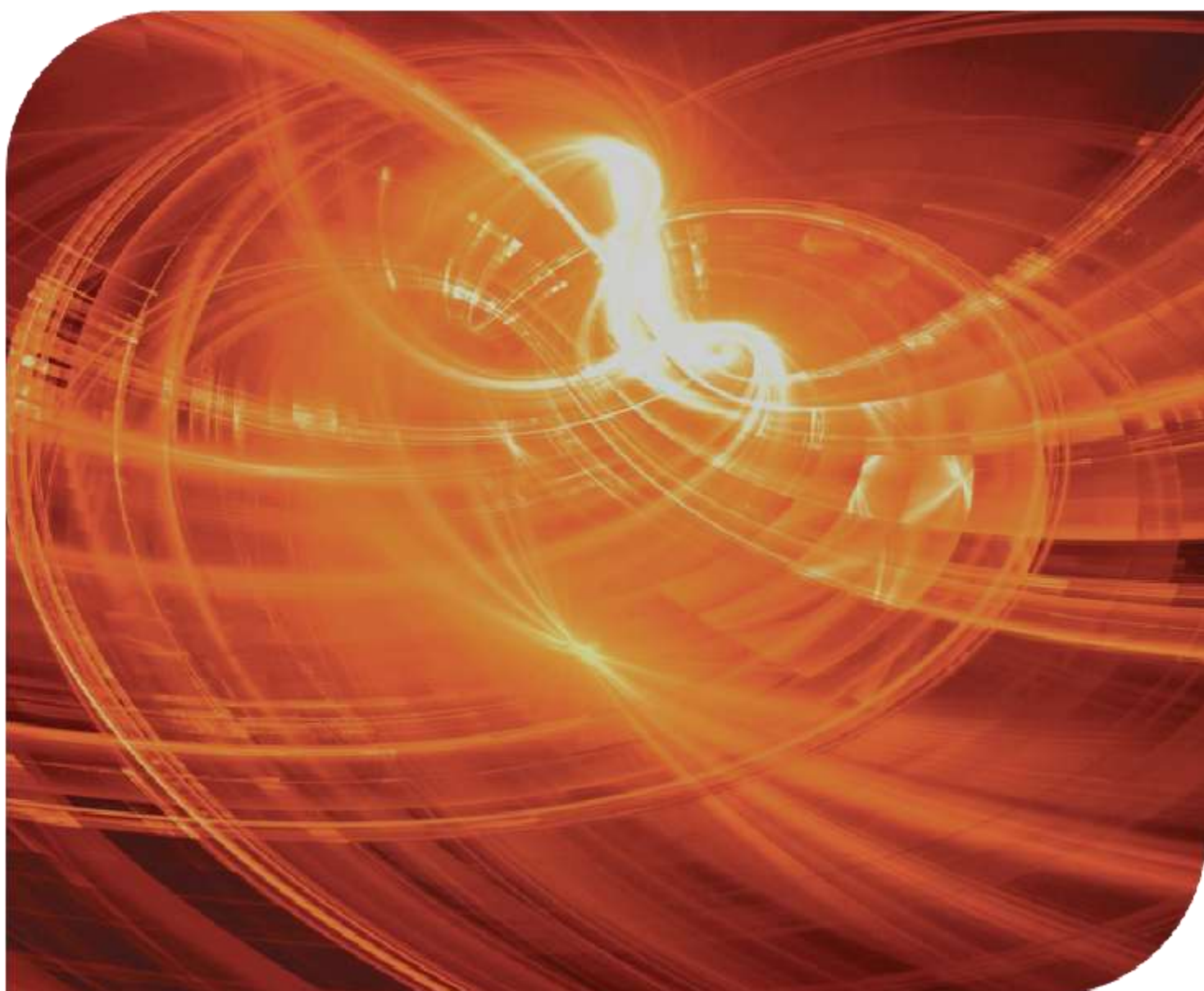


# Further Education College Workforce Data for England

An analysis of the Staff Individualised Record data  
2011-2012

June 2013



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## Foreword

For the last two years the collection of Staff Individualised Record (SIR) data has been carried out by the Learning and Skills Improvement Service (LSIS) after taking it on from Lifelong Learning UK. This report will be the last undertaken by LSIS due to funding ceasing in 2013 and the subsequent closure of LSIS on 31st July 2013.

I would like to thank everyone who has submitted data to this collection and over the last 2 years. LSIS has been committed to reducing bureaucracy in the sector related to data provision and, based on feedback from colleges, developed the SIR to make it simpler and easier than before.



We believe that it is vital for the further education sector that robust data is available, both to help better inform workforce development initiatives and to help providers' assessment of their own workforce, enabling them to benchmark their own data against national figures. We would strongly recommend that the collection of SIR data continues after the cessation of LSIS enabling the continuation of this essential reporting.

This report contains labour market intelligence on the further education college workforce in England. Based on the 2011-2012 Staff Individualised Record (SIR), it provides further education colleges, representative bodies and policy makers with a robust basis for workforce planning. In 2011-2012 we gathered information from 266 further education colleges in England, accounting for over 168,000 staff data records.

In addition to this report, colleges that participated in the collection can access their own data through the Staff Individualised Record portal. A powerful and comprehensive online analytical processing (OLAP) tool will be available until 31<sup>st</sup> July 2013, enabling learning providers to interrogate their own institutions' data, produce reports for further analysis and benchmark their performance against the sector.

Rob Wye

# 1. Executive summary of main findings

This report presents the findings from an analysis of workforce data from the Staff Individualised Record (SIR) data set for further education colleges in England for 2011-2012.

The SIR data for 2011-2012 is based on responses from 266 further education colleges in England and comprises 168,333 records, each relating to a standard contract of employment between a college and an individual. The main findings are summarised below.

## 1.1 Gender

63.5 per cent of further education college staff were female and 36.5 per cent were male. 71.2 per cent of part-time staff and 52.5 per cent of full-time staff were female. The male to female ratio for full-time teaching staff was almost 50:50 whereas the gender breakdown of part-time teaching staff was similar to the sector average gender breakdown. These figures have not changed significantly since 2007-2008. **'Senior managers' and 'technical staff' were the only occupational groups where male staff continued to outnumber female staff.**

## 1.2 Age

The average age of teaching staff was 46 years, compared with the average for all staff of 45 years. These averages have not increased significantly since 2010-2011. The detailed age distributions over time suggest that there is a steady influx of new staff who are approximately 30 years old. 31.7 per cent of teaching staff and 29.9 per cent of all staff working in further education colleges in England were aged between 45 and 54 (a slight increase on last year). Although the age breakdown of all college staff and teaching staff was similar across most age groups, a noticeable difference was observed for those aged below 25 – 2.2 per cent of teaching staff and 5.8 per cent of all staff were in this age group. In general, the whole college workforce tends to be in the older age groups and this has not changed significantly over time. With the current economic climate and abolition of the default retirement age, there may be an increase in older workers joining the sector from other industries as well as existing employees working beyond traditional retirement age. Therefore, workforce management and succession planning are crucial for the sector to deal with the potential loss of staff, staff working beyond the previous statutory retirement age of 65 and requirements to work flexibly.

## 1.3 Ethnicity

**Between 80 and 90 per cent of staff in most occupational groups were white British. 'senior managers' and 'assessors and verifiers' were most likely to be from this group (91.3 per cent and 86.1 per cent, respectively) and least likely to be from black and minority ethnic<sup>1</sup> (BME) groups. 79.9 per cent of 'teaching staff' were white British. As in previous years, Greater London had the highest percentage of BME staff (38.7 per cent of the BME teaching workforce) but has seen one of the largest falls in a region of six percentage points since 2007-2008. The rise in percentage of BME staff in the last five years was highest in the East Midlands (by three percentage points).**

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<sup>1</sup> BME staff includes individuals in the 'Asian', 'Black', 'Chinese or any other' and 'Mixed' ethnic groups.

## 1.4 Sexual Orientation

Data on sexual orientation was collected for the second time in SIR and was vastly under-reported, with 83 per cent of records returned as missing or “Unknown”. This is an improvement on last year’s figure of 92 per cent but is still insufficient data for robust analysis

## 1.5 Disability

3.7 per cent of all college staff and 3.5 per cent of teaching staff disclosed having a disability. Both figures have increased slightly since 2010-2011 although the rate of staff disclosure remains extremely low.

