions with the greater percentage of further education colleges also have a largely corresponding percentage of further education teaching staff. This can be seen more clearly in Figure 6 below. However, there are more teaching staff in Greater London than there are in the South East region despite having six fewer colleges. Consistent with last year's findings, the North East has the lowest number of teaching staff and institutions and the North West has the highest number of teaching staff across all regions.

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



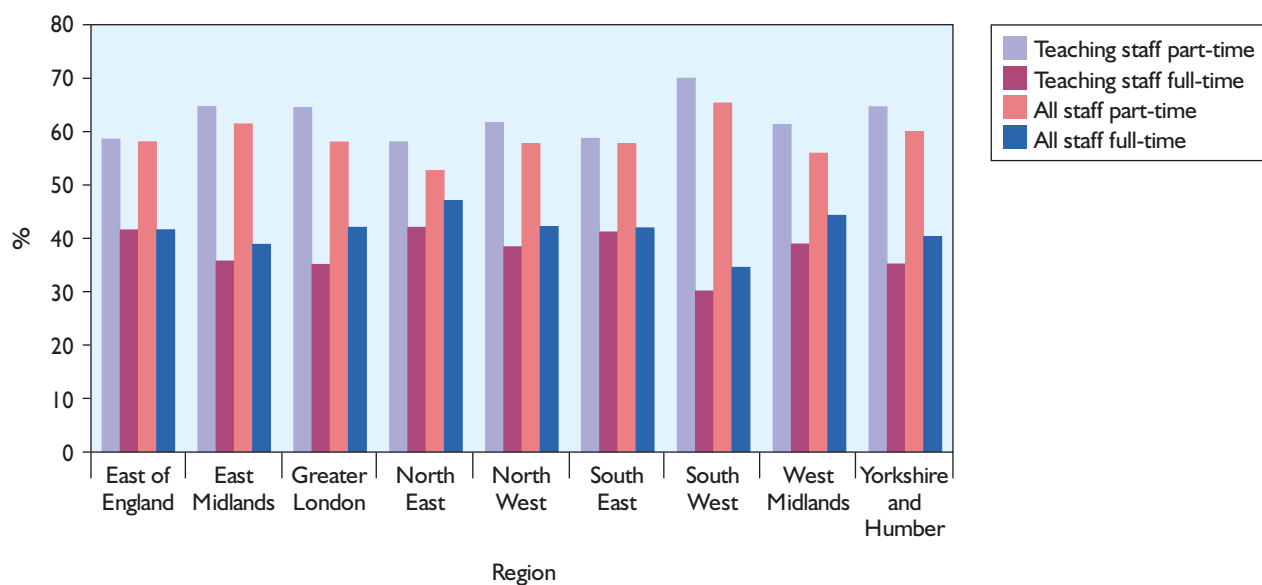
The table and figure below provide information on teaching staff and all staff working full-time and part-time by region. Evaluation of this information shows differences between patterns of working across the regions in England. For instance, staff in the South West of England are more likely to be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

Teaching staff are 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 is observed in Greater London, where a higher percentage of teaching staff are working part-time – 64.7% versus 58.1%, which is a difference of 6.6 percentage points.

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

Region	Teaching staff		All staff	
	Part-time	Full-time	Part-time	Full-time
East of England	58.5%	41.5%	58.2%	41.8%
East Midlands	64.4%	35.6%	61.2%	38.8%
Greater London	64.7%	35.3%	58.1%	41.9%
North East	57.9%	42.1%	52.8%	47.2%
North West	61.7%	38.3%	57.8%	42.2%
South East	58.4%	41.6%	57.8%	42.2%
South West	69.8%	30.2%	65.4%	34.6%
West Midlands	61.2%	38.8%	55.8%	44.2%
Yorkshire and Humber	64.7%	35.3%	59.7%	40.3%

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



The following table provides the number of staff in each occupational group within the nine regions in England. The largest numbers of staff in further education colleges are found in the North West and South East with the lowest number in the North East. Teaching staff constitute a large part of the total workforce in each region, whereas senior managers, assessors and verifiers consistently make up the smallest numbers.

Table 14: Number of staff in each occupational group and region, 2007-2008

Occupational group	Region								
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and Humber
Administrative and professional staff	1,740	1,342	2,400	1,050	3,674	2,559	2,144	2,484	2,160
Assessors and verifiers	459	317	171	204	636	400	344	485	440
Other managers	1,455	1,363	2,539	888	2,322	2,668	1,706	2,308	1,635
Senior managers	64	68	87	23	134	78	49	66	85
Service staff	3,991	3,808	4,124	2,641	5,798	6,597	4,710	3,969	4,852
Teaching staff	11,211	10,878	19,923	8,022	23,097	18,011	13,340	15,679	15,445
Technical staff	1,598	1,641	1,664	1,144	2,800	2,471	1,694	1,789	1,596
Word processing, clerical and secretarial staff	2,533	2,553	3,038	1,426	4,248	3,813	2,941	2,971	3,204
<i>Not known / not provided</i>	40	117	460	90	292	592	611	1,143	145
Total	23,091	22,087	34,406	15,488	43,001	37,189	27,539	30,894	29,562

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1.6 Annual pay

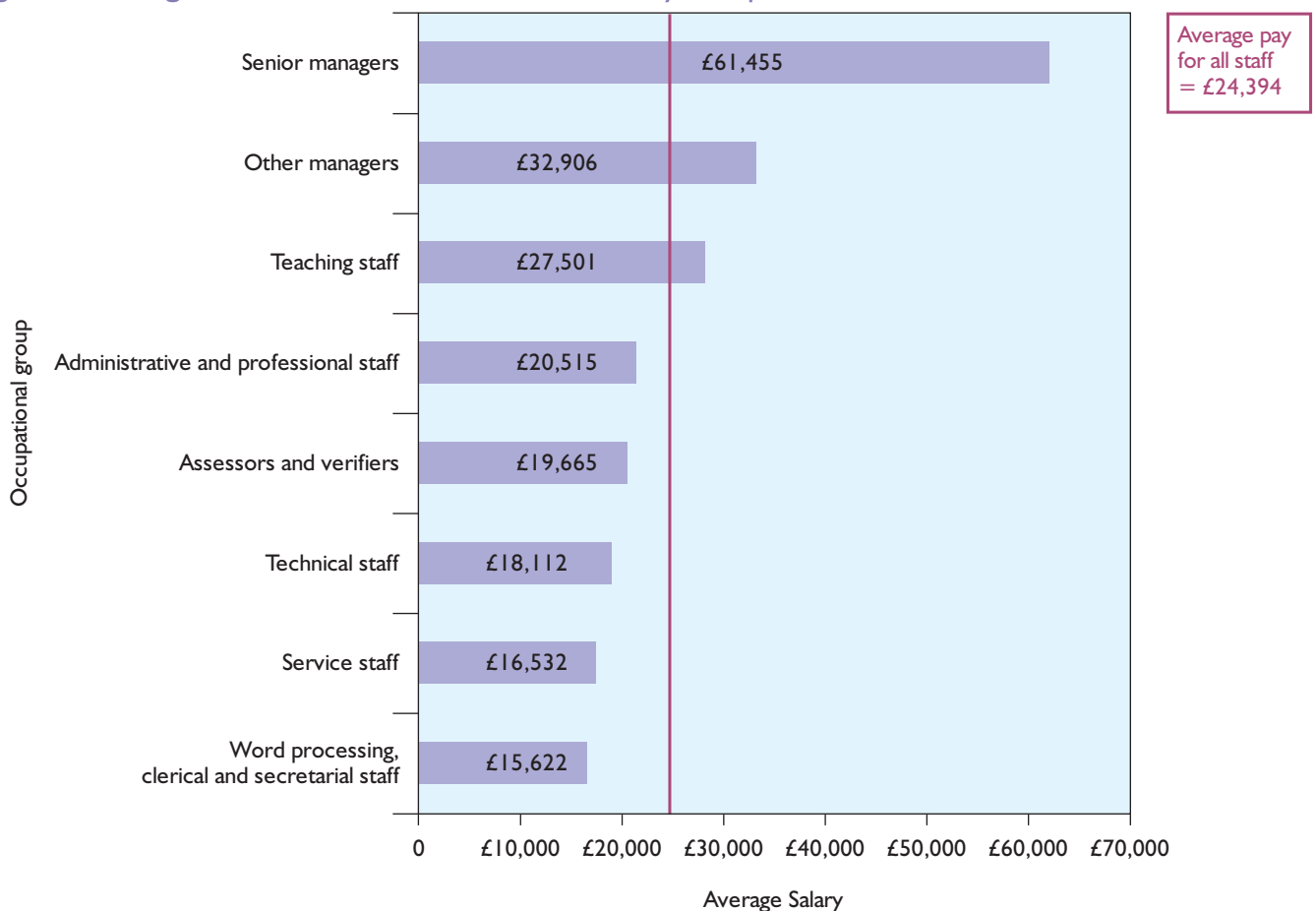
The SIR data collection includes information on the annual pay of the further education workforce. Colleges are asked to select a pay band, for example '£3,000 – £3,999', for each member of staff. By assigning a numeric value to the mid-point of each band (£3,500 for '£3,000 – £3,999' etc), it is possible to roughly calculate average salaries for staff, once outlying values (i.e. 'zero') are filtered out.

In previous years, 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 to the end of the scale, so the highest pay band was '£100,000 or more'. Although, the new banding allows analysis to be performed more accurately (as more mid-points can be assigned), 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 data are 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.

The figure below illustrates that the average salary of full-time senior managers is greater than the earnings of staff in other occupational groups in further education colleges. In fact, their average annual pay is almost double the average for 'other managers' who have the second highest average earnings in the sector. Teaching staff are the third highest earners but not far behind other managers. The three occupational groups mentioned here are earning more and the remaining occupations are earning less than the sector average for full-time staff, which is £24,394.

Figure 8: Average full-time further education salaries by occupation, 2007-2008



The average annual salary of staff in each occupational group by region is presented in **Appendix 4**; the key findings from which are summarised below.

- The highest average salary of staff in each occupational group is found in Greater London.
- On average, senior managers, assessors and verifiers earn more than £5,000 more in Greater London than the England average for these professions.
- In the North East, the average salary for senior managers is almost £5,000 less and for assessors and verifiers it is almost £7,500 less than the national average for these groups.
- Word processing, clerical and secretarial staff, and service staff are the lowest earners across most regions.

The table below shows that despite female salaries increasing at a higher rate (14.1%) than male salaries (10.6%) between 2003-2004 and 2007-2008, a pay gap still exists in further education colleges. On average, full-time male staff earn £2,267 more than their female counterparts.

Table 15: Average salaries for all male and female full-time staff, 2003-2004 to 2007-2008

Gender	2003-04	2004-05	2005-06	2006-07	2007-08	% rise 2003-04 to 2007-08
Female	£20,449	£21,158	£21,983	£22,435	£23,335	14.1%
Male	£23,144	£23,776	£24,347	£24,870	£25,602	10.6%
Difference	£2,694	£2,618	£2,363	£2,434	£2,267	-
Female salaries as a percentage of male salaries	88%	89%	90%	90%	91%	-

Table 16 and Figure 9 illustrate a year-on-year rise in the average salaries of full-time male and female teaching staff. The difference in the salaries of these members of staff in 2007-2008 is also shown – £27,097 for females and £27,839 for males; however this gap has been slowly closing between 2003-2004 and 2007-2008 and is much lower than the gap found for all staff. Full-time female teachers have gained an overall increase of 11.8% in average salaries since 2003-2004 whereas their counterparts have only seen an 8.2% rise.

Table 16: Average salaries for male and female full-time teaching staff, 2003-2004 to 2007-2008

Gender	2003-04	2004-05	2005-06	2006-07	2007-08	% rise 2003-04 to 2007-08
Female	£24,246	£25,080	£25,834	£26,413	£27,097	11.8%
Male	£25,721	£26,379	£26,846	£27,424	£27,839	8.2%
Difference	£1,475	£1,299	£1,012	£1,011	£742	-
Female salaries as a percentage of male salaries	94%	95%	96%	96%	97%	-

Figure 9: Average salaries for male and female full-time teaching staff, 2003-2004 to 2007-2008

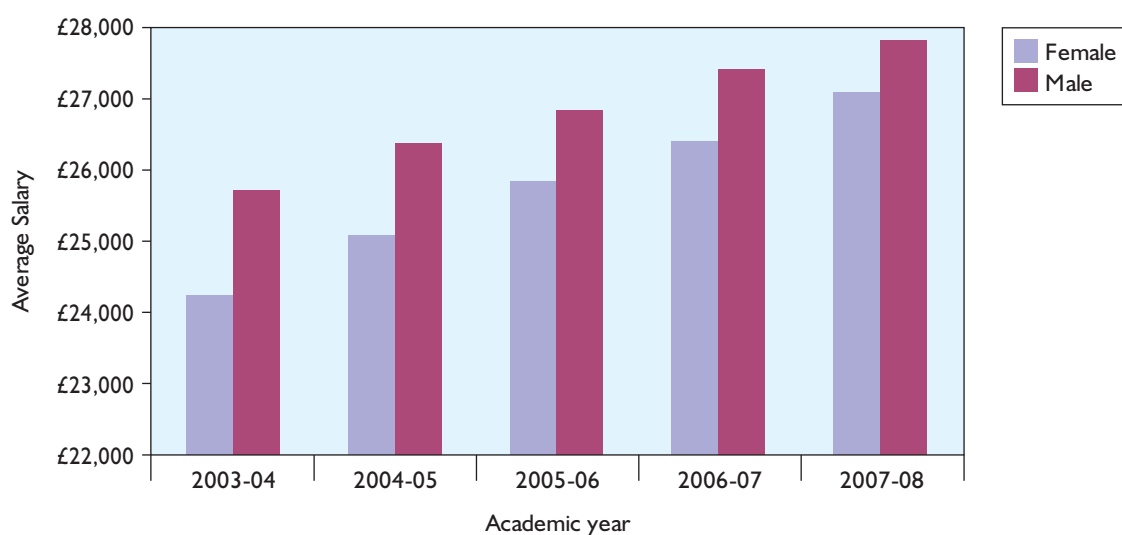


Table 17 and Figure 10 show the variation in average salaries between regions. Full-time teaching staff in Greater London have the highest average salary and those in East Midlands and the South West have the lowest. The average salary for most other regions is somewhat similar.

Table 17: Average full-time teaching salaries by region, 2007-2008

Region	Average salary (£)
Greater London	30,538
East of England	27,849
Yorkshire and Humber	27,676
North East	27,564
South East	27,286
North West	27,217
West Midlands	26,706
South West	25,776
East Midlands	25,544

Figure 10 clearly illustrates the regions where teaching staff salaries are above and where these are below the full-time teaching staff average for England.

Figure 10: Average full-time teaching salaries by region, 2007-2008



Table 18 identifies the average salaries of full-time teaching staff across the regions between 2003-2004 and 2007-2008. It shows that the rise in average salaries of teaching staff across the regions in England ranged between 7% and 13%, with the largest increase in the North East and the smallest increase in the South East.

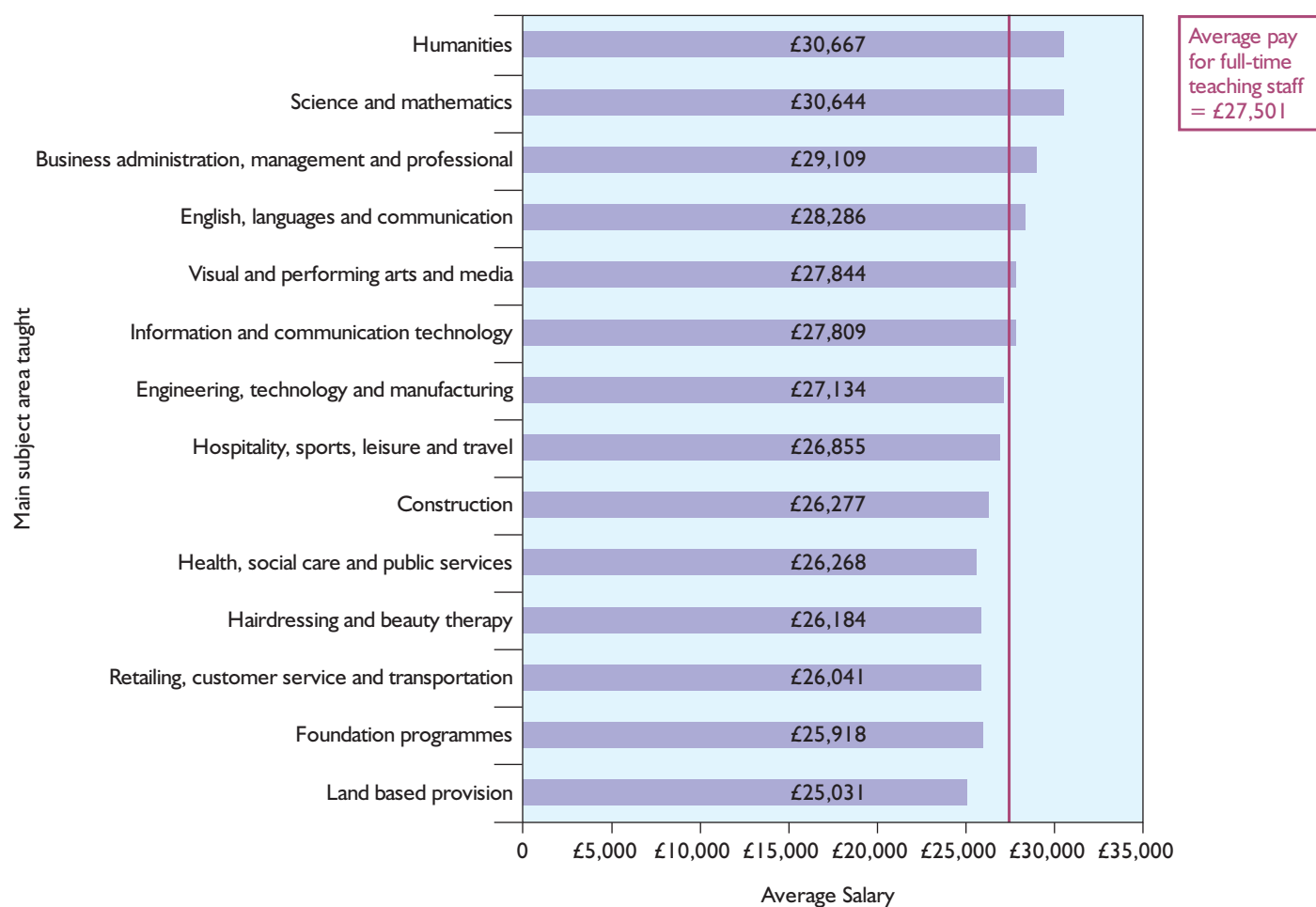
Table 18: Average full-time teaching salaries by region, 2003-2004 to 2007-2008

Region	Year	Average salary (£)	% rise 2003-04 to 2007-08	Region	Year	Average salary (£)	% rise 2003-04 to 2007-08
East of England	2003-04	25,375	10%	South East	2003-04	25,344	7%
	2004-05	25,774			2004-05	25,553	
	2005-06	26,556			2005-06	26,976	
	2006-07	27,753			2006-07	27,665	
	2007-08	27,836			2007-08	27,179	
East Midlands	2003-04	23,061	11%	South West	2003-04	23,887	8%
	2004-05	24,588			2004-05	24,737	
	2005-06	24,946			2005-06	24,482	
	2006-07	25,436			2006-07	24,920	
	2007-08	25,544			2007-08	25,776	
Greater London	2003-04	27,518	11%	West Midlands	2003-04	24,652	8%
	2004-05	28,470			2004-05	24,972	
	2005-06	28,901			2005-06	25,382	
	2006-07	28,852			2006-07	25,622	
	2007-08	30,500			2007-08	26,706	
North East	2003-04	24,403	13%	Yorkshire and Humber	2003-04	24,894	11%
	2004-05	24,886			2004-05	25,422	
	2005-06	24,448			2005-06	26,908	
	2006-07	26,990			2006-07	26,906	
	2007-08	27,561			2007-08	27,675	
North West	2003-04	24,973	9%				
	2004-05	25,791					
	2005-06	26,377					
	2006-07	26,813					
	2007-08	27,204					

Note: Numbers for 2007-2008 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 salaries of full-time teaching staff by area of main subject taught. The highest salaries are earned by those teaching humanities (£30,667) and science and mathematics (£30,644) and the lowest paid subject areas are land based provision (£25,031) and foundation programmes (£25,918).

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



Section 2:

Qualifications held and subjects taught by the further education 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 further education teaching workforce. 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 equivalent³) 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 equivalent³), 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.

Further education colleges are 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 all individuals. Table 19 presents this information on teaching staff for the 2007-2008 academic year. It identifies 'Certificate in Education' and 'Postgraduate Certificate in Education' as the most widely held highest teaching qualifications – held by 22.9% and 21.4% of teaching staff respectively. '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' are held by the lowest proportion of teaching staff. However, this is to be expected as these are new qualifications and so it is anticipated there will be a rise in numbers in the future. Some evidence of increasing numbers is found when information on teaching staff enrolled on a teaching qualification in 2007-2008 is assessed.

In 2007-2008, qualifications data for as much as 19.7% of teaching staff was unknown and a further 5.8% were classified as having none of the listed qualifications. This needs to be taken into account when interpreting these numbers.

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

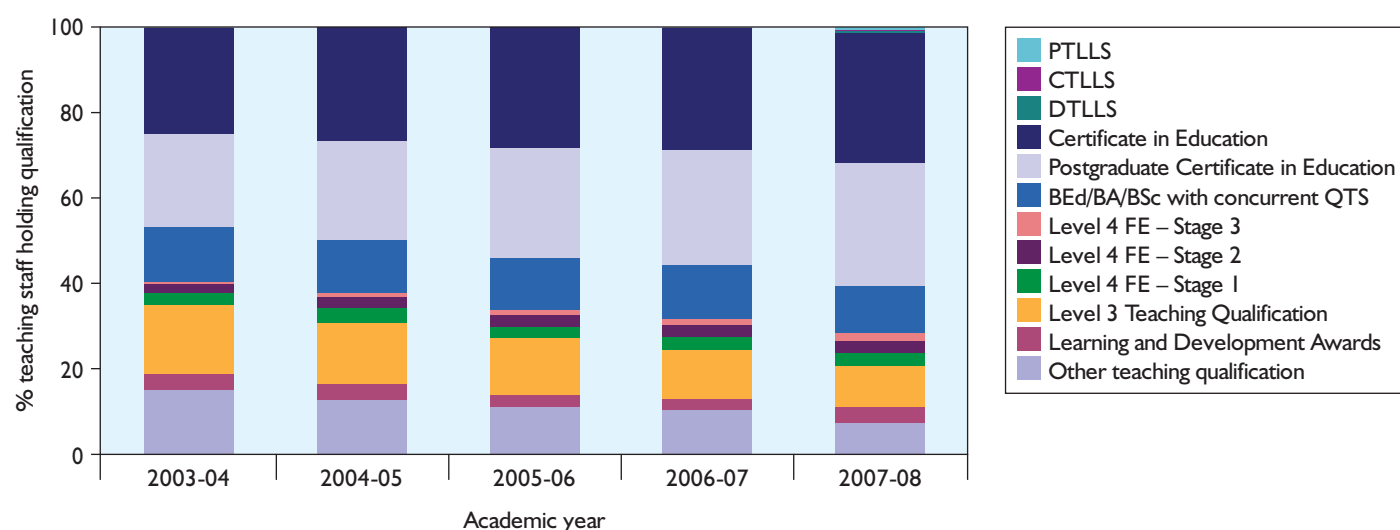
⁴Further Education Workforce Reforms: Explaining Initial Teacher Training, Continuing Professional Development And Principals' Qualifications In England: <http://www.lluk.org/3272.htm>

Table 19: Highest teaching qualification held by teaching staff, 2007-2008

Teaching qualification	Number	Per cent
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	822	0.6%
Certificate in Teaching in the Lifelong Learning Sector (CTLLS)	166	0.1%
Diploma in Teaching in the Lifelong Learning Sector (DTLLS)	276	0.2%
Certificate in Education	31,002	22.9%
Postgraduate Certificate in Education (PGCE)	28,982	21.4%
BEd/BA/BSc with concurrent qualified teacher status	11,084	8.2%
Level 4 FE Teaching Qualification – Stage 3	2,074	1.5%
Level 4 FE Teaching Qualification – Stage 2	2,877	2.1%
Level 4 FE Teaching Qualification – Stage 1	3,041	2.2%
Level 3 Teaching Qualification (e.g. CG 7303)	9,891	7.3%
Learning and Development Awards*	3,606	2.7%
Other teaching qualification not listed	7,256	5.4%
None of the above	7,871	5.8%
Not known / not provided	26,658	19.7%
Total	135,606	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 2003-2004 and 2007-2008.

Figure 12: Highest teaching qualification held by teaching staff, 2003-2004 to 2007-2008



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 in Education' and 'Postgraduate Certificate in Education' qualifications.

According to the figures in Table 20, the numbers that hold the 'Level 3 Teaching Qualification' or 'other teaching qualification' have dropped by 5 and 6 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 reveals that figures for most other qualifications have not changed overall by more than one percentage point between 2003-2004 and 2007-2008. However, the fall in the percentage holding the 'BEd/BA/BSc with concurrent qualified teacher status' between 2006-2007 and 2007-2008 was more than previous years.

Table 20: Percentage of teaching staff holding each qualification, 2003-2004 to 2007-2008

Teaching	2003-04	2004-05	2005-06	2006-07	2007-08
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	-	-	-	-	0.6%
Certificate in Teaching in the Lifelong Learning Sector (CTLLS)	-	-	-	-	0.1%
Diploma in Teaching in the Lifelong Learning Sector (DTLLS)	-	-	-	-	0.2%
Certificate in Education	18.8%	19.9%	21.0%	21.1%	22.9%
Postgraduate Certificate in Education (PGCE)	16.3%	17.6%	18.9%	19.8%	21.4%
BEd/BA/BSc with concurrent qualified teacher status	9.6%	9.2%	9.1%	9.1%	8.2%
Level 4 FE Teaching Qualification – Stage 3	0.5%	0.8%	0.9%	1.1%	1.5%
Level 4 FE Teaching Qualification – Stage 2	1.5%	2.0%	2.0%	2.1%	2.1%
Level 4 FE Teaching Qualification – Stage 1	2.1%	2.5%	2.0%	2.2%	2.2%
Level 3 Teaching Qualification (e.g. CG 7303)	12.2%	10.8%	9.8%	8.4%	7.3%
Learning and Development Awards ⁶	2.9%	2.8%	2.1%	2.0%	2.7%
Other teaching qualification not listed	11.1%	9.5%	8.1%	7.4%	5.4%
None of the above	4.9%	5.5%	5.3%	5.6%	5.8%
Not known / not provided	20.0%	19.4%	20.7%	21.0%	19.7%
Total	100%	100%	100%	100%	100%

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

⁶Learning and Development Awards includes predecessor Training and Development Lead Body (TDLB) Awards

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, 2003-2004 to 2007-2008

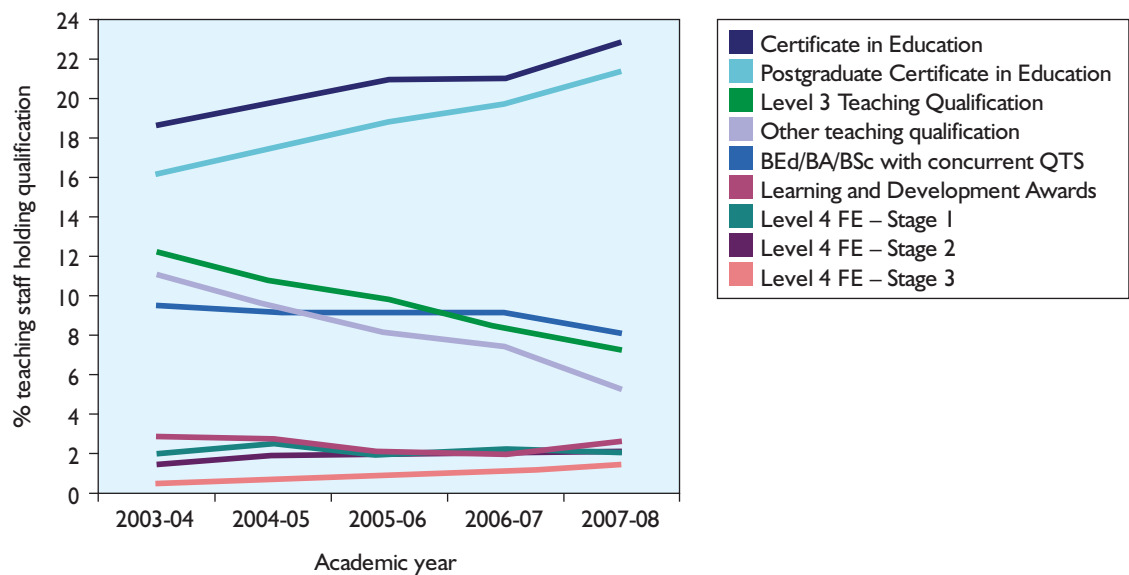


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2.2 Enrolment on teaching qualifications

In addition to data on qualifications held, colleges provide information on the teaching qualifications on which contract holders are enrolled. Of the 263,257 records, 46,504 (18%) are 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, 2007-2008

Teaching qualification	Number	Per cent
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	792	1.7%
Certificate in Teaching in the Lifelong Learning Sector (CTLLS)	307	0.7%
Diploma in Teaching in the Lifelong Learning Sector (DTLLS)	1,185	2.5%
Certificate in Education	12,905	27.8%
Postgraduate Certificate in Education (PGCE)	10,155	21.8%
BEd/BA/BSc with concurrent qualified teacher status	3,277	7.0%
Level 4 FE Teaching Qualification – Stage 3	1,122	2.4%
Level 4 FE Teaching Qualification – Stage 2	1,411	3.0%
Level 4 FE Teaching Qualification – Stage 1	1,676	3.6%
Level 3 Teaching Qualification (e.g. CG 7303)	3,381	7.3%
Learning and Development Awards*	1,937	4.2%
Other teaching qualification not listed	8,356	18.0%
Total	47,182	100%

The 'Certificate in Education' and the 'Postgraduate Certificate in Education' are also the highest enrolled qualifications among staff working in further education colleges in England. The enrolments on these qualifications account for almost half of all enrolments.

Although the Level 4 Further Education Teaching Qualifications are no longer recognised under the 2007 regulations, 4,209 staff have been identified as being enrolled on these qualifications. These are likely to be staff who enrolled on the qualifications before the regulations were introduced and so would be in the process of completing their programmes.

Furthermore, the high percentage of staff (18% 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.

The only qualifications showing an overall rise in enrolments between 2003-2004 and 2007-2008 are 'Certificate in Education' and 'Postgraduate Certificate in Education'. Similar to the findings in the previous section, the largest fall in the level of enrolments is seen for the 'Level 3 Teaching Qualification'.

*Learning and Development Awards includes predecessor Training and Development Lead Body (TDLB) Awards

Table 22: Enrolment on teaching qualifications, 2003-2004 to 2007-2008

Teaching qualification	2003-04	2004-05	2005-06	2006-07	2007-08
Preparing to Teach in the Lifelong Learning Sector (PTLLS)	-	-	-	-	2%
Certificate in Teaching in the Lifelong Learning Sector (CTLLS)	-	-	-	-	1%
Diploma in Teaching in the Lifelong Learning Sector (DTLLS)	-	-	-	-	3%
Certificate of Education	26%	26%	27%	27%	28%
Postgraduate Certificate in Education (PGCE)	18%	17%	19%	20%	22%
BEd/BA/BSc with concurrent qualified teacher status	7%	7%	7%	7%	7%
Level 4 FE Teaching Qualification – Stage 3	3%	4%	3%	3%	2%
Level 4 FE Teaching Qualification – Stage 2	6%	5%	4%	4%	3%
Level 4 FE Teaching Qualification – Stage 1	6%	5%	4%	4%	4%
Level 3 Teaching Qualification (e.g. CG 7303)	11%	9%	9%	8%	7%
Learning and Development Awards*	5%	4%	3%	3%	4%
Other teaching qualification not listed	20%	22%	23%	24%	18%
Total	100%	100%	100%	100%	100%

2.3 Subject area taught in further education colleges in England

The table below shows the main subject area taught by teaching staff in the 2007-2008 academic year. There are 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' are also identified as areas being taught by a relatively high proportion of staff. Subjects with the lowest levels of teaching staff are 'land based provision' and 'retailing, customer service and transportation'. Based on the analysis of average teaching salaries in Section 1.6, it is evident that staff teaching in these areas are among the lowest paid in this occupational group.

Table 23: Subject area taught by teaching staff during 2007-2008

Area of learning of main subject taught	Number	Per cent
Visual and performing arts and media	16,606	12.2%
English, languages and communication	13,318	9.8%
Health, social care and public services	12,761	9.4%
Foundation programmes	12,583	9.3%
Business administration, management and professional	11,507	8.5%
Hospitality, sports, leisure and travel	9,742	7.2%
Science and mathematics	8,114	6.0%
Information and communication technology	7,417	5.5%
Humanities	7,175	5.3%
Engineering, technology and manufacturing	7,079	5.2%
Construction	6,710	4.9%
Hairdressing and beauty therapy	5,990	4.4%
Retailing, customer service and transportation	3,233	2.4%
Land based provision	2,912	2.1%
Teaching staff lower than NQF level 4	2,906	2.1%
Not a member of staff providing teaching and promoting learning	2,743	2.0%
<i>Not known / not provided</i>	<i>4,810</i>	<i>3.5%</i>
Total	135,606	100%

Table 24 and Figure 14 provide an overview of change in the provision of subject areas over time. An overall fall can be seen in the percentage teaching most subject areas between 2003-2004 and 2007-2008 with the largest decline observed in 'business administration, management and professional' (of 3.4 percentage points) and 'health, social care and public services' (of 2.8 percentage points). On the other hand, 'English, languages and communication' and 'visual and performing arts and media', which were identified as having the highest number of teaching staff in 2007-2008, have experienced the largest increases in teaching staff numbers over the five years – 2.4 and 1.6 percentage points respectively.