A high level of non-disclosure of data on disability and sexual orientation impacts on the level of analysis that can be undertaken on the make-up of the workforce. However, public sector bodies and organisations that receive public funding, or work with organisations that do, are now required to keep a detailed level of information on staff demographics (including sexual orientation) according to the Equality Act 2010. It may therefore be that whilst organisations hold the data internally, there is some concern to share these data with external data collectors, such as Learning and Skills Improvement Service (LSIS).

## 1.6 Location of staff by region

Teaching staff are more likely to be working part-time than the workforce average across each region. The largest difference in working patterns of teaching staff and all staff was observed in Greater London, where a higher percentage of teaching staff were working part-time – 63.3 per cent of teaching staff were working part-time compared with 57 per cent for all staff, a difference of 6.3 percentage points.

In general, the largest numbers of staff in most occupational groups are found in the North West, South East and West Midlands, with the lowest number in the North East. This relates proportionately to the number of colleges in each of these regions. Teaching staff constituted a large part of the total workforce in each region, whereas the numbers of senior managers, assessors and verifiers were lower.

## 1.7 Annual pay

The average annual pay for all full-time staff was £26,603. On average, senior managers earned the highest pay, followed by other managers and teaching staff. Despite pay for female staff increasing at a higher rate (10.3 per cent) than pay for male staff (7.6 per cent) between 2007-2008 and 2011-2012, a pay gap still existed in further education colleges. On average, full-time male staff earned £1,803 more than their female counterparts in 2011-2012. However, it is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could influence these variations. The pay gap for teaching staff is substantially narrower and has been narrowing year-on-year. This year, the closing of the pay gap between male and female teaching staff is (for the first time) in part due to a slight drop in the average pay of male teaching staff.

The annual pay of full-time teaching staff was highest in Greater London (£33,700) and lowest in the South West (£27,661) - the average pay of full time teaching staff pay was £29,696. In

terms of subject areas, 'humanities' and 'science and mathematics' were the highest paid and 'land-based provision' and 'retailing, customer service and transportation' were the lowest paid.

### 1.8 Subjects taught in further education colleges in England

There were more staff teaching 'visual and performing arts and media' in further education colleges than any other subject. 'English, languages and communication', 'health, social care and public services' and 'foundation programmes' were also identified as subject areas taught by the largest numbers of staff. Subjects with the lowest levels of teaching staff were 'land-based provision' and 'retailing, customer service and transportation'. Since 2007-2008, the largest decline in number of subject specific teaching staff was seen in 'English, languages and communication' (one percentage point) and 'information and communication technology' (of one percentage point).

Data shows that 'hairdressing and beauty therapy' continues to be predominantly taught by female staff and 'construction' and 'engineering, technology and manufacturing' both continue to be predominantly taught by male staff.



## 2. Introduction

This report presents the findings from an analysis of workforce data from the Staff Individualised Record (SIR) data set for further education colleges in England for 2011-2012, the most recent academic year for which data is available. The SIR data is gathered from further education colleges for each academic year and comprises demographic and socio-economic data and information about staff from various occupational groups. The types of colleges represented in this report are:

- General further education colleges (including tertiary education)
- National specialist colleges
- Sixth form colleges
- Special colleges – agriculture and horticulture
- Specialist designated colleges.

This is the ninth publication in the series of annual SIR reports on the further education college workforce in England and the second to be produced by the Learning and Skills Improvement Service (LSIS). It continues the publication series of annual SIR reports produced by Lifelong Learning UK (LLUK), from 2003-2004.

The report provides a profile of staff working in colleges in 2011-2012, including information on age, gender and ethnicity. It also gives an overview of annual pay and subject areas taught by further education college teaching staff. Information on diversity, gender, annual pay and other areas is compared between all staff and teaching staff. Year-on-year analysis is also undertaken where possible. It is important to note that the SIR data collection no longer collects information on qualification level, as these data was removed in a bid to streamline the collection and make it less burdensome for colleges to complete.

In addition to this report, colleges that participated in the collection can benefit from access to their own data through the [Staff Individualised Record portal](#). A powerful and comprehensive [online analytical processing \(OLAP\) tool](#) is available until 31<sup>st</sup> July 2013, which enables learning providers to interrogate their institutions' data, produce reports for further analysis and benchmark their performance against the sector.

LSIS has also published a report on the diversity of the FE sector workforce in England; a detailed analysis of the diversity profile of the workforce including adult and community learning and work-based learning staff<sup>2</sup>. This report will be updated in July 2013.

### 2.1 The 2011-2012 data set and response rate

The SIR data for 2011-2012 is based on responses from 266 further education colleges in England, which equates to approximately two thirds of the college sector. In 2010-2011, there were responses from 336 colleges. The reason for this significant drop (21 per cent) is due in part

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<sup>2</sup> *Further Education and Skills Sector: Summary Workforce Diversity Report 2011-*  
<http://www.lsis.org.uk/Services/Publications/Documents/LSIS282-SummaryWorkforceDiversityReport.pdf>

to college mergers, as well as due to a change in the way backfilled data is used<sup>3</sup>. In previous years, college data submitted up to five years previously was included if no more recent submission was available. For this report, data submitted only in the previous two years have been used in order to ensure that the data set as a whole remains current and accurate. The percentage of records in this data set that are backfilled from the previous two years is 34 per cent<sup>4</sup>.

A full list of further education colleges by region, number of contracts and year of most recent data submission can be found in Appendix 1.

National specialist colleges were invited to participate in the data collection for the first time in 2008-2009 to improve sector coverage of the Staff Individualised Record data collection. Data from eight national specialist colleges were obtained in 2011-2012. As in previous reports, these colleges have been included in all figures to provide the most comprehensive picture of the workforce in colleges that is available.

Nearly 70 per cent of responding colleges were general further education colleges and just over 20 per cent were sixth form colleges. Agricultural and horticultural colleges formed just under four per cent of all colleges included in the data set. The numbers of responding colleges, by type and region, are shown in Table 1.

The 2011-2012 SIR data set comprises 168,333 records (a drop of 22 per cent from 2010-2011), each relating to a standard contract of employment between a college and an individual. It is estimated that approximately 10 to 15 per cent of further education college staff hold multiple contracts so the actual number of staff is approximately 85 to 90 per cent of the total number of staff records. LSIS currently does not have any reliable methods of identifying the precise number of staff in further education colleges and uses individual contracts as a proxy for individual members of staff. For ease of presentation and readability, each contract will be referred to as a member of staff.

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<sup>3</sup> The process of backfilling involves the usage of data from a previous SIR collection for a college that has not returned data within the collection period. Backfilled data is used in all figures, graphs and tables presented in this report.

<sup>4</sup> The percentage of backfilled data in previous data sets was: 9 per cent in 2007-2008, 21 per cent in 2008-2009, 25 per cent in 2009-2010 and 33 per cent in 2010-2011.



Table 1: Further education colleges included in the 2011-2012 SIR data, by region and type

Region	General further education college including tertiary	National specialist college	Sixth form college	Special college - agriculture and horticulture	Specialist designated college	Total by region
East Midlands	18	0	3	1	0	22
East of England	16	2	4	2	0	24
Greater London	27	1	7	1	4	40
North East	11	1	3	0	0	15
North West	31	1	11	1	0	44
South East	23	0	15	2	1	41
South West	15	2	1	1	0	19
West Midlands	27	1	5	0	1	34
Yorkshire and the Humber	18	0	6	2	1	27
Total by type	186	8	55	10	7	266

The SIR data collection is not compulsory and relies on the good will of colleges to complete the return. Regrettably, the response has fallen in recent years. The current data set, albeit smaller than in previous years, remains sufficiently robust for analysis and is representative of the whole college sector

Table 2 provides the occupational breakdown of staff working in further education colleges returning data during the 2011-2012 academic year. The percentages within each occupational group have not changed greatly since 2009-2010, and reflect the very high percentage of professional occupations, which include lecturers, tutors and trainers. More detailed tables of staff numbers by gender and type of colleges can be found in Appendices 2 and 3.

Table 2: Staff numbers by occupational group in FE colleges in England, 2011-2012

Occupational group	Number	Per cent
Senior managers	815	0.5%
Other managers	10,292	6.1%
Administrative and professional staff	10,972	6.5%
Technical staff	10,275	6.1%
Word processing, clerical and secretarial staff	17,764	10.6%
Service staff	27,980	16.6%
Assessors and verifiers	4,140	2.5%
Teaching staff (lecturers, tutors and trainers)	82,593	49.1%
<i>Not known / not provided</i>	3,502	2.1%
Total	168,333	100%

## 2.2 Structure of this report

This report provides an overview of the further education college workforce in England during the 2011-2012 academic year. It begins with a summary of key findings, and this introduction, followed by a section on the general profile of further education college staff, detailing aspects such as gender, age, ethnicity and geographical location. The final sections provide a detailed analysis of staff annual pay and subjects taught.

Comparative analysis of the last five years of SIR data published by LSIS and Lifelong Learning UK is included where possible and highlighted in the report. Each section contains tables and charts accompanied by a narrative highlighting particular points of interest.

The SIR specification has undergone changes over the years to reflect policy priorities and changes in definitions of data fields. For this reason, data comparisons are sometimes not possible on like-for-like fields. These changes can be viewed in the published SIR specification, which informs providers about the data they need to submit. All the recent changes to the SIR 2011-2012 specification are detailed in Appendix 6.

Most significant changes to the data collection were made in 2007-2008, therefore this is the first SIR report to include year on year analysis from five years of data on these updated variables.

## 3. Profile of the further education college workforce in England

This section provides a profile of the further education college workforce based on an analysis of reliable and robust data from the annual SIR return. This profile gives a national picture of the demographics and characteristics of the FE workforce, which sector stakeholders can use to get a greater understanding of their constituency to present a case for lobbying Government, for future workforce planning and capacity building.

The data can also enable colleges to inform their quality improvement and service planning activities, and compliance with statutory equality monitoring<sup>5</sup>. Specifically, the published analysis enables colleges to:

- set informed benchmarks with which to develop targets for improvement;
- show how their policies are promoting equality;
- highlight if any of their policies are not complying with equality legislation; and
- identify the need for new or changed services.

This chapter presents the findings of the SIR analysis with regard to gender, age, ethnicity, sexual orientation, disability, location by region and pay.

### 3.1 Gender

This section presents key information relating to the gender of staff working in further education colleges in England. According to the 2011-2012 SIR data, 63.5 per cent of all staff were female and 36.5 per cent were male, and there has been very little change in the gender breakdown of staff over the past five years. Although the proportion of women in the workforce of the colleges sector is greater than the equivalent figure for all sectors (46.2 per cent female) it is less than the equivalent figure for the whole education system (72.3 per cent female)<sup>6</sup>.

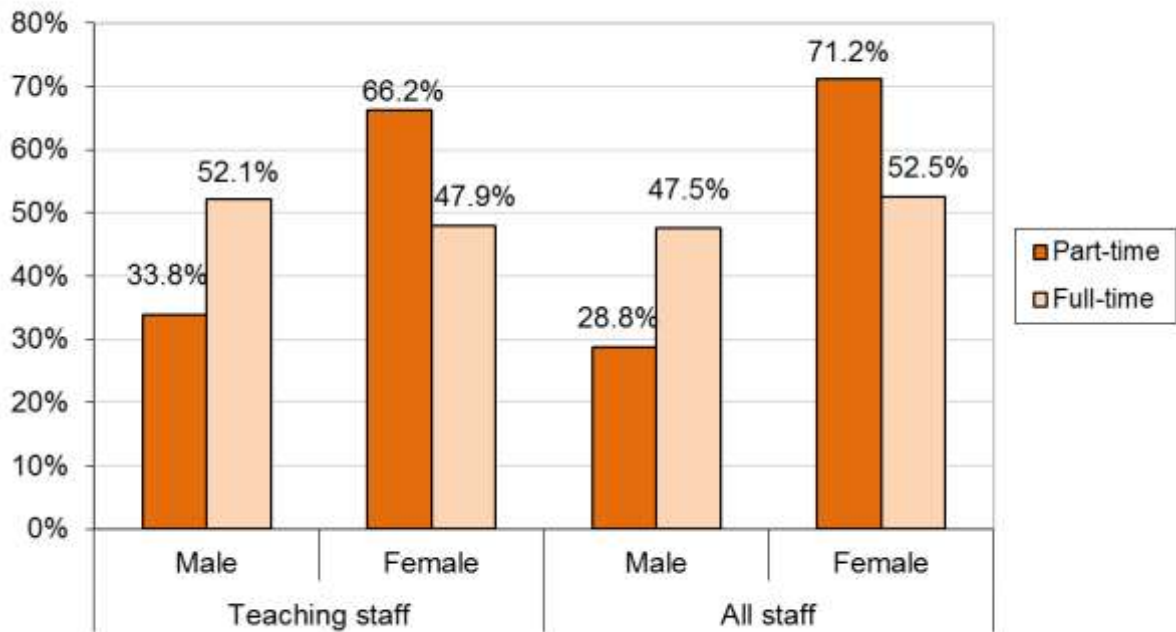
Further analysis reveals that a high percentage (71.2 per cent) of part-time staff in the sector were female. The equivalent figure for full-time staff was much lower at 52.5 per cent. This is illustrated in Figure 1. The figure also shows full-time teaching staff to have an almost equal gender divide and it is apparent that the gender breakdown of part-time teaching staff was quite similar to that of the sector (as above). These figures have also not changed greatly in the last five years.

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<sup>5</sup> LSIS equality monitoring includes analysing SIR data in relation to gender, age, ethnicity, sexual orientation and disability. The data is anonymous and no organisation is ever identified in connection with specific data. A more detailed analysis of previous SIR data and data from across the wider further education and skills sector in England is included in the *Summary Workforce Diversity Report*. This report also examines challenges facing the sector and includes recommendations for sector employers.

<sup>6</sup> Labour Force Survey, four quarter average 2011 – Office for National Statistics.

Figure 1: Teaching and all staff – gender by full-time and part-time, 2011-2012



In the 2007-2008 SIR data collection, further education colleges were given 'Rather not say' as a response category to the gender question for the first time. In the first year, 14 individuals from more than 250,000 members of staff were classified in this group and this number had risen to 18 by 2008-2009. In 2009-2010 the number had fallen to 10 and in 2010-2011 had fallen again to only four individuals. Interestingly, the number of staff who prefer not to say in the 2011-2012 data has risen to 73 individuals, although the number of missing responses has fallen to an even greater extent, from 1,357 last year to only 13 this year.

The gender split of staff in different occupational groups will now be assessed. Colleges were asked to classify each contract into 1 of 64 occupations (see Appendix 2) as part of their SIR data submission. These have been reclassified into the following seven broad occupational groups: administrative and professional staff; managers (including senior managers and other managers); service staff; teaching staff (including lecturers, tutors and trainers); technical staff; word processing, clerical and secretarial staff; and assessors and verifiers.

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

Table 3: Occupational group by gender 2007-2008 to 2011-2012

Occupational group	Gender	2007-08	2008-09	2009-10	2010-11	2011-12
Administrative and professional staff	Female	75.0%	75.3%	75.8%	75.6%	76.6%
	Male	25.0%	24.7%	24.2%	24.4%	23.4%
Assessors and verifiers	Female	69.8%	67.3%	66.5%	66.1%	64.5%
	Male	30.2%	32.7%	33.5%	33.9%	35.5%
All managers (including senior and other)	Female	61.4%	61.5%	61.5%	60.9%	61.7%
	Male	38.6%	38.5%	38.5%	39.1%	38.3%
Senior managers	Female	45.3%	43.8%	45.0%	46.5%	47.0%
	Male	54.7%	56.2%	55.0%	53.5%	53.0%
Other managers	Female	62.1%	62.4%	62.6%	61.8%	62.5%
	Male	37.9%	37.6%	37.4%	38.2%	37.5%
Service staff	Female	69.5%	69.1%	69.3%	68.7%	68.8%
	Male	30.5%	30.9%	30.7%	31.3%	31.2%
Teaching staff	Female	59.4%	59.0%	59.1%	58.9%	59.1%
	Male	40.6%	41.0%	40.9%	41.1%	40.9%
Technical staff	Female	41.9%	42.4%	41.5%	41.7%	41.2%
	Male	58.1%	57.6%	58.5%	58.3%	58.8%
Word processing, clerical, secretarial staff	Female	84.5%	84.1%	83.5%	83.6%	82.0%
	Male	15.5%	15.9%	16.5%	16.4%	18.0%