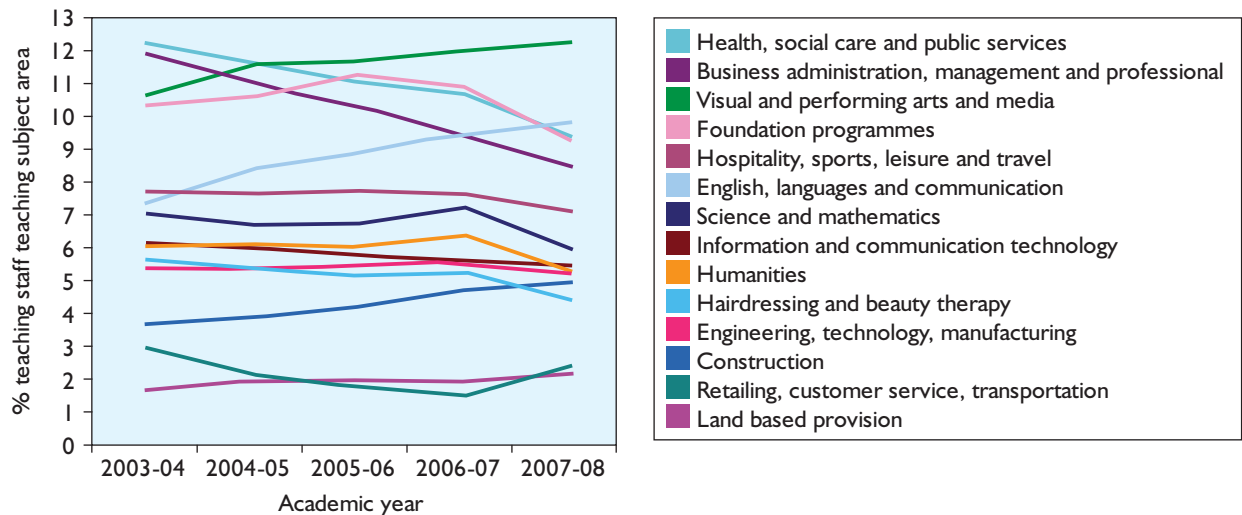
It is worth considering that 3.5% of data on subject area was missing in 2007-2008, which is higher than previous years.

Table 24: Percentage of further education staff teaching Subject area taught by teaching staff during 2007-2008

Area of learning of main subject taught	2003-04	2004-05	2005-06	2006-07	2007-08
Visual and performing arts and media	10.7%	11.6%	11.7%	12.0%	12.2%
English, languages and communication	7.4%	8.4%	8.9%	9.5%	9.8%
Health, social care and public services	12.2%	11.7%	11.1%	10.7%	9.4%
Foundation programmes	10.3%	10.6%	11.2%	10.9%	9.3%
Business administration, management and professional	11.9%	11.0%	10.3%	9.4%	8.5%
Hospitality, sports, leisure and travel	7.7%	7.7%	7.8%	7.7%	7.2%
Science and mathematics	7.0%	6.7%	6.7%	7.2%	6.0%
Information and communication technology	6.1%	6.0%	5.8%	5.7%	5.5%
Humanities	6.0%	6.1%	6.0%	6.4%	5.3%
Engineering, technology and manufacturing	5.4%	5.3%	5.5%	5.6%	5.2%
Construction	3.7%	3.9%	4.2%	4.7%	4.9%
Hairdressing and beauty therapy	5.6%	5.4%	5.2%	5.2%	4.4%
Retailing, customer service and transportation	2.9%	2.2%	1.7%	1.5%	2.4%
Land based provision	1.7%	2.0%	2.0%	1.9%	2.1%
Teaching staff lower than NQF level 4	-	-	-	-	2.1%
Not a member of staff providing teaching and promoting learning	1.0%	1.4%	1.7%	1.6%	2.0%
<i>Not known / not provided</i>	0.3%	0.0%	0.1%	0.1%	3.5%
Total	100%	100%	100%	100%	100%

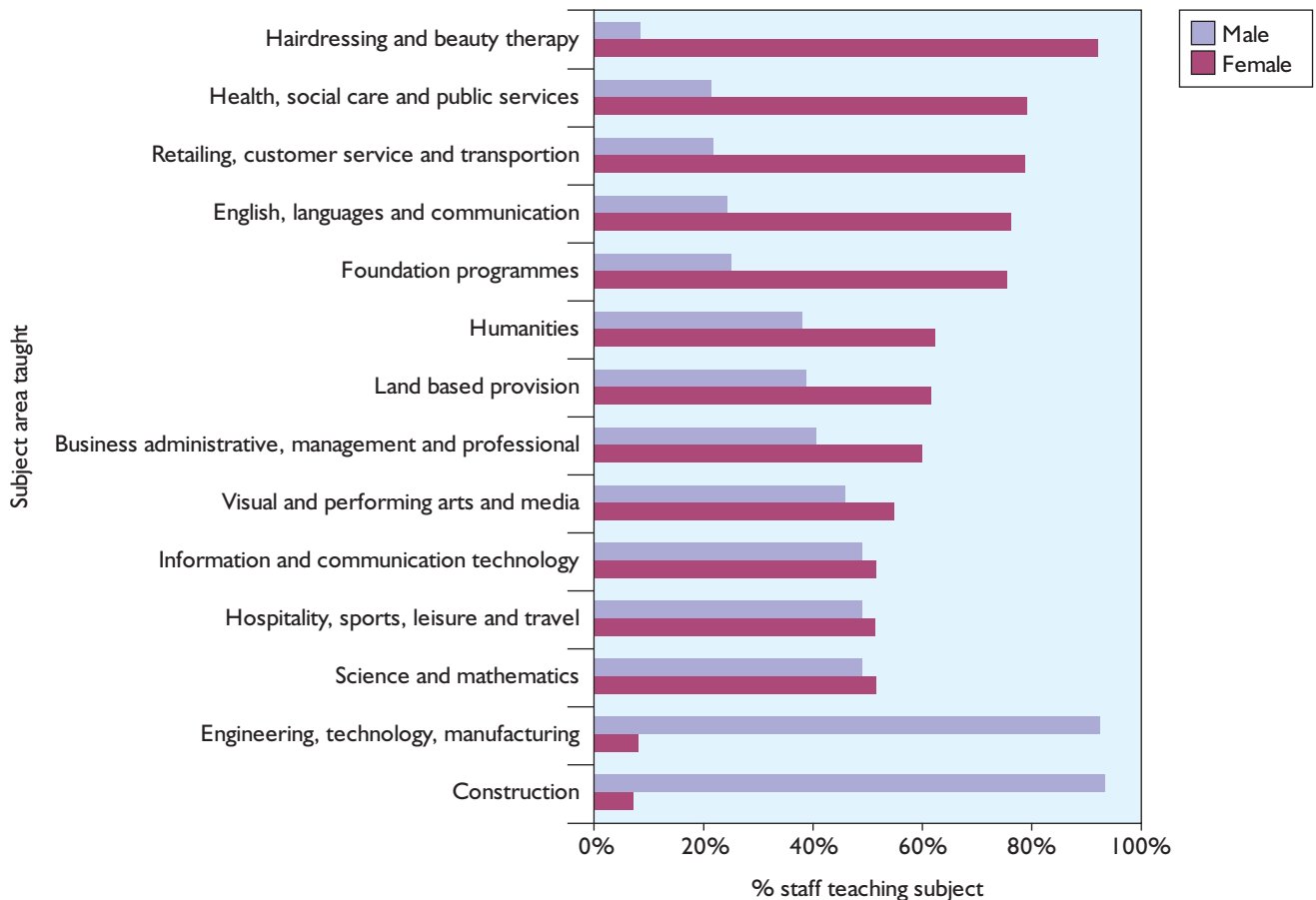
The findings above are illustrated in the figure below. This further illustrates that 'construction' is another area where the percentage has risen consistently over time. It is also evident that there are sudden changes between 2006-2007 and 2007-2008, even though the percentage change is relatively small.

Figure 14: Percentage of staff teaching in each subject area, 2003-2004 to 2007-2008



Further analysis reveals that there are more female staff teaching most subject areas, however, the male-female ratio tends to vary. This is presented in Figure 15.

Figure 15: Subject area taught by teaching staff by gender, 2007-2008



The evidence suggests that ‘construction’ and ‘engineering, technology and manufacturing’ continue 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’ are 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, 2007-2008

		Male	Female	Total
Science and mathematics	Count	3,967	4,146	8,113
	%	48.9%	51.1%	100%
Land based provision	Count	1,121	1,791	2,912
	%	38.5%	61.5%	100%
Construction	Count	6,228	464	6,692
	%	93.1%	6.9%	100%
Engineering, technology and manufacturing	Count	6,503	543	7,046
	%	92.3%	7.7%	100%
Business administration, management and professional	Count	4,612	6,886	11,498
	%	40.1%	59.9%	100%
Information and communication technology	Count	3,598	3,801	7,399
	%	48.6%	51.4%	100%
Retailing, customer service and transportation	Count	696	2,537	3,233
	%	21.5%	78.5%	100%
Hospitality, sports, leisure and travel	Count	4,756	4,975	9,731
	%	48.9%	51.1%	100%
Hairdressing and beauty therapy	Count	486	5,478	5,964
	%	8.1%	91.9%	100%
Health, social care and public services	Count	2,688	10,053	12,741
	%	21.1%	78.9%	100%
Visual and performing arts and media	Count	7,554	9,048	16,602
	%	45.5%	54.5%	100%
Humanities	Count	2,716	4,444	7,160
	%	37.9%	62.1%	100%
English, languages and communication	Count	3,173	10,140	13,313
	%	23.8%	76.2%	100%

		Male	Female	Total
Foundation programmes	Count	3,134	9,427	12,561
	%	25.0%	75.0%	100%
Teaching staff lower than NQF level 4	Count	873	2,033	2,906
	%	30.0%	70.0%	100%
Not a member of staff providing teaching and promoting learning	Count	1,046	1,690	2,736
	%	38.2%	61.8%	100%
<i>Not known / not provided</i>	Count	1,874	2,933	4,807
	%	39.0%	61.0%	100%
Total	Count	55,025	80,389	135,414
	%	40.6%	59.4%	100%

Note: 184 staff with unknown gender and 8 staff with 'rather not say' in the gender field have been excluded from the table above.

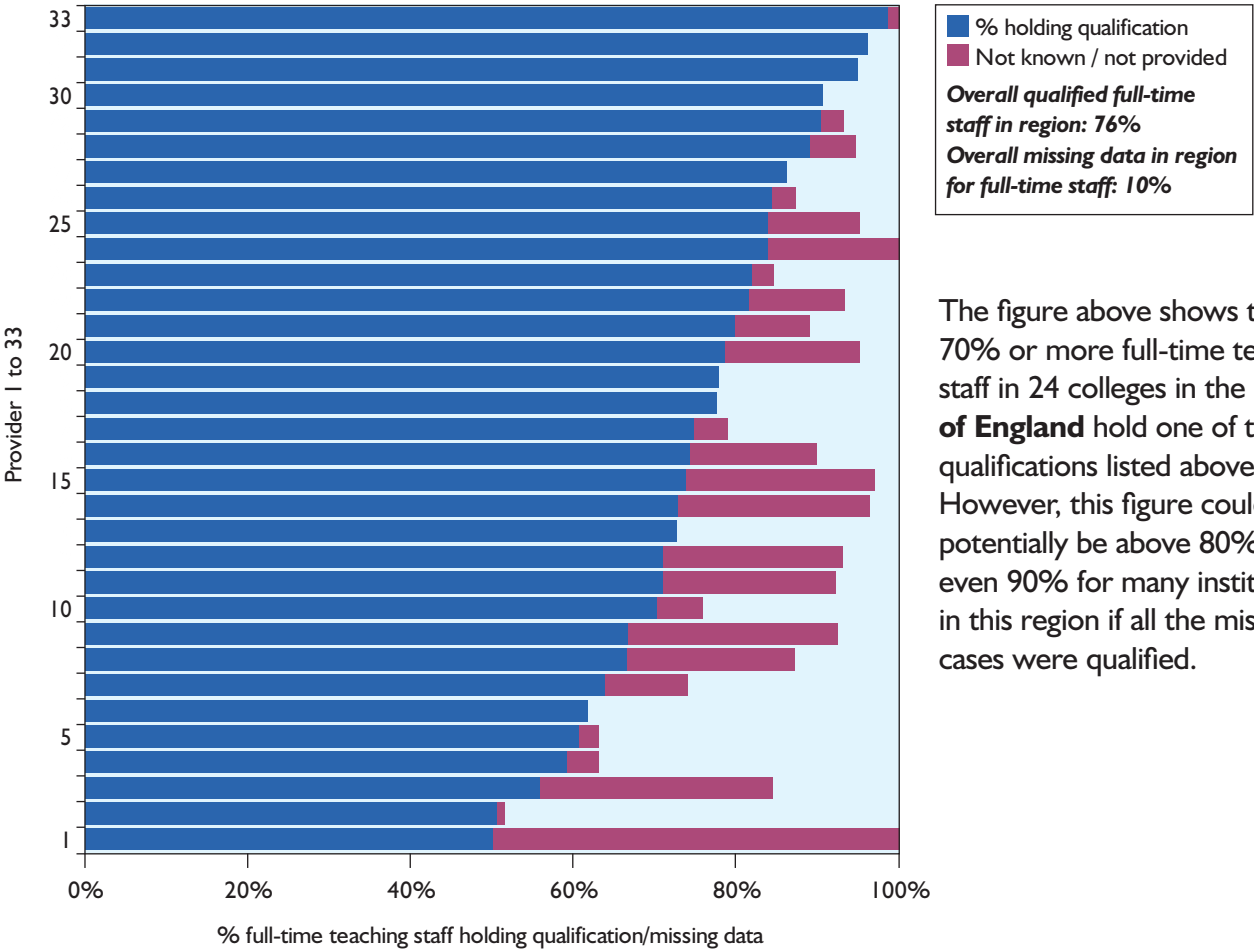
2.4 Qualified staff at individual further education colleges by region

This section presents a series of figures showing the percentage of teaching staff that hold one of the qualifications below, and the level of missing data for each provider by region.

- BA/BEd/BSc with concurrent qualified teaching status
- Postgraduate Certificate in Education
- Certificate in Education
- Level 3 Teaching Qualification
- Level 4 Further Education Teaching Qualification Stage 3 (extended to stages 1 and 2 for part-time teaching staff)
- Preparing to Teach in the Lifelong Learning Sector (PTLLS)
- Certificate in Teaching in the Lifelong Learning Sector (CTLLS)
- Diploma in Teaching in the Lifelong Learning Sector (DTLLS)

The percentage of missing qualification data per provider is shown alongside the percentage of teaching staff holding one of the listed qualifications. This gives an indication of the levels of teaching staff holding these qualifications during 2007-2008. The individual institutions have been made anonymous. However, the provider labels are 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. The total number of providers shown on the full-time and part-time charts for some regions varies because some providers submitted information on only part-time staff.

Figure 16: Full-time teaching staff qualifications, East of England 2007-2008



The figure above shows that 70% or more full-time teaching staff in 24 colleges in the **East of England** hold one of the qualifications listed above. However, this figure could potentially be above 80% or even 90% for many institutions in this region if all the missing cases were qualified.

Figure 17: Part-time teaching staff qualifications, East of England 2007-2008

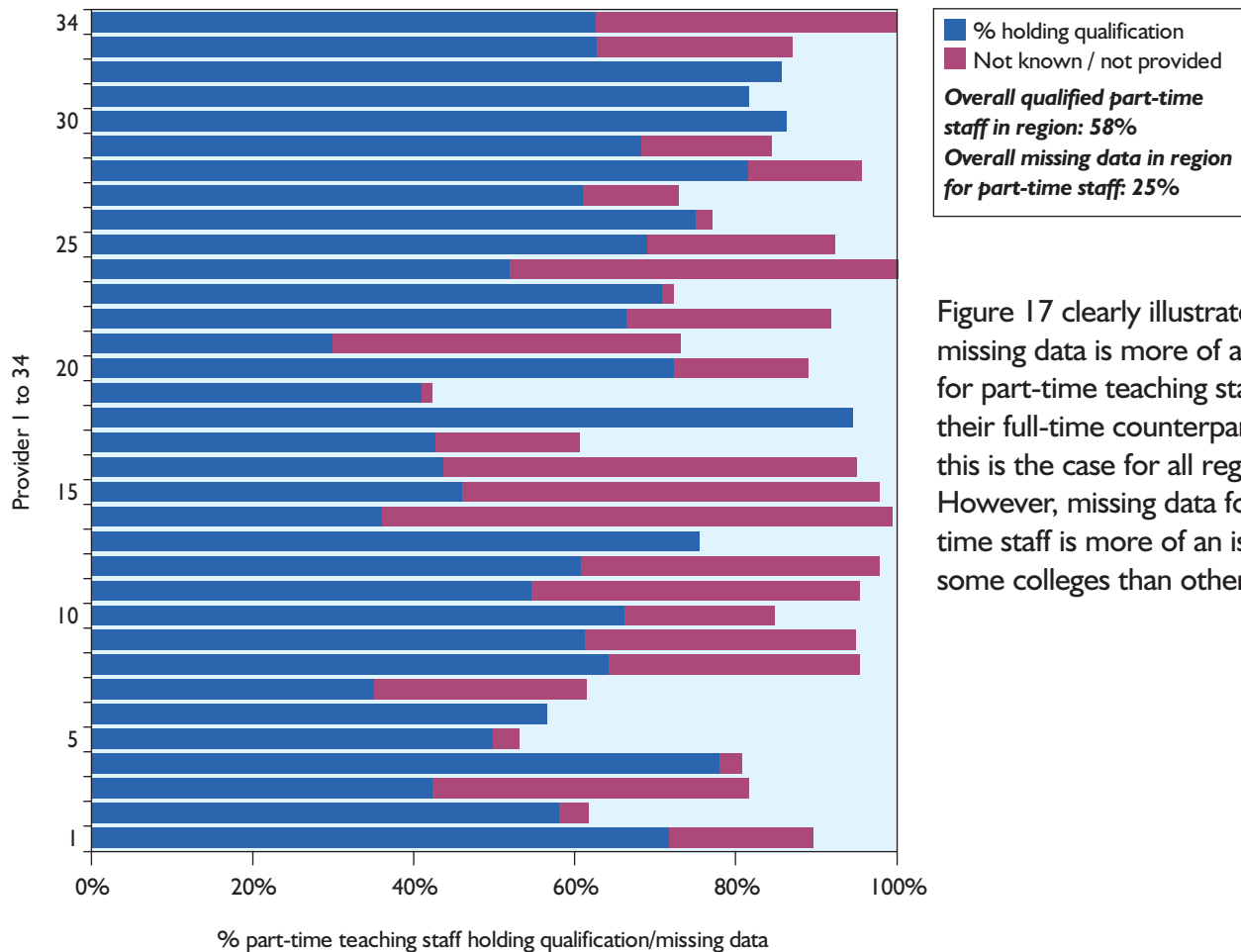


Figure 17 clearly illustrates that missing data is more of an issue for part-time teaching staff than for their full-time counterparts, and this is the case for all regions. However, missing data for part-time staff is more of an issue for some colleges than others.