Figure 2: Occupational group by gender 2007-2008 to 2011-2012

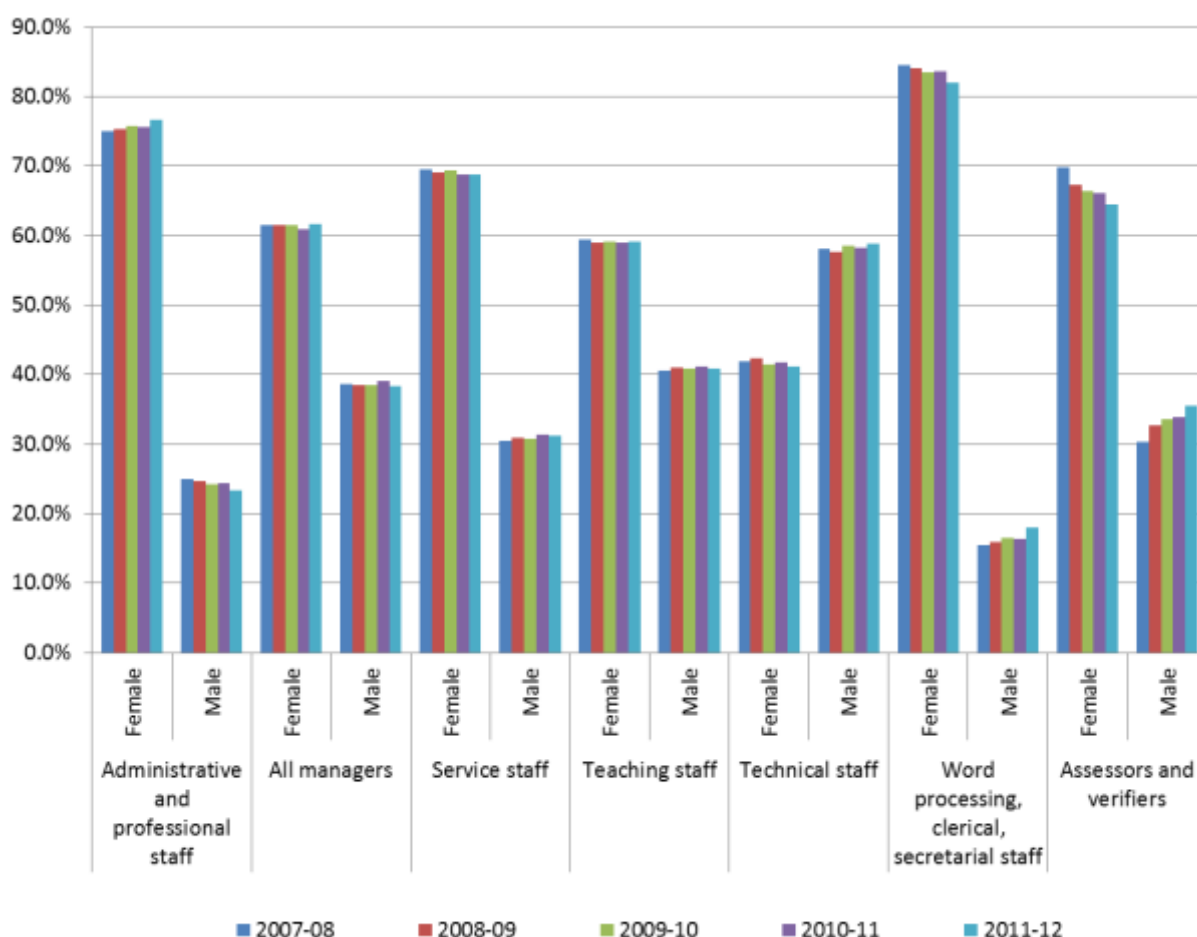


Table 3 and Figure 2 show little change in the gender breakdown of staff in some occupational groups, such as service staff, teaching staff and technical staff, between 2007-2008 and 2011-2012. The gender split of all managers has remained fairly constant for the last five years, although the percentage of females within the senior managers group has risen overall. This is the first year that a full five years of data are available for the occupational group assessors and verifiers, which was introduced to the SIR data collection for the first time in 2007-2008. This group has seen the greatest change over the last five years, with a five percentage point rise in the proportion of males.

The clerical and secretarial staff group have the greatest imbalance, at 82 per cent female, but again, there has been a slow but sure increase in the proportion of men within this occupation. Interestingly, within the administrative and professional group, the proportion of females (which was already high) is slowly increasing.

### 3.2 Age

The analysis reveals that the average age for female and male teaching staff was 45 and 47 years, respectively. The average age for all teaching staff was 46 years compared with 45 years for all college staff – both of these averages have remained unchanged since 2010-2011.

Figures 3a and 3b present the age distribution of female and male teaching staff. Although the two distributions are generally quite similar, the peaks around 55 to 60 for male teaching staff

are less pronounced for their female counterparts. In both distributions there is a small peak at around 30, which has been visible in previous distributions since 2007-2008, suggesting that there has been (and continues to be) a steady influx of new staff each year who are around this age.