Figure 18: Full-time teaching staff qualifications, East Midlands 2007-2008

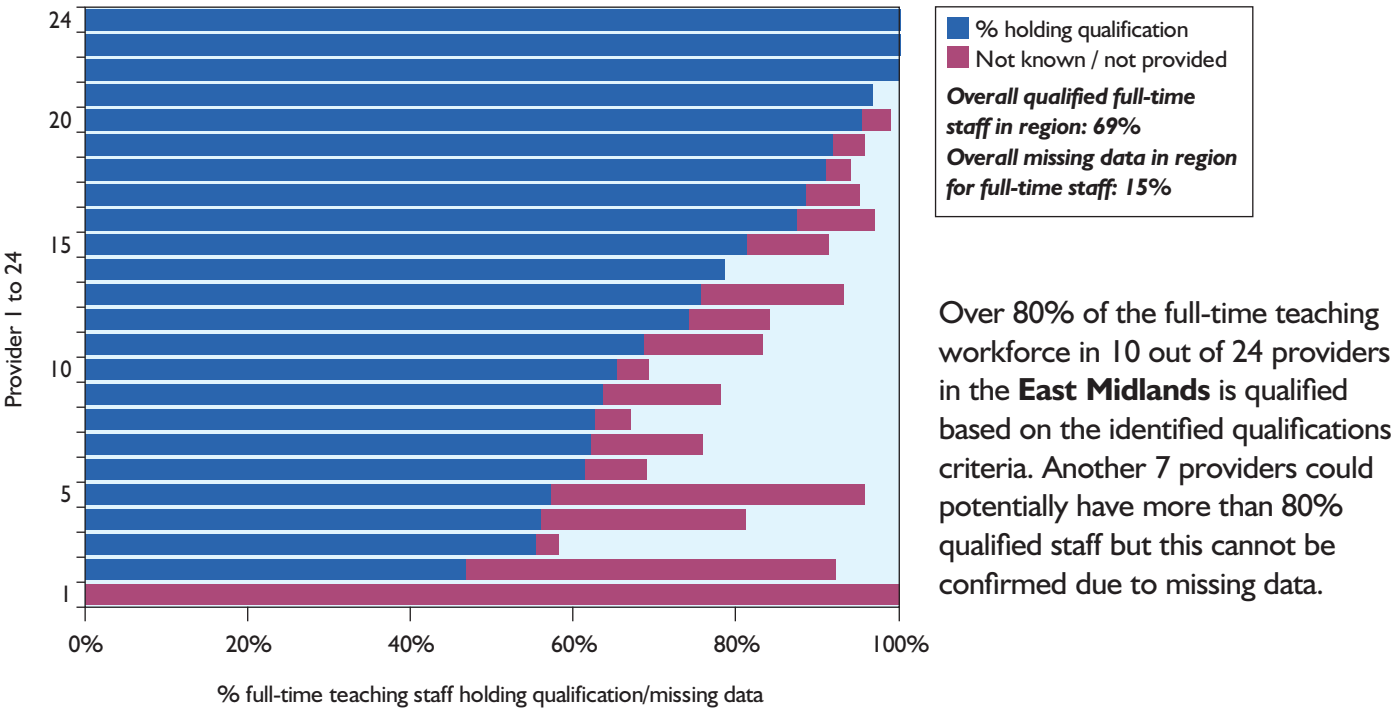
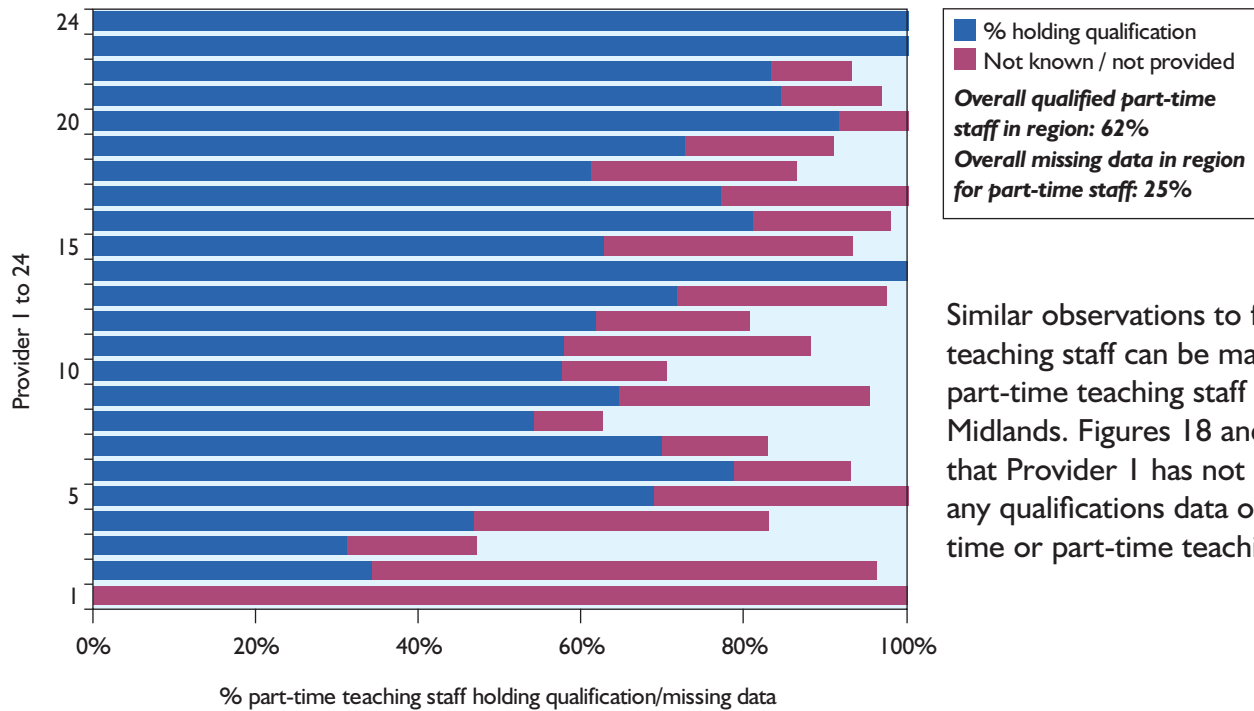


Figure 19: Part-time teaching staff qualifications, East Midland 2007-2008



Similar observations to full-time teaching staff can be made for part-time teaching staff in the East Midlands. Figures 18 and 19 show that Provider 1 has not supplied any qualifications data on their full-time or part-time teaching staff.

Figure 20: Full-time teaching staff qualifications, Greater London 2007-2008

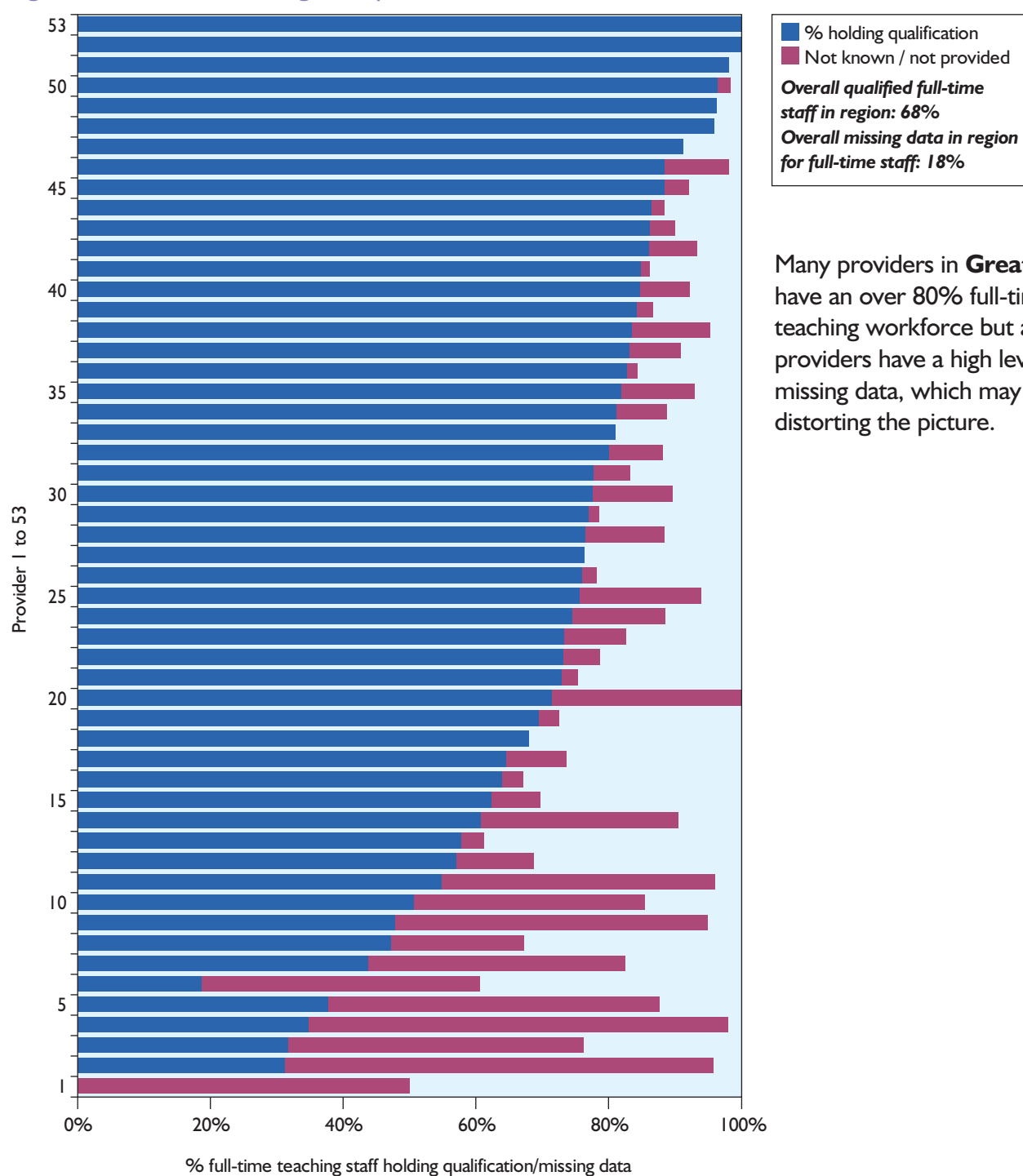


Figure 21: Part-time teaching staff qualifications, Greater London 2007-2008

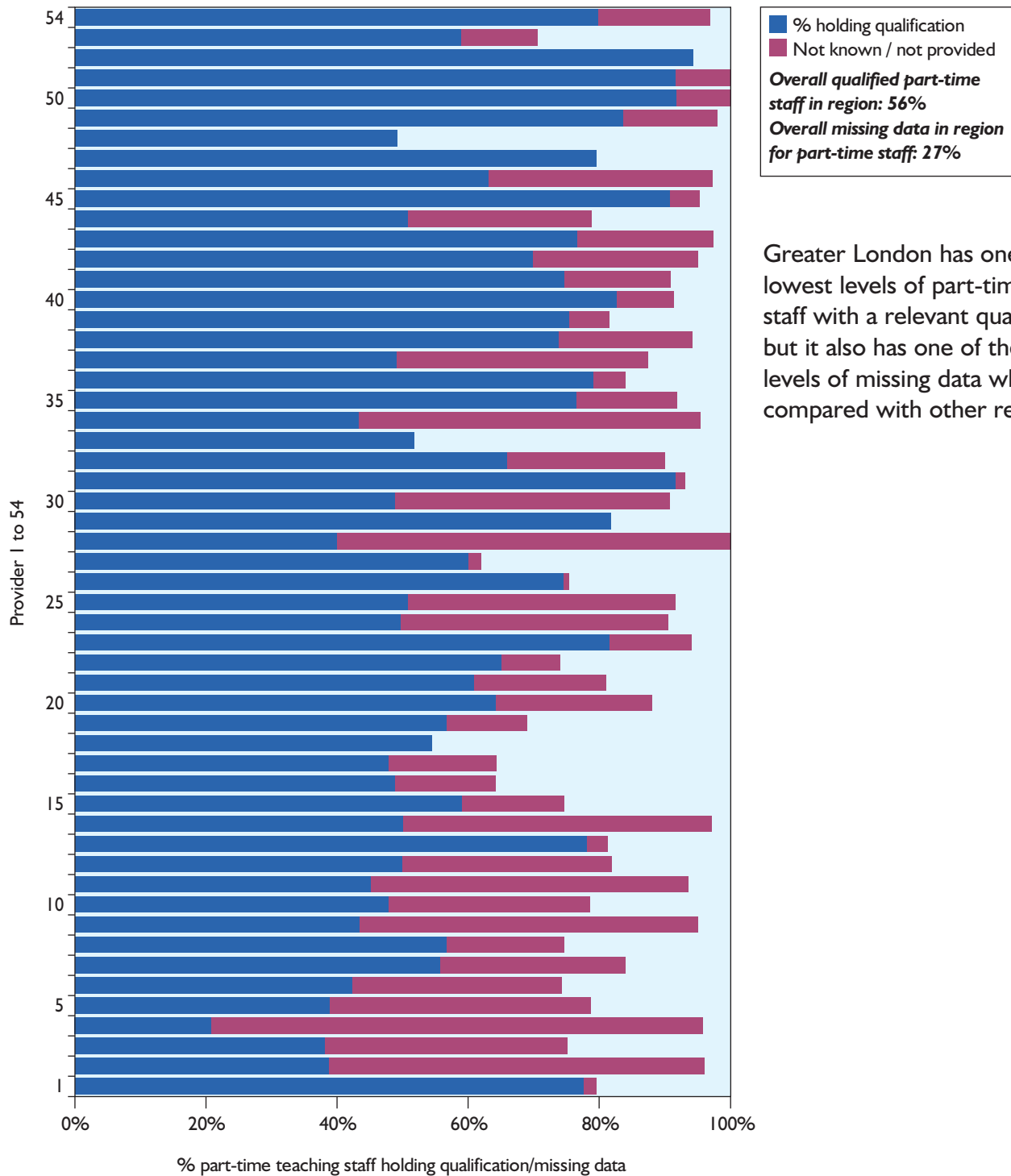


Figure 22: Full-time teaching staff qualifications, North East 2007-2008

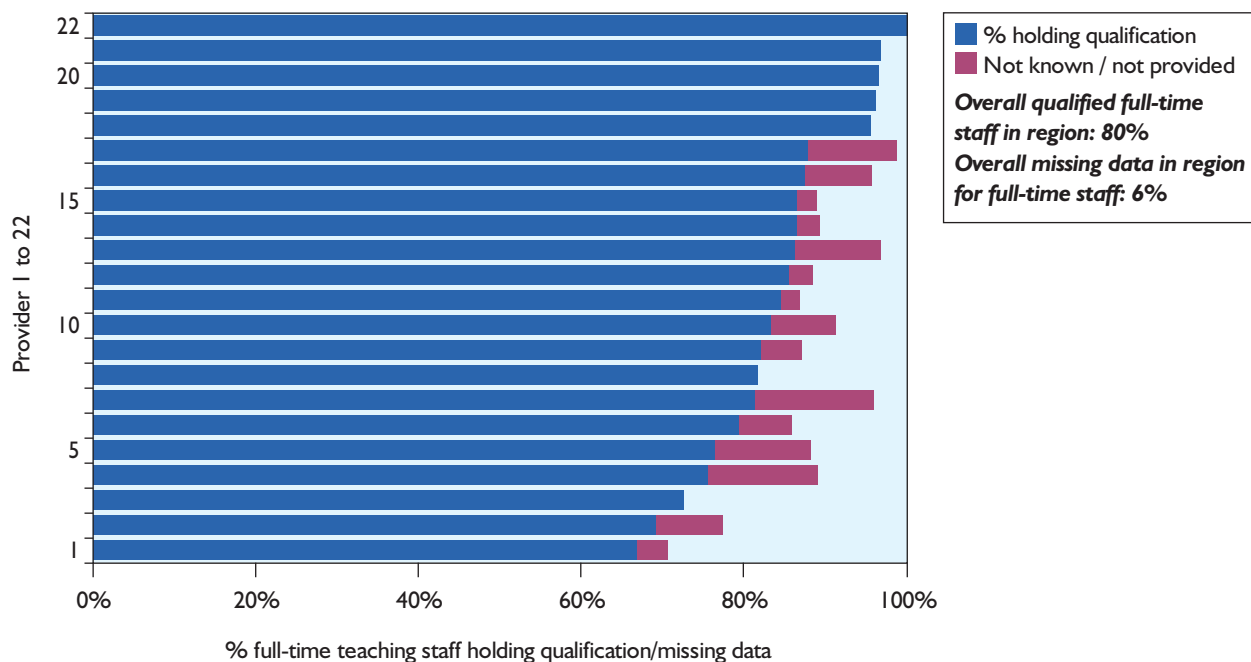
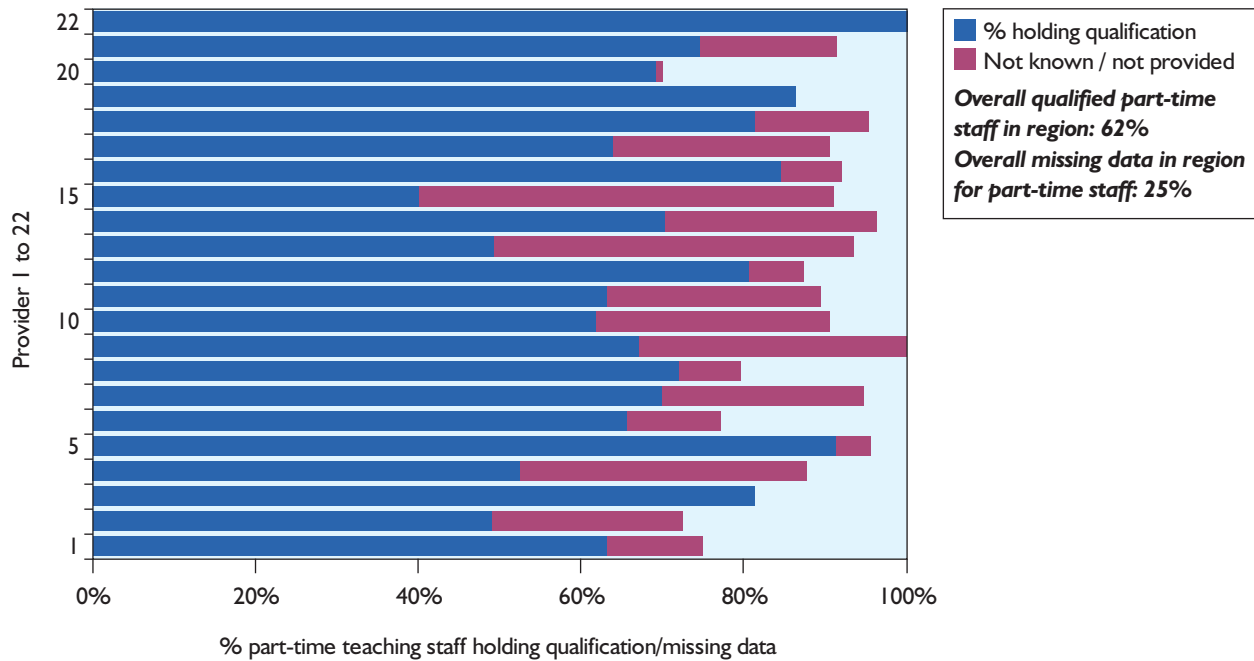


Figure 22 illustrates that 16 out of 22 providers in the **North East** have over 80% of full-time teaching staff with a relevant qualification. This region has one of the highest levels of qualified full-time staff (80%) and one of the lowest levels of missing data (6%). This is illustrated in the figure above. This shows the likelihood of a rise in qualified staff as the percentage of missing data falls.

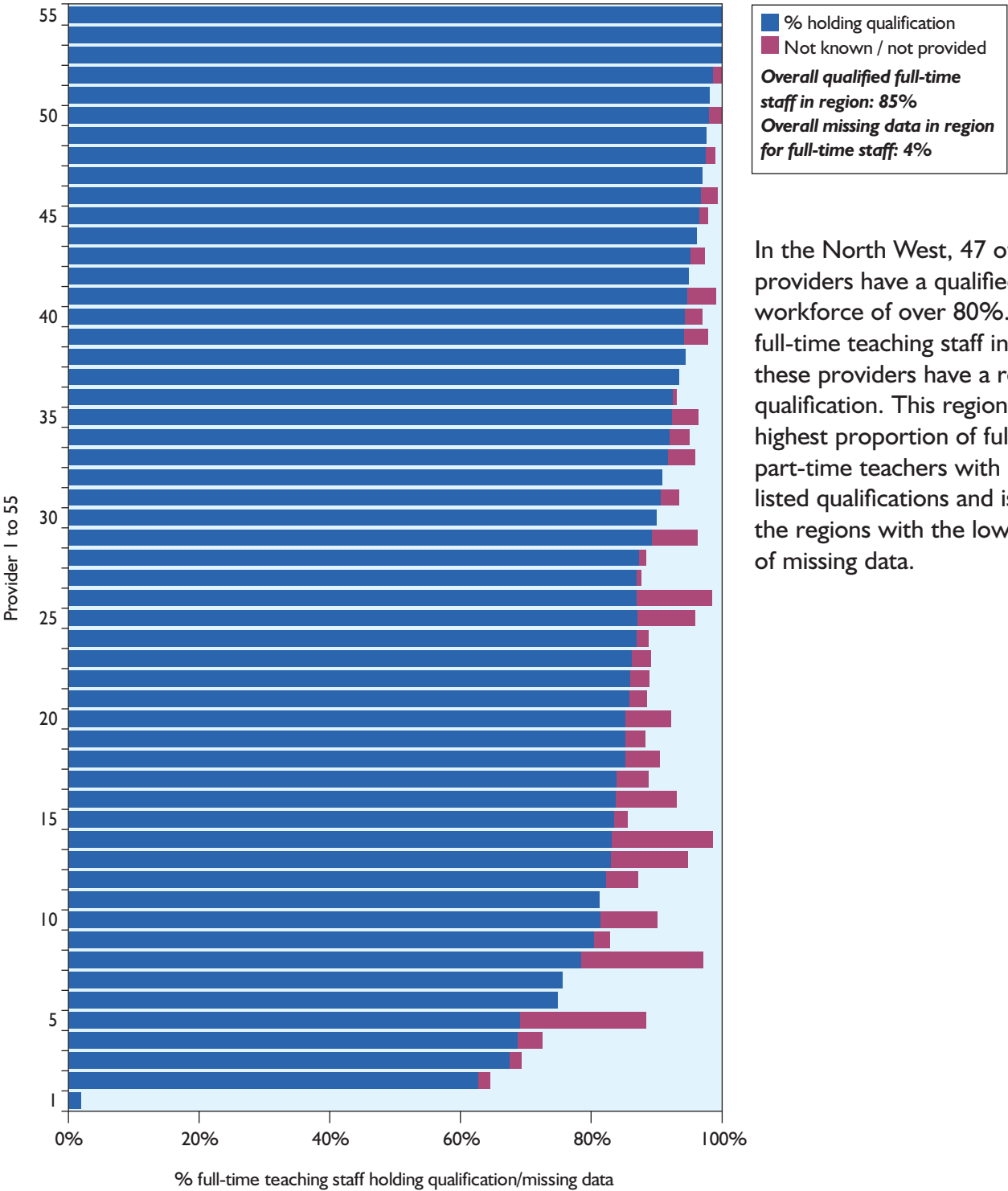
Figure 23: Part-time teaching staff qualifications, North East 2007-2008



Likewise, this region also has one of the highest percentages of part-time teaching staff with a relevant qualification. Similar to other regions, if staff with missing data were all qualified then the percentages will be much higher for most providers.

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Figure 24: Full-time teaching staff qualifications, North West 2007-2008



In the North West, 47 of the 55 providers have a qualified teaching workforce of over 80%. 90% of full-time teaching staff in 25 of these providers have a relevant qualification. This region has the highest proportion of full-time and part-time teachers with one of the listed qualifications and is among the regions with the lowest levels of missing data.

Figure 25: Part-time teaching staff qualifications, North West 2007-2008

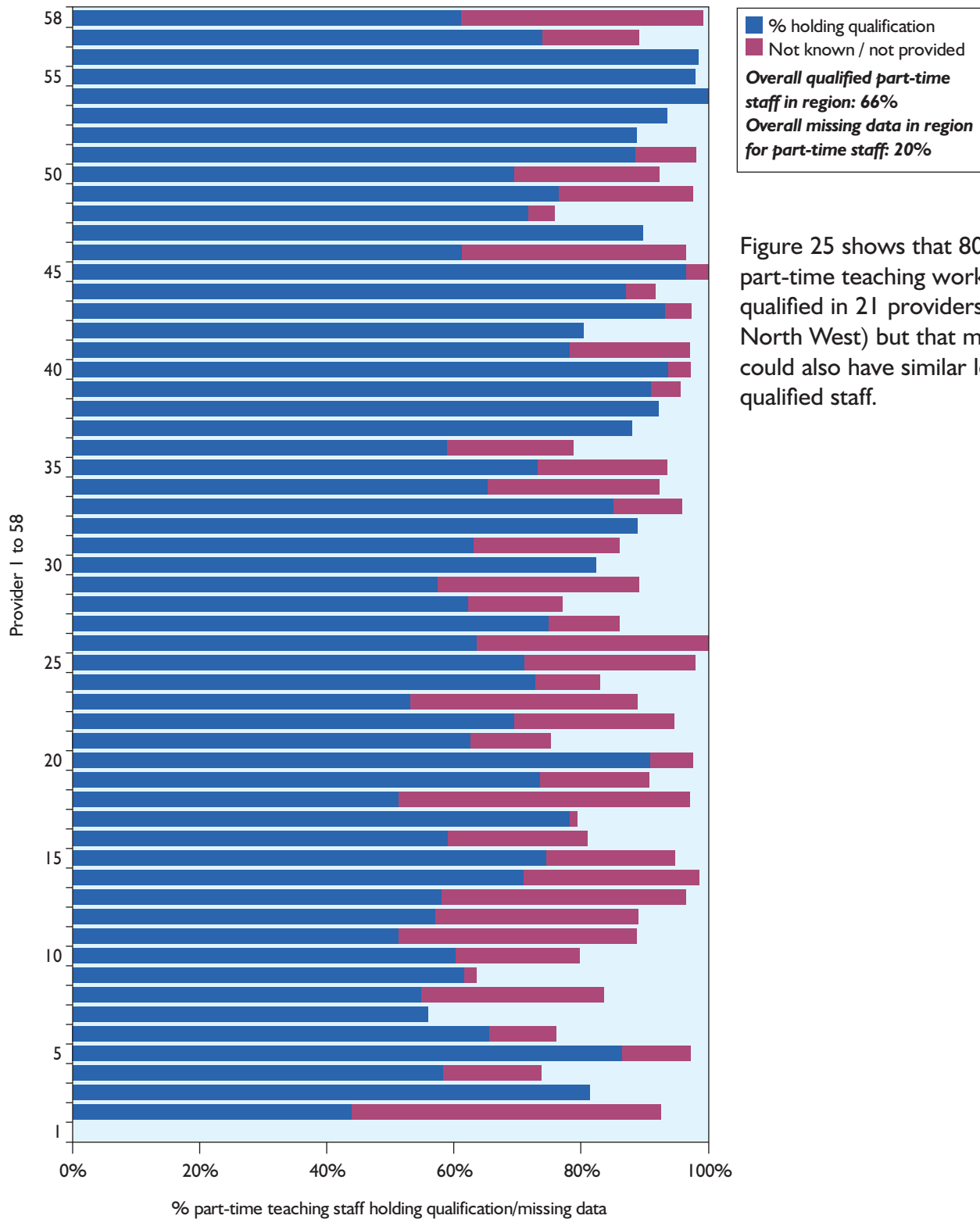
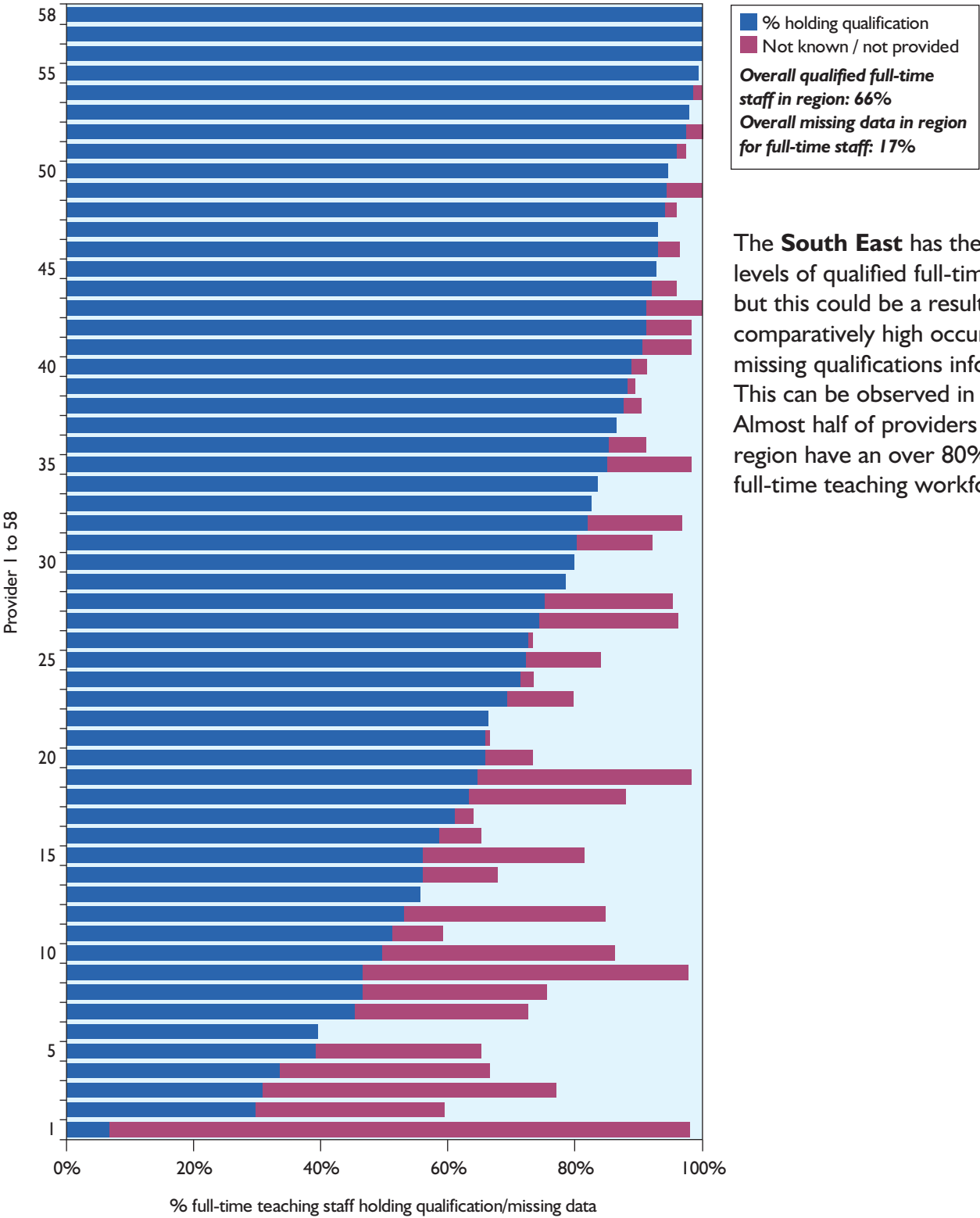


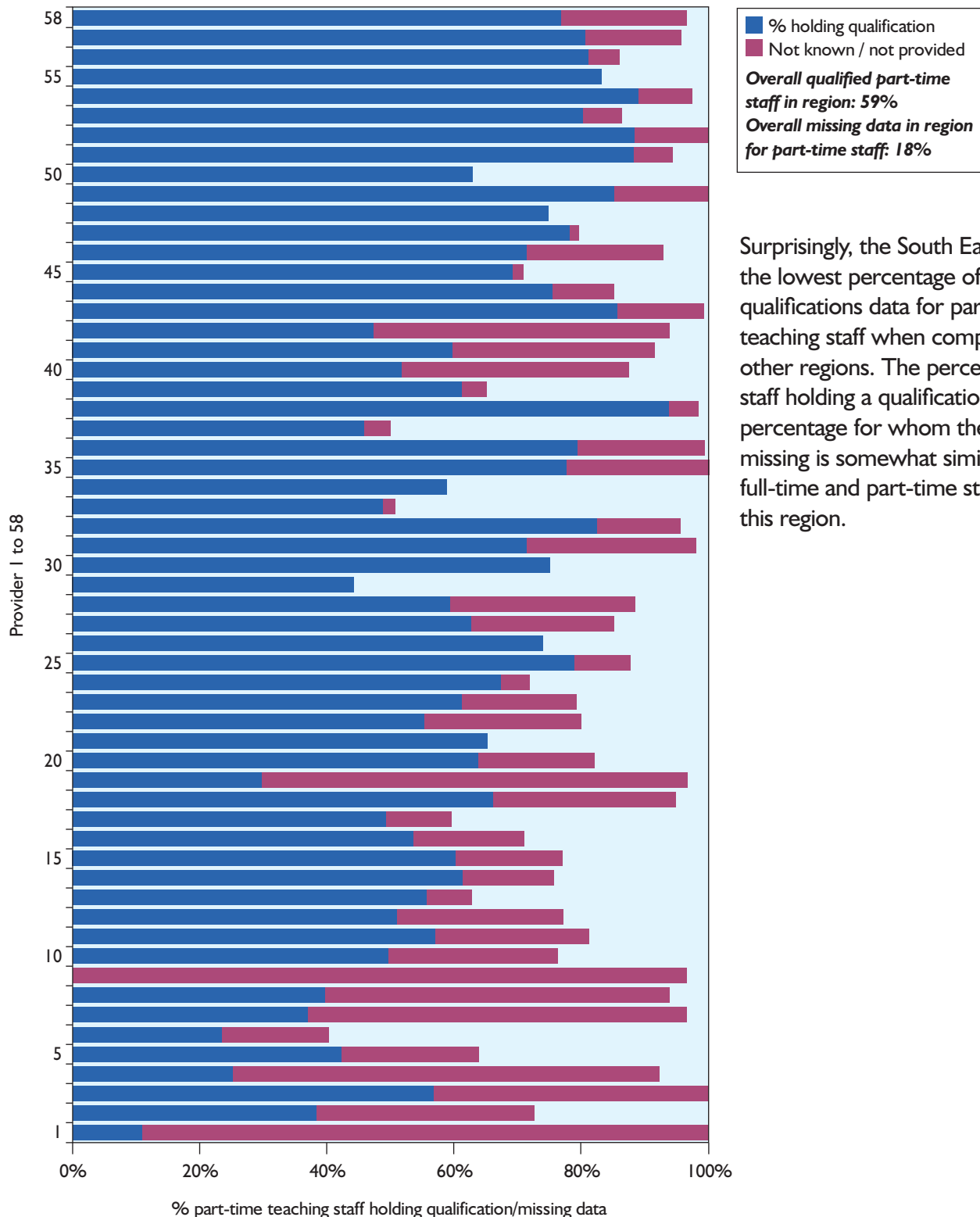
Figure 25 shows that 80% of the part-time teaching workforce is qualified in 21 providers (in the North West) but that many others could also have similar levels of qualified staff.