Figure 3a: Age distribution of female teaching staff, 2011-2012

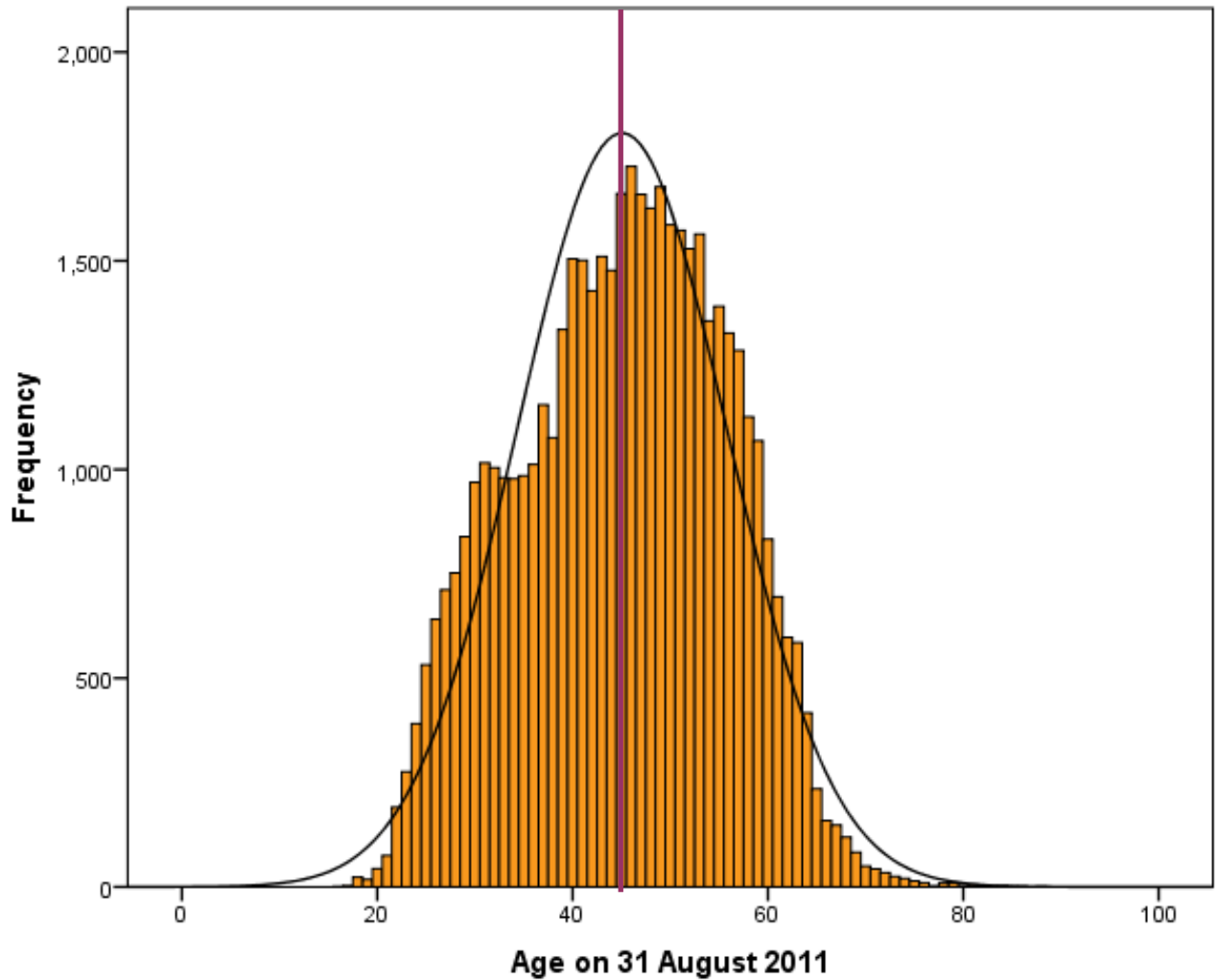




Figure 3b: Age distribution of male teaching staff, 2011-2012

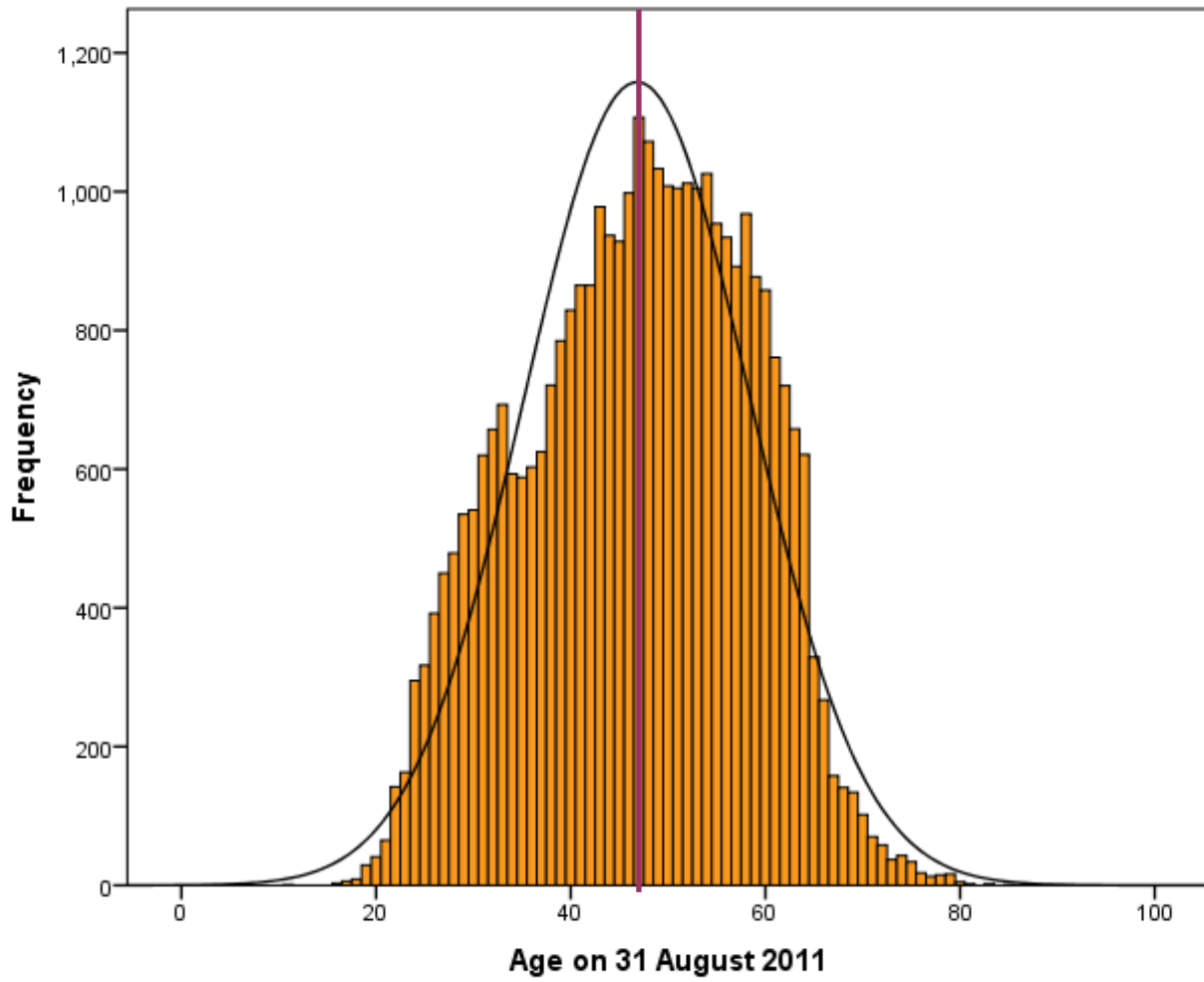
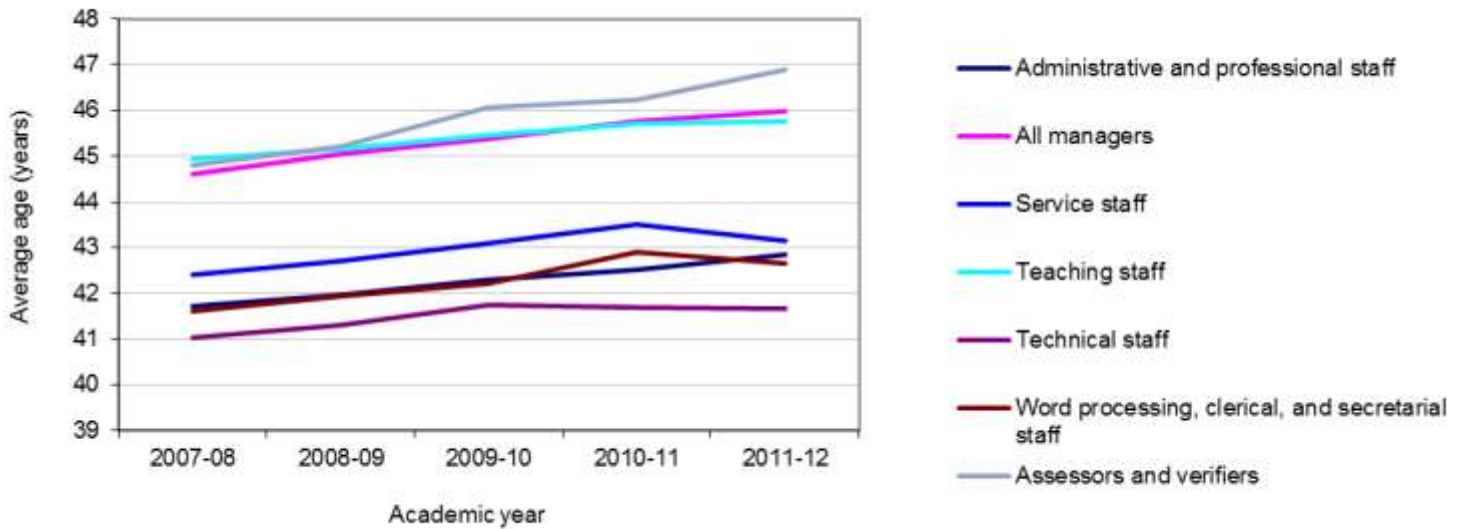


Figure 4 (below) shows the average age of staff in different occupational groups for each year between 2007-2008 and 2011-2012. It is apparent that the average age of teaching staff, assessors / verifiers and managers is higher than staff in other occupational groups. The figure further illustrates that the average age of staff in all occupational groups has risen overall in the last five years.

Within this overall trend, the increase in average age of technical staff has levelled off in the last two years. Furthermore the average age of service staff and clerical / secretarial staff has fallen for the first time since 2007-2008.

Figure 4: Average age of staff by occupational group, 2007-2008 to 2011-2012



Senior managers are on average four years older (50) than other managers (46).

Table 4 (below) shows the age breakdown of the part-time and full-time further education college workforce in 2011-2012. As in previous years, the most noticeable difference was seen at the 60 years and over age group, who were more likely to be working part-time than full-time. The only other age bands where this is the case are under 25 and 40-44 years old. Full-time working is now more common than part-time working in the age bands 25 to 39 and 45 to 59.