Figure 26: Full-time teaching staff qualifications, South East 2007-2008



The **South East** has the lowest levels of qualified full-time teachers but this could be a result of the comparatively high occurrence of missing qualifications information. This can be observed in Figure 26. Almost half of providers in this region have an over 80% qualified full-time teaching workforce.

Figure 27: Part-time teaching staff qualifications, South East 2007-2008



Surprisingly, the South East has the lowest percentage of missing qualifications data for part-time teaching staff when compared to other regions. The percentage of staff holding a qualification and the percentage for whom the data is missing is somewhat similar for full-time and part-time staff in this region.

Figure 28: Full-time teaching staff qualifications, South West 2007-2008

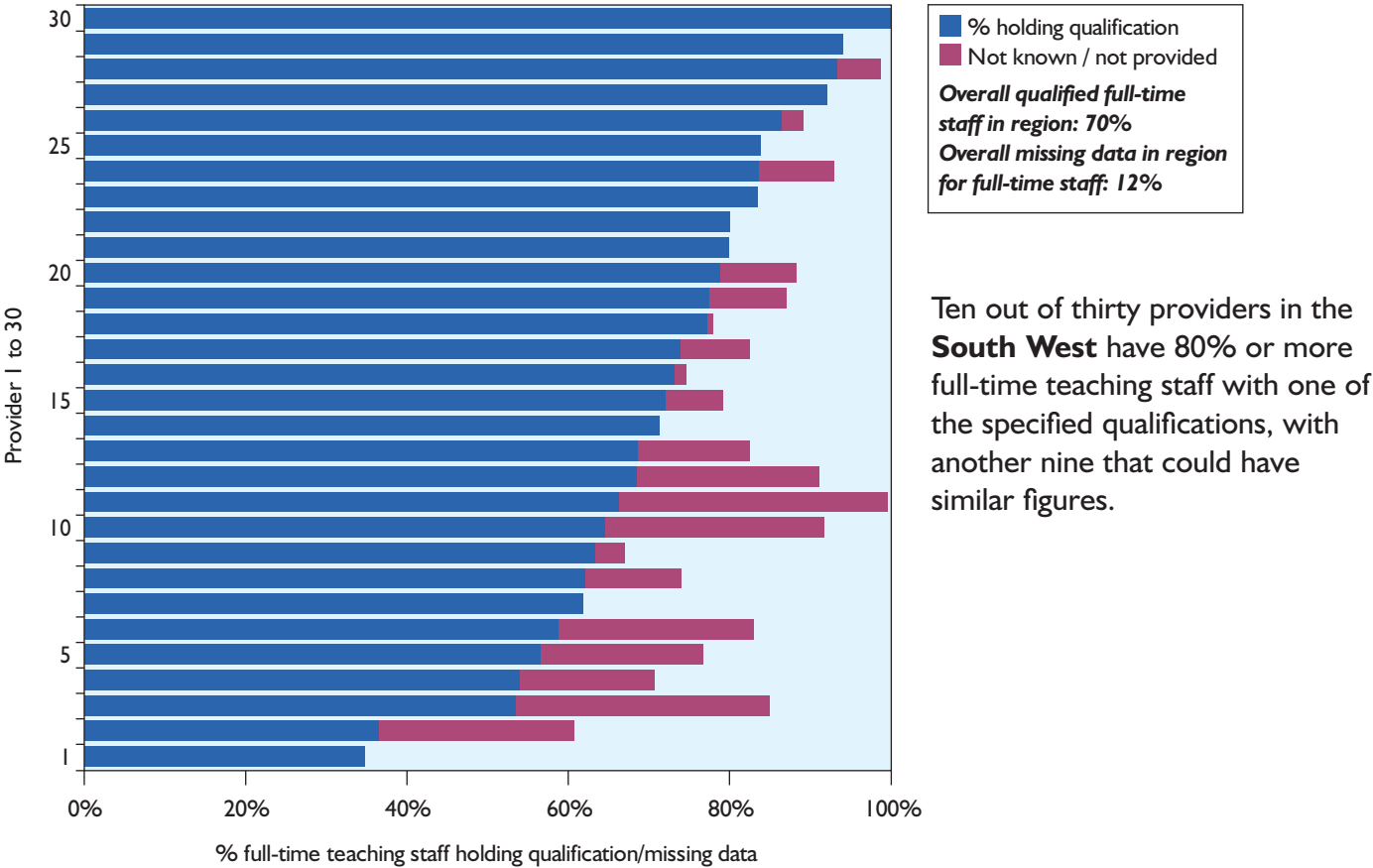
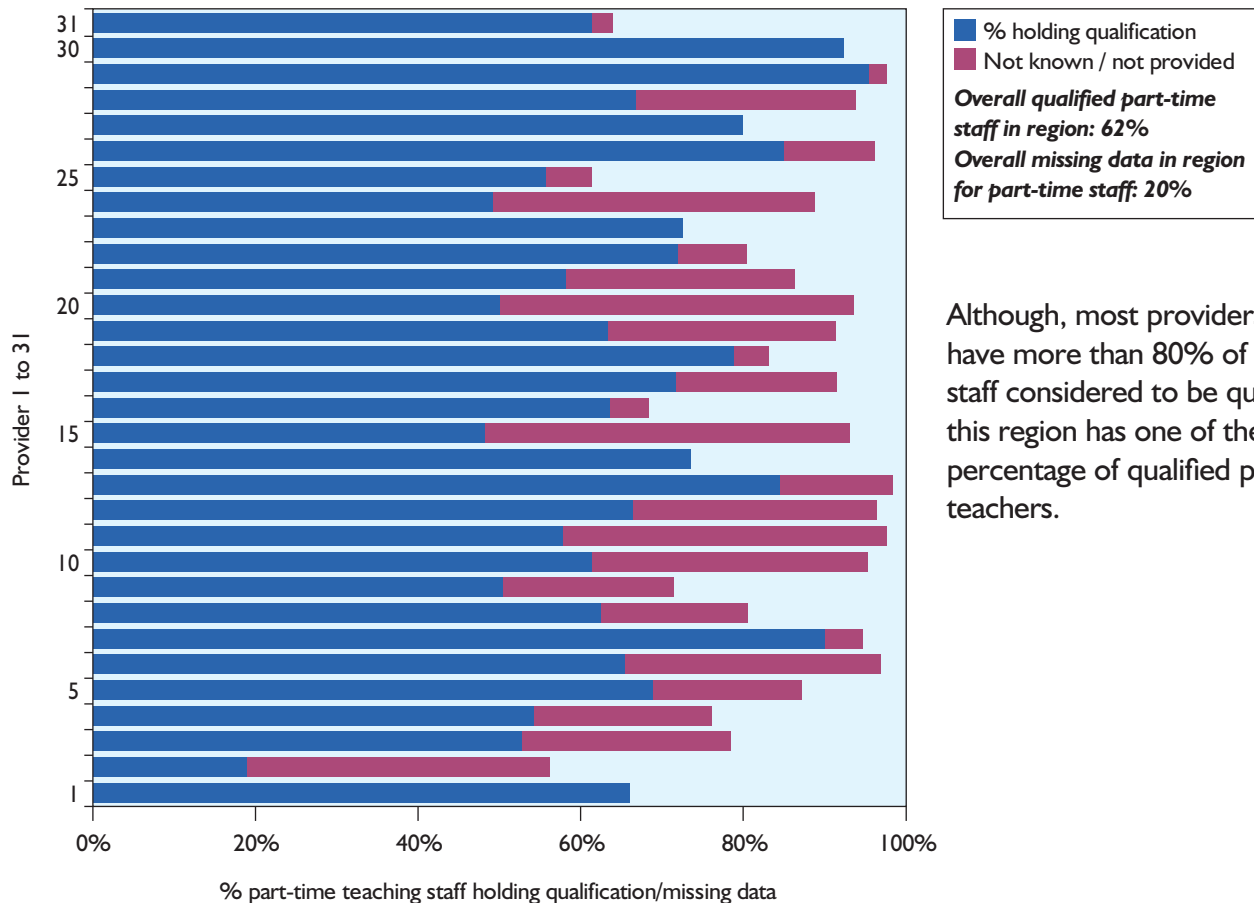


Figure 29: Part-time teaching staff qualifications, South West 2007-2008



Although, most providers do not have more than 80% of teaching staff considered to be qualified, this region has one of the highest percentage of qualified part-time teachers.

Figure 30: Full-time teaching staff qualifications, West Midlands 2007-2008

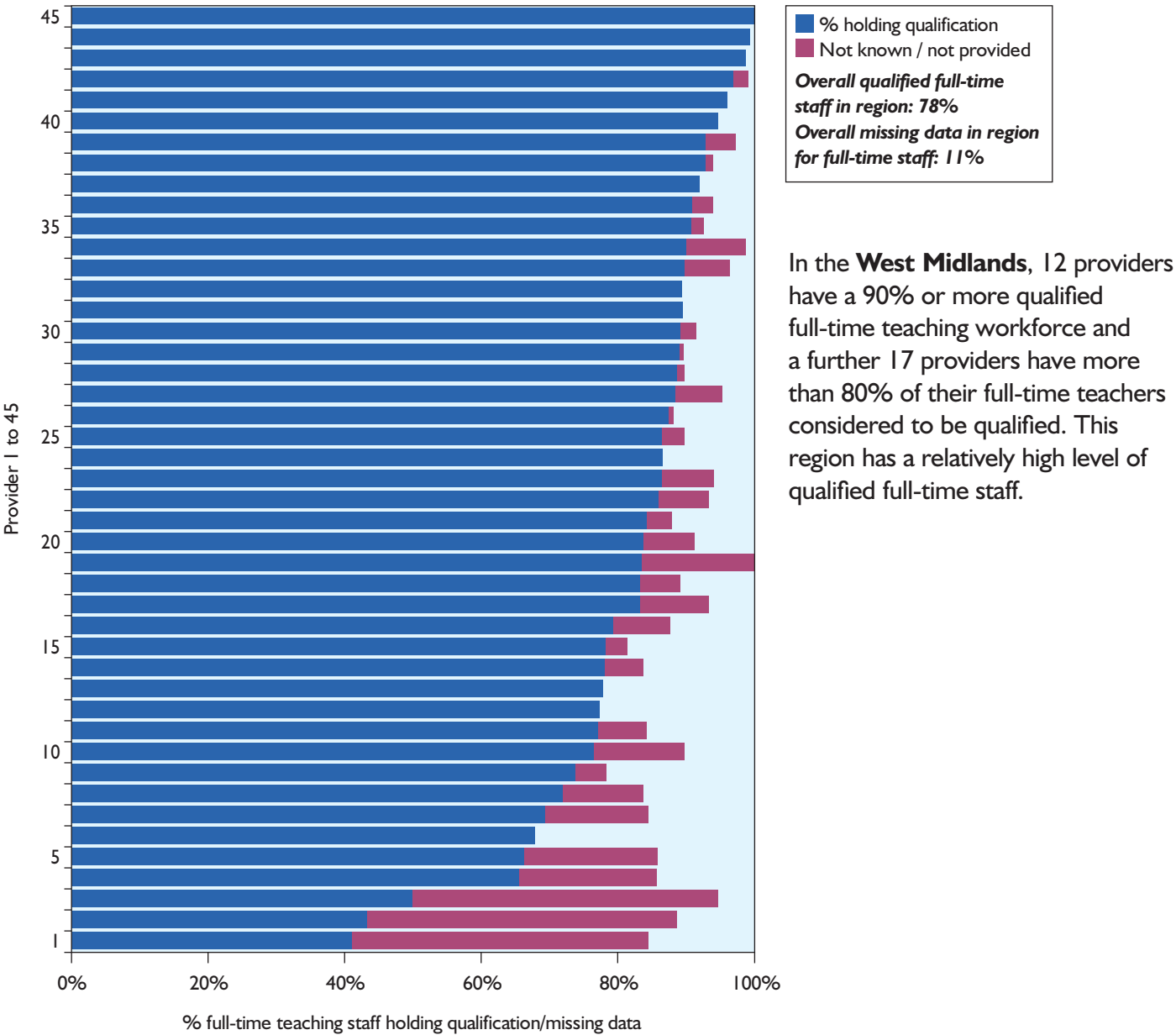
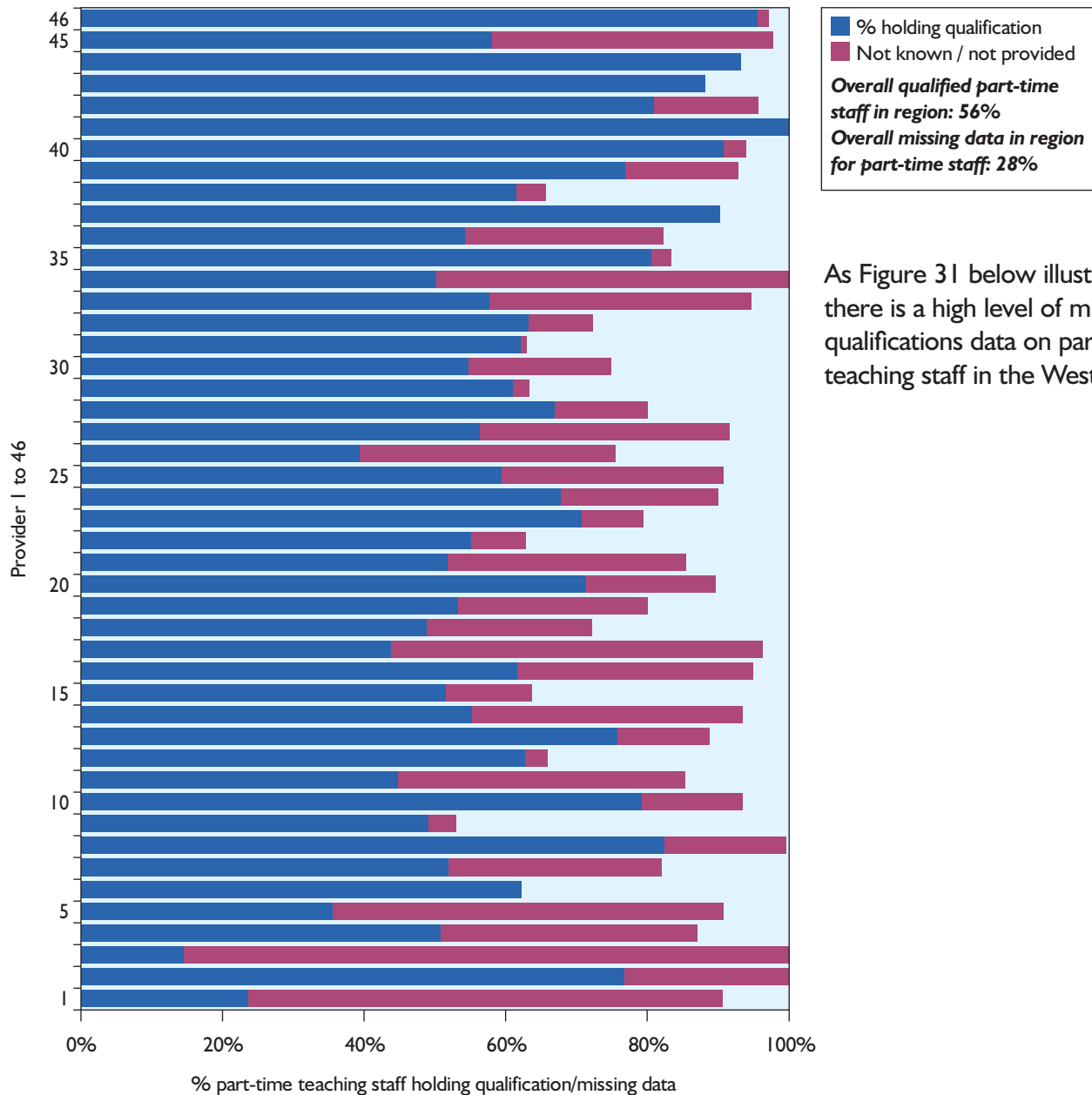


Figure 31: Part-time teaching staff qualifications, West Midlands 2007-2008



As Figure 31 below illustrates, there is a high level of missing qualifications data on part-time teaching staff in the West Midlands.