Table 4: Age group of all part-time and full-time staff, 2011-2012

Age band	Part-time	Full-time
Under 25	6.1%	5.5%
25 to 29	7.2%	9.1%
30 to 34	8.7%	10.7%
35 to 39	10.1%	10.2%
40 to 44	13.7%	12.8%
45 to 49	15.4%	15.4%
50 to 54	13.8%	15.7%
55 to 59	12.0%	12.8%
60 to 64	8.8%	6.5%
65 and over	4.3%	1.0%
<i>Not known / not provided</i>	0.1%	0.1%

The results shown in Table 5 (below) indicate that 31.7 per cent of teaching staff and 29.9 per cent of all staff working in further education colleges in England were aged between 45 and 54 (a slight increase on last year). Although the age breakdown of all college staff and teaching staff was similar across most age groups, a noticeable difference was observed for those aged below 25 – 2.2 per cent of teaching staff and 5.8 per cent of all staff were in this age group.

Table 5: Age group of all further education staff and teaching staff, 2011-2012

Age band	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Under 25	1,776	2.2%	9,816	5.8%
25 to 29	5,649	6.8%	13,486	8.0%
30 to 34	8,096	9.8%	16,057	9.5%
35 to 39	8,885	10.8%	17,098	10.2%
40 to 44	11,898	14.4%	22,468	13.3%
45 to 49	13,488	16.3%	25,870	15.4%
50 to 54	12,666	15.3%	24,541	14.6%
55 to 59	10,823	13.1%	20,741	12.3%
60 to 64	6,746	8.2%	13,140	7.8%
65 and over	2,423	2.9%	4,958	2.9%
<i>Not known / not provided</i>	143	0.2%	158	0.1%
Total	82,593	100.0%	168,333	100.0%

Table 6 shows little change in the age breakdown of teaching staff over time. The largest difference was seen for the 60 to 64 age group, which has risen by 1.3 percentage points between 2007-2008 and 2011-2012. It is worth noting that 2011-12 is the first year since 2005-2006 that the percentage share of the two upper age bands (60-64 and 65 and over) has not increased.

Table 6: Age group of teaching staff, 2007-2008 to 2011-2012

Age band	2007-08	2008-09	2009-10	2010-11	2011-12
Under 25	2.8%	2.7%	2.5%	2.4%	2.2%
25 to 29	7.7%	7.6%	7.3%	6.8%	6.8%
30 to 34	9.0%	9.1%	9.1%	9.4%	9.8%
35 to 39	12.8%	12.2%	11.8%	11.4%	10.8%
40 to 44	15.2%	15.1%	14.8%	14.4%	14.4%
45 to 49	15.4%	15.6%	15.9%	16.2%	16.3%
50 to 54	14.6%	14.4%	14.8%	15.0%	15.3%
55 to 59	13.1%	13.0%	12.9%	13.0%	13.1%
60 to 64	6.9%	7.6%	8.1%	8.2%	8.2%
65 and over	2.2%	2.5%	2.7%	3.0%	2.9%
Total	100%	100%	100%	100%	100%

The college workforce has a greater proportion of individuals who are 55 and over (24.2 per cent) compared to the whole education sector (19.6 per cent) and the workforce across all sectors of the economy in England (17.1 per cent)<sup>7</sup>.

Despite the apparent influx of new staff aged around 30 years, the average age of the college workforce is increasing. The workforce tended to be in the older age groups and this has not changed significantly over time. The *Summary Workforce Diversity Report* reveals similar patterns from across the further education and skills workforce. This could mean that during the next few years, a relatively large part of the workforce may go into retirement (although this is by no means certain, as the default retirement age has been abolished). Equally, with the current economic climate there could be an increase in older workers joining the sector from other industries and existing employees working for longer. Therefore, workforce management and succession planning are crucial for the sector to deal with the potential loss of staff, staff working beyond the previous default retirement age and requirements to work flexibly.

Research carried out by LSIS for the UK Commission for Employment and Skills' Sector Skills Insights report 57: Education<sup>8</sup>) explored these issues more thoroughly across the whole education sector, UK-wide. Interestingly, while the education sector workforce as a whole is older than the workforce across the whole economy, the proportion of the workforce over the age of 45 is actually decreasing and the age gap between the education workforce and the whole economy workforce is narrowing. The proportion of the education sector workforce over the age

<sup>7</sup> Labour Force Survey, four quarter average 2011 – Office for National Statistics.

<sup>8</sup> Available here: <http://www.ukces.org.uk/assets/ukces/docs/publications/evidence-report-57-education-v2.pdf>

of 45 decreased from 48.1 per cent to 46.7 per cent between 2002 and 2010, while across the whole economy the proportion in the same age range has increased from 36.0 per cent to 40.9 per cent in the same time period.

### 3.3 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 (these are listed in Appendix 4), which are classified into the following general groups in order to provide an overview and make meaningful comparisons.

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

The ethnic breakdown of the further education workforce (**'All staff'**) and teaching staff in the sector is shown in Table 7 and more detailed information is presented in Appendix 4.

Similarities are evident when comparing the ethnic representation of staff in these broad groups. The biggest difference of 2.3 percentage points existed for white British staff, i.e. 82.2 per cent of all further education college staff compared with 79.9 per cent of teaching staff being from this ethnic group. This difference has been observed as greatest in previous SIR reports, although the difference has varied (in 2009-2010 the difference was 1.3 percentage points, and in 2010-2011 the difference was 2.4 percentage points).

Table 7: Ethnicity of further education staff, 2011-2012

Ethnic group	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Asian	2,926	3.5%	6,238	3.7%
Black	2,166	2.6%	4,437	2.6%
Chinese / any other	906	1.1%	1,642	1.0%
Mixed	820	1.0%	1,674	1.0%
White - British	66,002	79.9%	138,436	82.2%
White - other	3,717	4.5%	6,462	3.8%
Prefer not to say	975	1.2%	1,862	1.1%
<i>Not known / not provided</i>	<i>5,081</i>	<i>6.2%</i>	<i>7,582</i>	<i>4.5%</i>
Total	82,593	100.0%	168,333	100.0%

The category 'Prefer not to say' was included in the ethnicity field of the SIR specification for the first time in 2007-2008. It allowed further education colleges to specify which staff members preferred not to disclose their ethnicity. Analysis of the 2007-2008 data identified that 1,848 individuals were classified using this category, which constituted 0.7 per cent of the workforce. This number had increased to 2,992 (1.1 per cent of the workforce) by 2008-2009 and to 3,001 (1.2 per cent of the workforce) by 2009-2010. In 2010-2011 this figure increased considerably to 11,278 (5.2 per cent of the workforce), but in 2011-2012 the figure has once more fallen to 1.1 per cent. It is gratifying that the apparent trend in rising numbers of individuals who do not disclose their ethnicity has reversed, as full disclosure is required to amass robust data.

The percentage of all staff and the percentage of teaching staff who are black and minority ethnic (BME) is the same, at 8.3 per cent. This is similar to the percentage for the whole education sector (8.6 per cent) and but lower than the percentage for all sectors of the economy (11.1 per cent)<sup>9</sup>.