Figure 32: Full-time teaching staff qualifications, Yorkshire and Humber 2007-2008

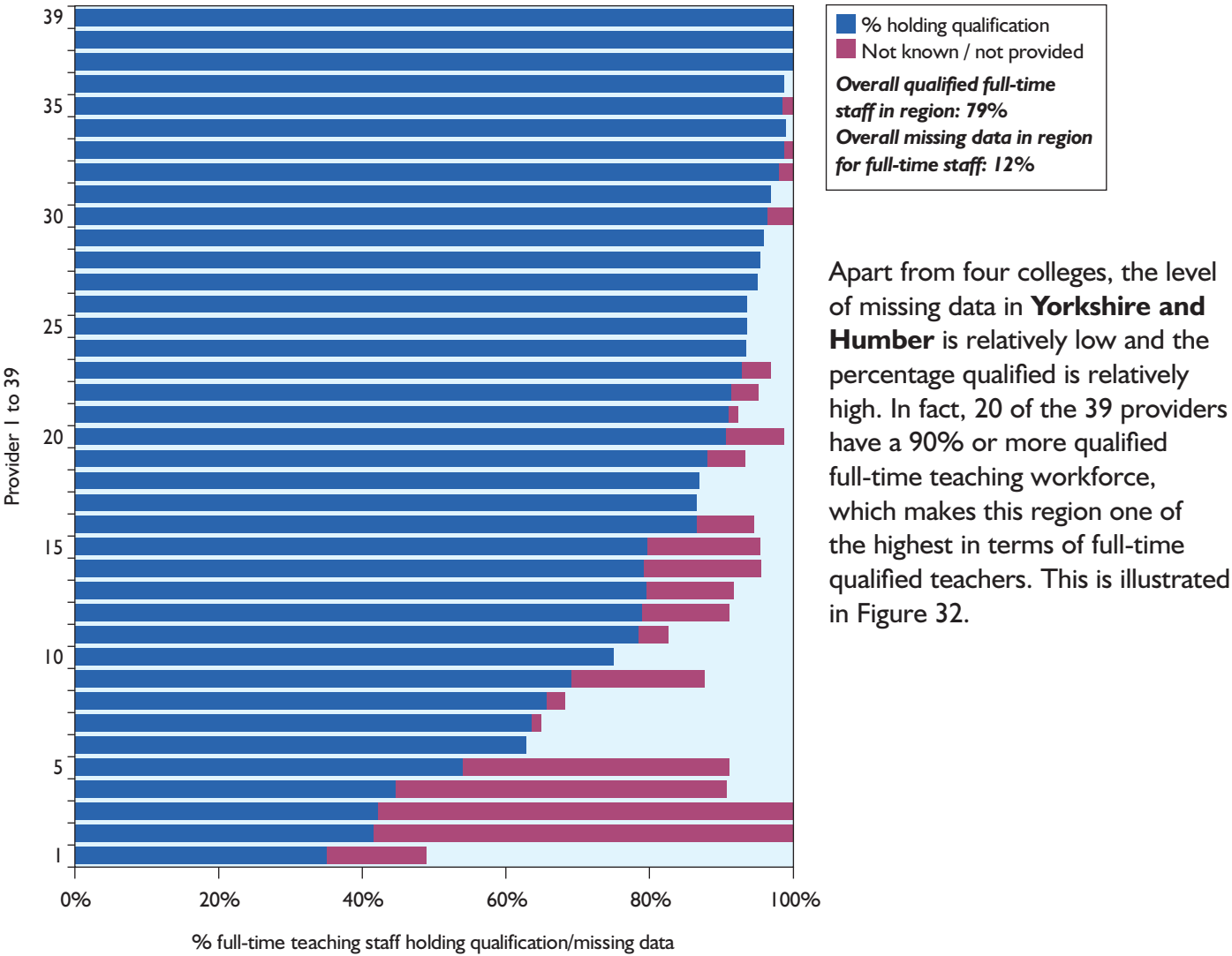
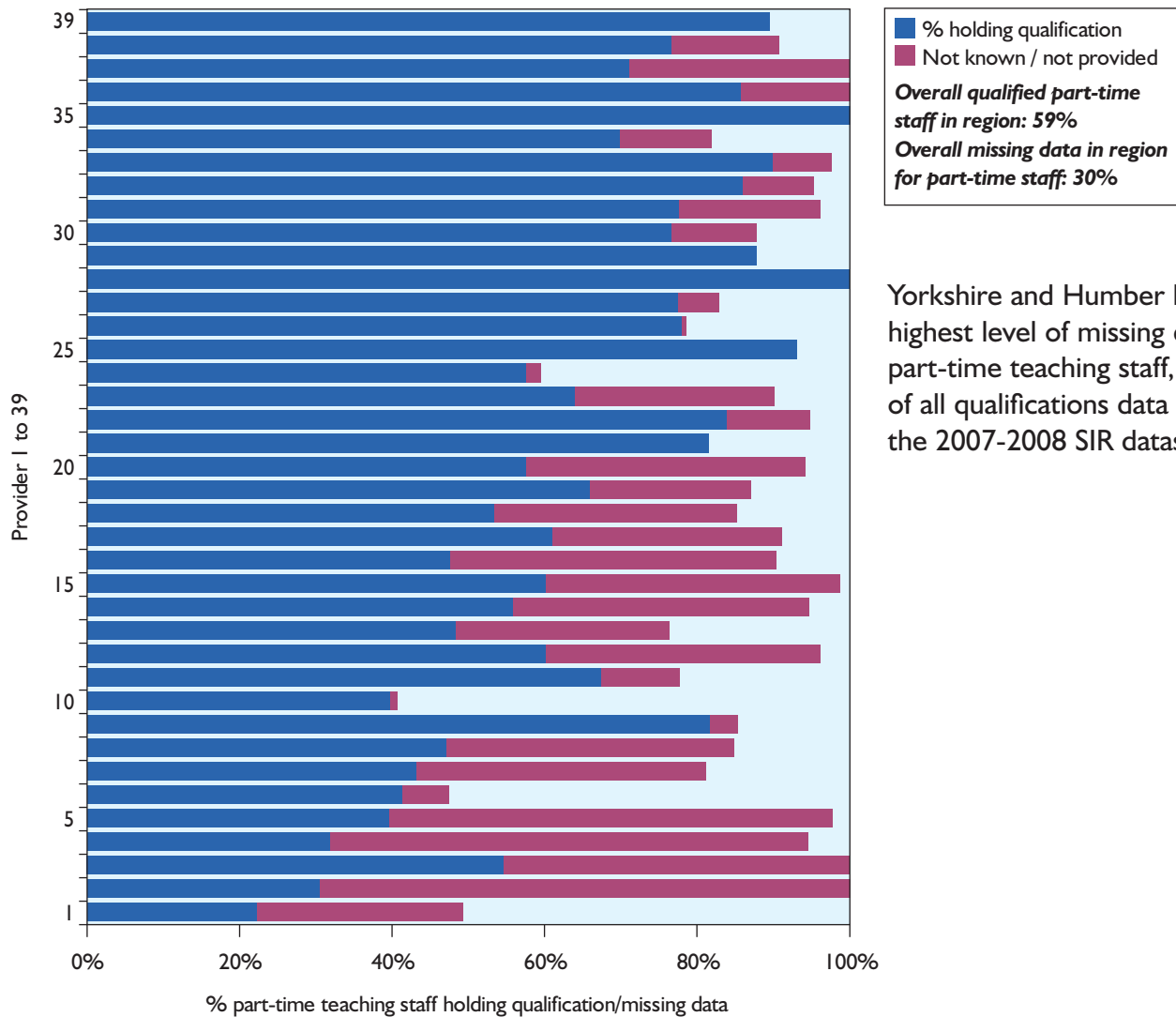


Figure 33: Part-time teaching staff qualifications, Yorkshire and Humber 2007-2008



Appendix I:

Detailed occupational categories with number of contracts by gender, 2007-2008

		Male	Female	Total
Senior managers	Chief executive	28	28	56
	Director	233	213	446
	College principal	96	55	151
	Total	357	296	653
Other managers	College administrator/manager	2,275	3,773	6,048
	Centre (sub-college) administrator	198	508	706
	Finance administrator/manager (bursar)	323	485	808
	Librarian	144	634	778
	Marketing administrator/manager	290	725	1,015
	Computer/database manager	613	166	779
	Estate/site manager	542	117	659
	Other administrator/manager	1,653	3,610	5,263
	Other senior management	352	437	789
	Total	6,390	10,455	16,845
Administrative and professional staff	Careers officer	168	576	744
	Student coordinator	580	1,634	2,214
	Admissions coordinator	70	438	508
	Examinations coordinator	120	529	649
	Sports centre manager	110	61	171
	Finance officer	233	685	918
	Personnel officer	77	685	762
	Adult education administrator	52	320	372
	Assistant librarian	92	444	536
	Office manager	182	446	628
	Principals secretary/personnel assistant	8	606	614
	Other administrative/professional staff	3,196	8,221	11,417
	Total	4,888	14,645	19,533
Technical staff	Computer/database officer	833	415	1,248
	Computer technician	2,072	297	2,369
	Reprographics manager	76	71	147
	Senior laboratory/workshop technician	431	213	644
	Laboratory/workshop technician	1,849	1,034	2,883
	Arts technician	590	505	1,095
	Audio/video technician	405	65	470
	Other technical staff	2,133	1,853	3,986
	Learning support technician	1,134	2,402	3,536
	Total	9,523	6,855	16,378

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

		Male	Female	Total
Word processing, clerical and secretarial staff	Word processor operator/clerical assistant	125	734	859
	Administrative assistant	1,316	9,002	10,318
	Secretary	8	822	830
	Receptionist/telephonist	142	2,046	2,188
	Finance assistant	232	1,257	1,489
	Personnel assistant	40	697	737
	Library assistant	372	1,881	2,253
	Exams assistant	824	2,040	2,864
	Admissions assistant	256	1,332	1,588
	Reprographics assistant	208	344	552
	Other clerical/secretarial staff	605	2,397	3,002
	Total	4,128	22,552	26,680
Service staff	Caretaker	1,506	107	1,613
	Site assistant	838	124	962
	Security officer	732	69	801
	Maintenance staff e.g. electrician, plumber	966	59	1,025
	Learning support assistant	2,716	11,120	13,836
	Nurse (including nursery nurse)	12	1,231	1,243
	Nursery/crèche assistant	46	2,476	2,522
	Catering manager	118	245	363
	Catering assistant	463	3,254	3,717
	Gardener/grounds person	287	60	347
	Cleaner	1,218	3,732	4,950
	Other service staff	3,412	5,642	9,054
	Total	12,314	28,119	40,433
Assessors and verifiers	Assessor/verifier	1,033	2,383	3,416
	Total	1,033	2,383	3,416
Teaching staff	Trainer	750	925	1,675
	Lecturer/tutor	54,275	79,464	133,739
	Total	55,025	80,389	135,414
Unknown	Unknown	1,321	2,163	3,484
	Total	1,321	2,163	3,484

Appendix 2:

Further education colleges in the 2007-2008 staff individualised record dataset

Region	Type of further education college	College name	Number of contracts	Source
East of England	General further education	North Hertfordshire College	1,368	2007-08
	General further education	City College Norwich	1,299	2007-08
	General further education	The College of West Anglia	1,277	2007-08
	General further education	West Suffolk College	1,200	2007-08
	General further education	Cambridge Regional College	1,195	2007-08
	General further education	Barnfield College	1,121	2007-08
	General further education	Oaklands College	1,090	2007-08
	General further education	South East Essex College of Arts & Technology	1,056	2007-08
	General further education	Peterborough Regional College	957	2007-08
	General further education	Hertford Regional College	905	2007-08
	General further education	Colchester Institute	871	2007-08
	General further education	West Herts College	860	2007-08
	General further education	Great Yarmouth College	807	2007-08
	General further education	Suffolk College	807	2007-08
	General further education	Bedford college	641	2007-08
	General further education	Harlow College	630	2005-06
	General further education	Epping Forest College	575	2007-08
	General further education	Chelmsford College	566	2007-08
	General further education	Thurrock and Basildon College	546	2007-08
	General further education	Lowestoft College	497	2007-08
	General further education	Huntingdonshire Regional College	486	2007-08
	General further education	Dunstable College	435	2007-08
	General further education	Braintree College	403	2007-08
	Sixth form college	The Sixth Form College, Colchester	596	2007-08
	Sixth form college	Luton Sixth Form College	508	2007-08
	Sixth form college	Seevic College	436	2006-07
	Sixth form college	Hills Road Sixth Form College	377	2007-08
	Sixth form college	Long Road Sixth Form College	304	2005-06
	Sixth form college	Palmer's College	237	2007-08
	Sixth form college	East Norfolk Sixth Form College	165	2007-08
	Sixth form college	Paston College	163	2007-08
	Special college – Agriculture and horticulture	Otley College	513	2007-08
	Special college – Agriculture and horticulture	Easton College	184	2006-07
	Specialist Designated college	The College of Animal Welfare	16	2007-08
East Midlands	General further education	Leicester College	2,393	2007-08
	General further education	Derby College	1,959	2007-08
	General further education	New College, Nottingham	1,916	2007-08
	General further education	Lincoln College	1,855	2007-08
	General further education	Castle College, Nottingham	1,563	2007-08
	General further education	Northampton College	1,303	2007-08
	General further education	West Nottinghamshire College	1,138	2007-08
	General further education	Loughborough College	1,101	2007-08
	General further education	Chesterfield College	992	2007-08
	General further education	Tresham Institute	835	2007-08

Region	Type of further education college	College name	Number of contracts	Source
East Midlands	General further education	South Nottingham College	741	2007-08
	General further education	Stephenson College	663	2007-08
	General further education	Boston College	662	2005-06
	General further education	North Nottinghamshire College	588	2007-08
	General further education	Grantham College	539	2007-08
	General further education	South Leicestershire College	528	2007-08
	General further education	South East Derbyshire College	462	2007-08
	General further education	New College Stamford	396	2007-08
	Sixth form college	Bilborough College	372	2007-08
	Sixth form college	Wyggeston and Queen Elizabeth I College	298	2007-08
	Sixth form college	Gateway Sixth Form College	157	2002-03
	Sixth form college	Regent College	136	2007-08
	Special college – Agriculture and horticulture	Moulton College	769	2007-08
	Special college – Agriculture and horticulture	Brooksby Melton College	721	2007-08
Greater London	General further education	Newham College of FE	1,487	2007-08
	General further education	Croydon College	1,451	2007-08
	General further education	Barnet College	1,402	2007-08
	General further education	Lewisham College	1,391	2007-08
	General further education	Havering College of Further & Higher Education	1,324	2007-08
	General further education	Ealing, Hammersmith and West London College	1,278	2007-08
	General further education	Harrow College	1,277	2007-08
	General further education	City and Islington College	1,087	2006-07
	General further education	South Thames College	1,021	2007-08
	General further education	Kingston College	991	2007-08
	General further education	Uxbridge College	971	2007-08
	General further education	College of North West London	964	2007-08
	General further education	Bromley College	953	2007-08
	General further education	College of North East London (CoNEL)	941	2007-08
	General further education	Westminster Kingsway College	917	2007-08
	General further education	Lambeth College	894	2007-08
	General further education	Southwark College	824	2007-08
	General further education	Greenwich Community College	792	2005-06
	General further education	Southgate College	773	2007-08
	General further education	Richmond upon Thames College	753	2007-08
	General further education	Hackney Community College	720	2007-08
	General further education	City of Westminster College	717	2007-08
	General further education	Barking College	711	2007-08
	General further education	Richmond Adult Community College	686	2007-08
	General further education	Tower Hamlets College	612	2007-08
	General further education	West Thames College	574	2007-08
	General further education	Enfield College	560	2007-08
	General further education	Waltham Forest College	522	2007-08