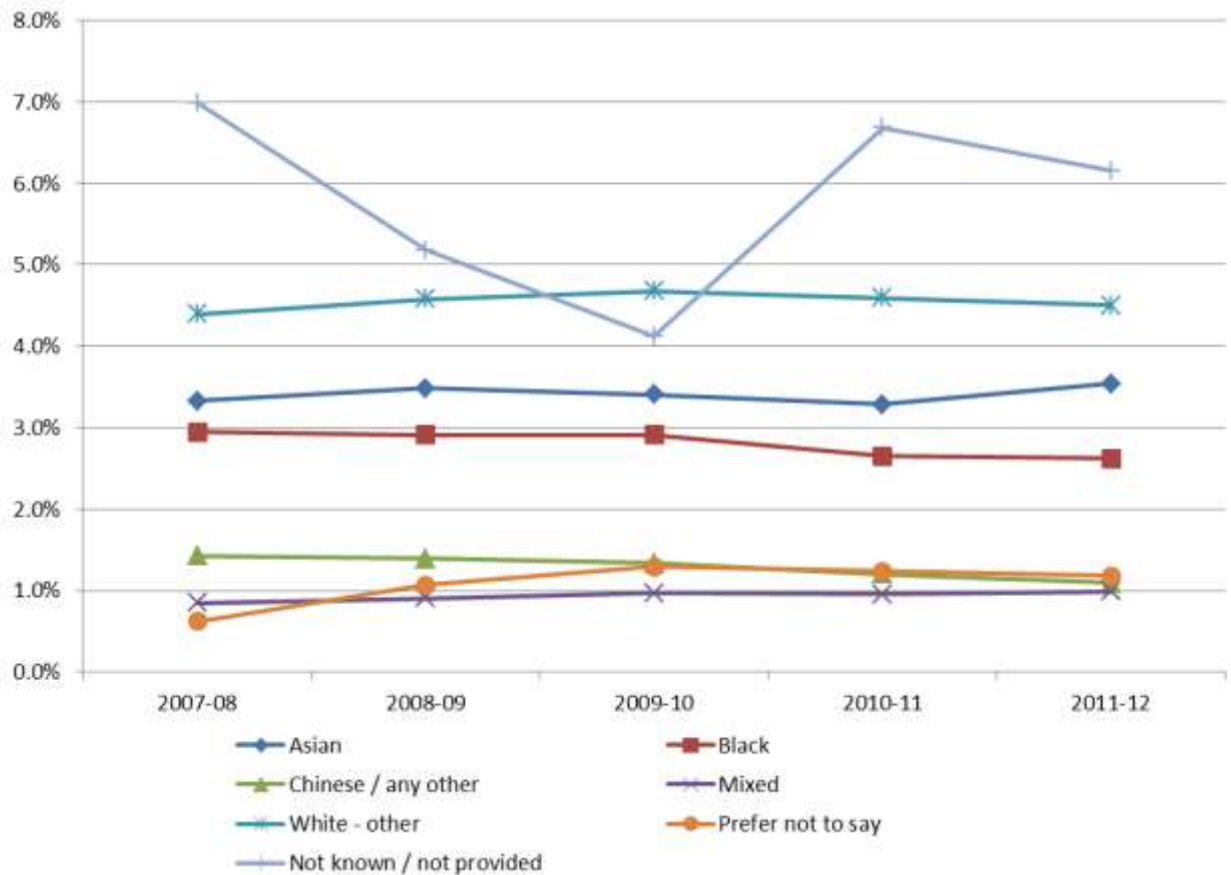
Table 8 and Figure 5 show the ethnicity of teaching staff annually from 2007-2008 to 2011-2012. The groups 'Black' and 'Chinese / any other' have gradually decreased over the period. Previously observed increases in the percentage of staff in 'Mixed' and 'White – other' ethnic groups has levelled off. In last year's report there was an observed levelling off of the upward trend in the percentage of white British teaching staff. In 2011-2012 this percentage is rising once again.

<sup>9</sup> Labour Force Survey, four quarter average 2011 – Office for National Statistics.

Table 8: Ethnicity of teaching staff, 2007-2008 to 2011-2012

Ethnic group	2007-08	2008-09	2009-10	2010-11	2011-12
Asian	3.3%	3.5%	3.4%	3.3%	3.5%
Black	2.9%	2.9%	2.9%	2.7%	2.6%
Chinese / any other	1.4%	1.4%	1.3%	1.2%	1.1%
Mixed	0.8%	0.9%	1.0%	1.0%	1.0%
White - British	79.4%	80.5%	81.3%	79.4%	79.9%
White - other	4.4%	4.6%	4.7%	4.6%	4.5%
Prefer not to say	0.6%	1.1%	1.3%	1.2%	1.2%
<i>Not known / not provided</i>	7.0%	5.2%	4.1%	6.7%	6.2%
Total	100%	100%	100%	100.0%	100.0%

Figure 5: Ethnicity of teaching staff, 2007-2008 to 2011-2012



Note: 'White – British' excluded for the sake of clarity.



The table below shows that more than 83 per cent of staff in most of the occupational group were 'White – British'. The exception was 'teaching staff' at 79.9 per cent although this occupation also has a high proportion of unknown data. As has been the case in previous years, 'senior managers' and 'assessors and verifiers' were most likely to be from this ethnic group (91.3 per cent and 87.9 per cent, respectively) and least likely to be from minority ethnic groups.

Table 9: Percentage of staff in each ethnic group by occupational group, 2011-2012

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	4.3%	3.1%	0.8%	1.1%	84.7%	3.2%	1.0%	1.8%	100%
Assessors and verifiers	2.0%	1.8%	0.5%	0.5%	87.9%	2.2%	0.7%	4.4%	100%
Senior managers	1.6%	1.8%	0.4%	0.5%	91.3%	2.1%	0.9%	1.5%	100%
Other managers	3.2%	2.2%	0.6%	0.7%	87.8%	3.3%	0.7%	1.5%	100%
Service staff	3.9%	3.0%	1.0%	1.1%	83.3%	3.7%	1.3%	2.7%	100%
Teaching staff	3.5%	2.6%	1.1%	1.0%	79.9%	4.5%	1.2%	6.2%	100%
Technical staff	4.0%	2.4%	1.1%	1.0%	86.1%	3.2%	0.9%	1.3%	100%
Word processing, clerical and secretarial staff	4.3%	2.3%	0.9%	1.0%	84.9%	2.8%	1.1%	2.7%	100%

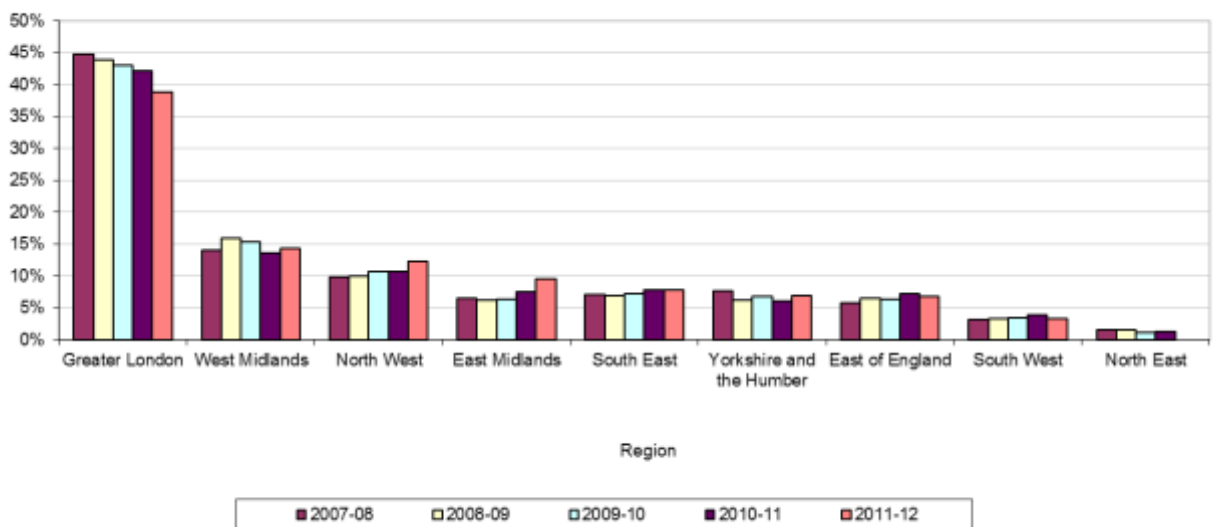
The distribution of the further education black and minority ethnic workforce across the regions in England will now be considered. BME staff includes individuals in the 'Asian', 'Black', 'Chinese or any other' and 'Mixed' ethnic groups.

Table 10 and Figure 6 present key regional data on BME teaching staff but there was no clear or consistent year-on-year trend across most regions between 2007-2008 and 2011-2012. Greater London clearly had the highest percentage of BME staff (38.7 per cent of BME teaching workforce) but has seen a consistent fall each year since 2007-2008 (of 6.0 percentage points). The highest rise during the five year period was in the East Midlands (of 3.0 percentage points) and the North West (of 2.6 percentage points). Although some annual fluctuations were observed in the distribution of BME staff across many regions, some (such as the South East) have not experienced major changes overall since 2007-2008.