Region	Type of further education college	College name	Number of contracts	Source
Greater London	General further education	Orpington College of FE	511	2007-08
	General further education	Kensington and Chelsea College	466	2007-08
	General further education	Bexley College	456	2007-08
	General further education	Redbridge College	433	2007-08
	General further education	Merton College	430	2007-08
	General further education	Carshalton College	422	2007-08
	General further education	Stanmore College	360	2007-08
	Sixth form college	Newham Sixth Form College	354	2003-04
	Sixth form college	Leyton Sixth Form College	277	2007-08
	Sixth form college	Havering Sixth Form College	268	2007-08
	Sixth form college	St Francis Xavier Sixth Form College	260	2007-08
	Sixth form college	John Ruskin College	251	2007-08
	Sixth form college	Sir George Monoux College	246	2007-08
	Sixth form college	The Sixth Form College Brooke House	208	2007-08
	Sixth form college	Coulsdon College	127	2005-06
	Sixth form college	St Dominic's Sixth Form College	124	2007-08
	Sixth form college	Christ the King Sixth Form College	123	2007-08
	Sixth form college	St Charles Catholic Sixth Form College	108	2007-08
	Sixth form college	Woodhouse College	99	2007-08
	Special college – Agriculture and horticulture	Capel Manor College	274	2007-08
	Specialist Designated college	City Lit	1,054	2007-08
	Specialist Designated college	Morley College	508	2005-06
	Specialist Designated college	Mary Ward Centre	169	2007-08
	Specialist Designated college	Hillcroft College	120	2007-08
	Specialist Designated college	Orchard Hill College	114	2007-08
	Specialist Designated college	Working Men's College	51	2007-08
North East	General further education	Newcastle College	3,045	2007-08
	General further education	Middlesbrough College	1,714	2007-08
	General further education	City of Sunderland College	1,388	2007-08
	General further education	Gateshead College	942	2007-08
	General further education	Northumberland College	825	2007-08
	General further education	New College Durham	804	2007-08
	General further education	South Tyneside College	761	2005-06
	General further education	Stockton Riverside College	717	2007-08
	General further education	Darlington College	703	2007-08
	General further education	East Durham College	698	2007-08
	General further education	Bishop Auckland College	563	2007-08
	General further education	Hartlepool College of Further Education	475	2007-08
	General further education	Redcar & Cleveland College	377	2007-08
	General further education	Derwentside College	215	2007-08
	Sixth form college	Tyne Metropolitan College	1,035	2007-08
	Sixth form college	Queen Elizabeth Sixth Form College	276	2007-08
	Sixth form college	Prior Pursglove College	236	2007-08
	Sixth form college	Hartlepool Sixth Form College	109	2007-08
	Sixth form college	Stockton Sixth Form College	89	2007-08
	Sixth form college	St Mary's College, Middlesbrough	79	2007-08

Region	Type of further education college	College name	Number of contracts	Source
North East	Sixth form college	Bede College	68	2007-08
	Special college – Art, design and performing arts	Cleveland College of Art & Design	369	2007-08
North West	General further education	City College Manchester	3,670	2007-08
	General further education	Preston College	2,220	2007-08
	General further education	Blackpool & The Fylde College	1,983	2007-08
	General further education	Liverpool Community College	1,863	2007-08
	General further education	Manchester College of Arts and Technology	1,792	2007-08
	General further education	Wigan & Leigh College	1,281	2007-08
	General further education	Blackburn College	1,266	2007-08
	General further education	Stockport College	1,239	2007-08
	General further education	Trafford College	1,238	2007-08
	General further education	Bolton Community College	1,202	2007-08
	General further education	Wirral Metropolitan College	1,147	2007-08
	General further education	Lancaster & Morecambe College	1,081	2007-08
	General further education	St Helens College	1,042	2007-08
	General further education	West Cheshire College	1,024	2007-08
	General further education	Bury College	962	2007-08
	General further education	Hugh Baird College	950	2007-08
	General further education	Runshaw College	933	2007-08
	General further education	Knowsley Community College	759	2005-06
	General further education	South Cheshire College	757	2007-08
	General further education	The Oldham College	743	2007-08
	General further education	Hopwood Hall College	714	2007-08
	General further education	Burnley College	671	2007-08
	General further education	Mid-Cheshire College	663	2007-08
	General further education	Tameside College	656	2007-08
	General further education	Kendal College	647	2007-08
	General further education	Southport College	632	2007-08
	General further education	Warrington Collegiate Institute	596	2007-08
	General further education	Nelson & Colne College	539	2007-08
	General further education	Riverside College Halton	497	2005-06
	General further education	Macclesfield College	460	2006-07
	General further education	Furness College	437	2007-08
	General further education	Accrington and Rossendale College	428	2006-07
	General further education	Salford College	413	2007-08
	General further education	Carlisle College	389	2007-08
	General further education	Lakes College West Cumbria	371	2007-08
	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	371	2007-08
	Sixth form college	Eccles College	345	2007-08
	Sixth form college	Oldham Sixth Form College	339	2007-08
	Sixth form college	St Mary's College, Blackburn	336	2007-08
	Sixth form college	Priestley College	287	2007-08
	Sixth form college	Cardinal Newman College	279	2007-08

Region	Type of further education college	College name	Number of contracts	Source
North West	Sixth form college	King George V College	277	2007-08
	Sixth form college	Holy Cross College	254	2007-08
	Sixth form college	Winstanley College	246	2007-08
	Sixth form college	Blackpool Sixth Form College	235	2007-08
	Sixth form college	Carmel College	223	2007-08
	Sixth form college	Aquinas College	216	2005-06
	Sixth form college	Loreto College	216	2007-08
	Sixth form college	Xaverian College	208	2007-08
	Sixth form college	Birkenhead Sixth Form College	207	2007-08
	Sixth form college	Sir John Deane's College	196	2007-08
	Sixth form college	St John Rigby College	165	2007-08
	Sixth form college	Barrow-In-Furness Sixth Form College	133	2007-08
	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	759	2007-08
South East	General further education	Canterbury College	1,932	2007-08
	General further education	Chichester College	1,697	2007-08
	General further education	Sussex Downs College	1,683	2007-08
	General further education	South Downs College	1,333	2007-08
	General further education	Milton Keynes College	1,191	2007-08
	General further education	Mid-Kent College of Higher & Further Education	1,035	2004-05
	General further education	Central Sussex College	1,025	2007-08
	General further education	Oxford and Cherwell Valley College	1,010	2005-06
	General further education	Brockenhurst College	1,006	2007-08
	General further education	Hastings College	1,004	2005-06
	General further education	North West Kent College	951	2007-08
	General further education	City College Brighton & Hove	948	2007-08
	General further education	Eastleigh College	940	2007-08
	General further education	East Berkshire College	939	2007-08
	General further education	Guildford College	917	2007-08
	General further education	South Kent College	871	2005-06
	General further education	North East Surrey College of Technology	839	2007-08
	General further education	Brooklands College	836	2007-08
	General further education	Basingstoke College of Technology	796	2007-08
	General further education	Highbury College	746	2007-08
	General further education	West Kent College	744	2007-08
	General further education	Thanet College	715	2007-08
	General further education	Farnborough College of Technology	657	2007-08
	General further education	Isle of Wight College	652	2007-08
	General further education	Bracknell & Wokingham College	647	2007-08
	General further education	Abingdon & Witney College	616	2007-08
	General further education	Newbury College	602	2007-08
	General further education	East Surrey College	564	2007-08
	General further education	Southampton City College	512	2007-08

Region	Type of further education college	College name	Number of contracts	Source
South East	General further education	Aylesbury College	433	2007-08
	General further education	Henley College	418	2007-08
	General further education	Fareham College	394	2007-08
	General further education	Amersham and Wycombe College	361	2007-08
	Sixth form college	Peter Symond's College	719	2007-08
	Sixth form college	Totton College	682	2007-08
	Sixth form college	The Sixth Form College Farnborough	460	2007-08
	Sixth form college	Barton Peveril College	439	2007-08
	Sixth form college	Alton College	373	2007-08
	Sixth form college	Worthing College	323	2007-08
	Sixth form college	Queen Mary's College	296	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	Brighton, Hove & Sussex Sixth Form College (BHASVIC)	285	2007-08
	Sixth form college	Itchen College	268	2007-08
	Sixth form college	Godalming College	241	2006-07
	Sixth form college	Portsmouth College	238	2007-08
	Sixth form college	Bexhill College	222	2007-08
	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	Strode's College	204	2007-08
	Sixth form college	Esher College	192	2007-08
	Sixth form college	Taunton's College	189	2007-08
	Sixth form college	Farnham College	145	2006-07
	Sixth form college	Woking College	101	2007-08
	Special college – Agriculture and horticulture	Sparsholt College, Hampshire	614	2006-07
	Special college – Agriculture and horticulture	Plumpton College	306	2006-07
	Special college – Agriculture and horticulture	Hadlow College	262	2007-08
	Special college – Agriculture and horticulture	Berkshire College of Agriculture	235	2007-08
	Specialist Designated college	Ruskin College	157	2007-08
South West	General further education	Cornwall College	2,681	2007-08
	General further education	City of Bristol College	2,135	2007-08
	General further education	Gloucestershire College	1,797	2007-08
	General further education	North Devon College	1,659	2007-08
	General further education	Truro and Penwith College	1,629	2007-08
	General further education	Bournemouth & Poole College	1,513	2007-08
	General further education	Weston College	1,303	2007-08
	General further education	Wiltshire College	1,131	2007-08
	General further education	City College Plymouth	1,051	2007-08
	General further education	Exeter College	940	2007-08
	General further education	Strode College	904	2007-08

Region	Type of further education college	College name	Number of contracts	Source
South West	General further education	Bridgwater College, Cannington	900	2007-08
	General further education	Somerset College of Arts & Technology	848	2007-08
	General further education	Filton College	823	2007-08
	General further education	Swindon College	788	2007-08
	General further education	South Devon College	738	2007-08
	General further education	Yeovil College	701	2007-08
	General further education	Weymouth College	678	2007-08
	General further education	Cirencester College	657	2007-08
	General further education	New College, Swindon	655	2007-08
	General further education	Stroud College	642	2007-08
	General further education	City of Bath College	480	2007-08
	General further education	East Devon College	416	2005-06
	General further education	Royal Forest of Dean College	296	2007-08
	General further education	Norton Radstock College	238	2007-08
	Sixth form college	Richard Huish College	281	2007-08
	Sixth form college	St Brendan's Sixth Form College	275	2007-08
	Special college – Agriculture and horticulture	Hartpury College	676	2007-08
	Special college – Agriculture and horticulture	Kingston Maurward College	303	2007-08
	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	2,037	2007-08
	General further education	Telford College of Arts & Technology	1,484	2007-08
	General further education	City of Wolverhampton College	1,465	2006-07
	General further education	Stoke-on-Trent College	1,422	2006-07
	General further education	Solihull College	1,415	2007-08
	General further education	North Warwickshire & Hinckley College	1,261	2002-03
	General further education	City College Birmingham	1,178	2006-07
	General further education	Dudley College of Technology	1,157	2007-08
	General further education	South Birmingham College	1,154	2007-08
	General further education	North East Worcestershire College	1,058	2007-08
	General further education	Matthew Boulton College of Further & Higher Education	999	2005-06
	General further education	Newcastle-under-Lyme College	910	2007-08
	General further education	Bournville College	902	2007-08
	General further education	Burton College	888	2007-08
	General further education	Tamworth & Lichfield College	871	2007-08
	General further education	Worcester College of Technology	821	2007-08
	General further education	Walsall College	743	2007-08
	General further education	City College Coventry	726	2007-08
	General further education	Shrewsbury College of Arts and Technology	707	2007-08
	General further education	Sandwell College	704	2006-07
	General further education	Stourbridge College	668	2005-06

Region	Type of further education college	College name	Number of contracts	Source
West Midlands	General further education	Herefordshire College of Technology	666	2007-08
	General further education	Halesowen College	585	2007-08
	General further education	Walford & North Shropshire College	582	2007-08
	General further education	Stafford College	564	2007-08
	General further education	Evesham & Malvern Hills College	486	2007-08
	General further education	Stratford-Upon-Avon College	476	2007-08
	General further education	Cannock Chase Technical College	423	2007-08
	General further education	Hereward College of FE	391	2005-06
	General further education	Henley College Coventry	367	2007-08
	General further education	Kidderminster College	344	2007-08
	General further education	Leek College of FE and School of Art	308	2007-08
	Sixth form college	Worcester Sixth Form College	417	2007-08
	Sixth form college	City of Stoke-On-Trent Sixth Form College	293	2007-08
	Sixth form college	The Sixth Form College, Solihull	283	2007-08
	Sixth form college	New College, Telford	273	2007-08
	Sixth form college	Joseph Chamberlain Sixth Form College	240	2007-08
	Sixth form college	King Edward VI College, Stourbridge	227	2007-08
	Sixth form college	Hereford Sixth Form College	202	2007-08
	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	165	2007-08
	Sixth form college	King Edward VI College, Nuneaton	134	2007-08
	Sixth form college	Ludlow College	92	2007-08
	Special college – Agriculture and horticulture	Rodbaston College	203	2007-08
	Special college – Art, design and performing arts	Herefordshire College of Art and Design	172	2006-07
	Specialist Designated college	Fircroft College of Adult Education	63	2007-08
Yorkshire and the Humber	General further education	The Sheffield College	3,034	2007-08
	General further education	Bradford College	2,489	2007-08
	General further education	Park Lane College	2,463	2007-08
	General further education	Hull College	2,163	2007-08
	General further education	Grimsby Institute of Further & Higher Education	1,427	2007-08
	General further education	Huddersfield Technical College	1,383	2007-08
	General further education	Wakefield College	1,167	2007-08
	General further education	Doncaster College	1,163	2007-08
	General further education	Rotherham College of Arts & Technology	1,117	2007-08
	General further education	York College	1,013	2007-08
	General further education	Barnsley College	951	2007-08
	General further education	North Lindsey College	939	2007-08
	General further education	Calderdale College	816	2007-08
	General further education	Craven College	794	2007-08
	General further education	Leeds Thomas Danby	765	2007-08
	General further education	East Riding College	713	2007-08

Region	Type of further education college	College name	Number of contracts	Source
Yorkshire and the Humber	General further education	Dewsbury College	608	2007-08
	General further education	Dearne Valley College	454	2007-08
	General further education	Selby College	436	2007-08
	General further education	Leeds College of Technology	413	2003-04
	General further education	Leeds College of Building	397	2007-08
	General further education	Joseph Priestley College	395	2007-08
	General further education	Yorkshire Coast College	360	2003-04
	General further education	Shipley College	268	2007-08
	Higher Education Organisation	Leeds College of Music	299	2004-05
	Sixth form college	John Leggott College	245	2007-08
	Sixth form college	Wilberforce Sixth Form College	227	2007-08
	Sixth form college	Huddersfield New College	221	2007-08
	Sixth form college	Thomas Rotherham College	221	2007-08
	Sixth form college	Greenhead College	214	2007-08
	Sixth form college	Franklin College	198	2007-08
	Sixth form college	Wyke Sixth Form College	198	2007-08
	Sixth form college	Scarborough Sixth Form College	194	2007-08
	Sixth form college	Notre Dame Sixth Form College	183	2007-08
	Sixth form college	New College Pontefract	172	2005-06
	Special college – Agriculture and horticulture	Bishop Burton College	575	2007-08
	Special college – Agriculture and horticulture	Askham Bryan College	402	2007-08
	Special college – Art, design and performing arts	Leeds College of Art and Design	302	2007-08
	Specialist Designated college	Northern College for Residential and Non-Residential Adult Education	183	2007-08

Appendix 3:

Detailed ethnic breakdown of staff in further education, 2007-2008

Broad ethnic groups	Detailed ethnic groups	Count	Per cent
Asian	Asian or Asian British – Bangladeshi	775	0.3%
	Asian or Asian British – Indian	4,278	1.6%
	Asian or Asian British – Pakistani	2,163	0.8%
	Asian or Asian British – any other	1,659	0.6%
Black	Black or Black British – African	2,748	1.0%
	Black or Black British – Caribbean	3,981	1.5%
	Black or Black British – any other	978	0.4%
Chinese / Other	Chinese	722	0.3%
	Other	2,814	1.1%
Mixed	Mixed – White and Asian	470	0.2%
	Mixed – White and Black African	276	0.1%
	Mixed – White and Black Caribbean	559	0.2%
	Mixed – any other	862	0.3%
White – British	White – British	212,146	80.6%
White – other	White – Irish	1,937	0.7%
	White – any other	7,460	2.8%
	White – other European (New in 2007-08)	447	0.2%
Prefer not to say	Prefer not to say (New in 2007-08)	1,848	0.7%
Not known / not provided	Not known / not provided	17,134	6.5%
Total	Total	263,257	100%

Appendix 4:

Average annual pay by occupation and region

Occupational group	Region									
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and Humber	England
	(£)	(£)	(£)	(£)	(£)	(£)	(£)	(£)	(£)	(£)
All staff	24,828	23,238	28,233	23,837	23,757	24,460	23,372	23,327	23,720	24,394
Administrative and professional staff	20,169	20,436	24,485	19,643	17,793	20,677	22,192	20,154	21,557	20,515
Assessors and verifiers	19,954	18,570	25,523	12,245	18,963	20,091	17,955	21,252	18,774	19,665
Other managers	33,723	31,293	36,186	34,006	33,749	32,049	31,455	31,777	30,902	32,906
Senior manager	61,017	58,592	66,625	56,600	58,285	60,686	60,500	63,113	64,297	61,455
Service staff	17,145	16,576	20,385	16,670	15,636	16,688	15,578	15,155	14,836	16,532
Teaching staff	27,849	25,544	30,538	27,564	27,217	27,286	25,776	26,706	27,676	27,501
Technical staff	18,873	18,657	21,702	16,707	17,337	18,110	17,609	17,359	16,830	18,112
Word processing, clerical and secretarial staff	15,683	14,877	19,554	14,830	15,488	15,597	15,265	14,507	14,247	15,622



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Ref: 200910.001V2
ISBN: 978-0-9562061-3-8

This information is available in alternative formats from Lifelong Learning UK.