Table 10: Percentage of BME teaching staff by region in England, 2007-2008 to 2011-2012

Region	2007-08	2008-09	2009-10	2010-11	2011-12
East of England	5.7%	6.4%	6.2%	7.2%	6.7%
East Midlands	6.5%	6.1%	6.4%	7.5%	9.4%
Greater London	44.8%	43.9%	42.9%	42.1%	38.7%
North East	1.5%	1.5%	1.1%	1.3%	0.7%
North West	9.7%	9.9%	10.6%	10.7%	12.3%
South East	7.0%	6.9%	7.2%	7.8%	7.7%
South West	3.1%	3.2%	3.5%	3.8%	3.3%
West Midlands	14.0%	15.8%	15.3%	13.6%	14.3%
Yorkshire and the Humber	7.7%	6.2%	6.7%	6.0%	6.8%

Figure 6: Percentage of BME teaching staff by region in England, 2007-2008 to 2011-2012



### 3.4 Sexual Orientation

The SIR data collection included sexual orientation for the first time in 2010-2011 and 92 per cent of records were returned as 'Unknown' or missing. Although this figure has fallen to 83 per cent in 2011-2012 there is insufficient data for a robust analysis. Detailed commentary on the issues surrounding this aspect of equalities monitoring, and the difficulties faced by lesbian, gay

or bisexual staff can be viewed in a separate report entitled *Summary Workforce Diversity Report*<sup>10</sup>, which is based on SIR and other data from the wider FE sector.

### 3.5 Disability

3.7 per cent of all further education staff and 3.5 per cent of teaching staff in England disclosed having a disability. Both figures have increased slightly since 2010-2011 although the rate of disclosure overall remains extremely low. The equivalent figure from the Labour Force Survey for the education sector is 15.6 per cent and the figure for all sectors of the economy is 14.9 per cent<sup>11</sup>.

Furthermore, 1.9 per cent of staff preferred not to provide information about disability (an increase of 0.2 percentage points from last year) and 8.1 per cent of all records contained missing or unknown data on disability (which is a decrease of 2.1 percentage points since 2010-2011).

Table 11: Disability among teaching and all staff, 2011-2012

Disability	Teaching staff		All staff	
	Number	Per cent	Number	Per cent
Yes	2,891	3.5%	6,277	3.7%
No	70,115	84.9%	145,222	86.3%
Prefer not to say	1,901	2.3%	3,255	1.9%
<i>Not known / not provided</i>	<i>7,686</i>	<i>9.3%</i>	<i>13,579</i>	<i>8.1%</i>
Total	82,593	100%	168,333	100%

A high level of non-disclosure of data on disability and sexual orientation impacts on the level of analysis that can be undertaken on the make-up of the workforce. However, public sector bodies and organisations that receive public funding, or work with organisations that do, are required to keep a detailed level of information on staff demographics (including sexual orientation) according to the Equality Act 2010.<sup>12</sup> It may therefore be that whilst organisations hold the data internally, there is some concern to share these data with external data collectors, such as LSIS. For this reason, any future data collection should include significant stakeholders with

<sup>10</sup> <http://www.lsis.org.uk/Services/Publications/Documents/LSIS282-SummaryWorkforceDiversityReport.pdf>

<sup>11</sup> Labour Force Survey, four quarter average 2011 – Office for National Statistics.

<sup>12</sup> The Act also extends to private and voluntary bodies who bid for tenders and other procurements from the public sector. Regulations are in force to assist public authorities in better performance of the Equality Duty, including a requirement to publish equality objectives every four years, and to publish information to demonstrate their compliance with the equality duty at least annually. Authorities with 150 or more staff will be required to report workforce equality data for greater transparency and progress checks on equality issues. With the exception of schools, public authorities were required to have demonstrated their compliance by 31 January 2012 and have delivered equality objectives by 6 April 2012.

colleges to highlight the benefits of sharing this data; the workforce data collection could be used as a prompt for providers to update their processes for reporting on equality data. Assurances on data confidentiality are an essential element in enhancing disclosure of these details.

### 3.6 Location of staff by region

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, 2011-2012

Region	Colleges		Teaching staff	
	Number	Per cent	Number	Per cent
East of England	22	8.3%	5,865	7.1%
East Midlands	24	9.0%	7,776	9.4%
Greater London	40	15.0%	9,518	11.5%
North East	15	5.6%	3,251	3.9%
North West	44	16.5%	16,343	19.8%
South East	41	15.4%	12,292	14.9%
South West	19	7.1%	7,369	8.9%
West Midlands	34	12.8%	10,383	12.6%
Yorkshire and the Humber	27	10.2%	9,796	11.9%
Total	266	100.0%	82,593	100%

Regions with relatively higher numbers of further education colleges had a correspondingly higher level of further education teaching staff. This can be seen more clearly in Figure 7 below. Consistent with findings in the past, the North East had the lowest number of teaching staff and colleges and the North West had the highest number of teaching staff across all regions. In previous years, the comparison between the North West and South East has shown fewer colleges but more teaching staff in the North West, compared with more colleges but fewer teaching staff in the South East. This situation has changed slightly in 2011-2012 as the North West now has a greater percentage share of colleges than the South East, but the disparity in the percentage share of teaching staff remains.

Figure 7: Percentage of teaching staff and further education colleges by region in England

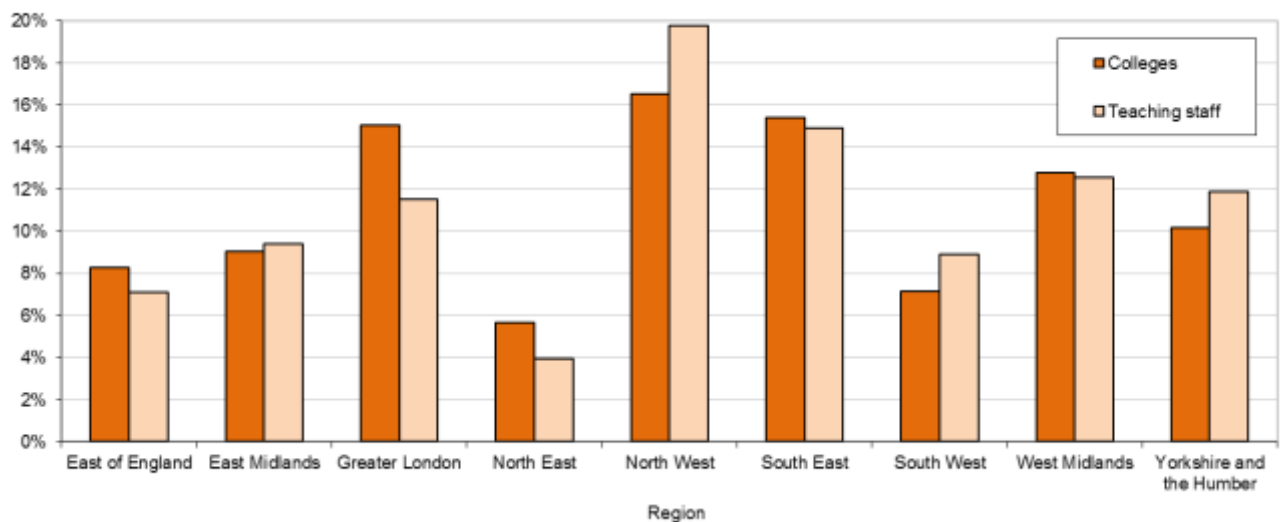


Table 13 and Figure 8 provide information on teaching staff and all staff working full-time and part-time by region. Evaluation of this information shows differences between patterns of working across the regions in England. For instance, staff in the South West of England were more likely to be working part-time than staff in any other region. Staff in the North East are more likely to be working full-time than in any other region. Both of these observations are consistent with previous years.

Teaching staff were generally more likely to be working part-time than the workforce average across all regions. As in previous years, the largest difference in working patterns of teaching staff and all staff was observed in Greater London, where 63.3 per cent of teaching staff were working part-time compared with 57.0 per cent for all staff, a difference of 6.3 percentage points.

Table 13: Part-time / full-time staff by region in England, 2011-2012

Region	Teaching staff		All staff	
	Part-time	Full-time	Part-time	Full-time
East of England	56.4%	43.6%	53.7%	46.3%
East Midlands	58.0%	42.0%	57.4%	42.6%
Greater London	63.3%	36.7%	57.0%	43.0%
North East	51.7%	48.3%	50.6%	49.4%
North West	59.3%	40.7%	56.2%	43.8%
South East	57.3%	42.7%	60.1%	39.9%
South West	72.1%	27.9%	67.8%	32.2%
West Midlands	64.5%	35.5%	60.3%	39.7%
Yorkshire and the Humber	57.1%	42.9%	55.9%	44.1%

Figure 8: Part-time / full-time staff by region in England, 2011-2012

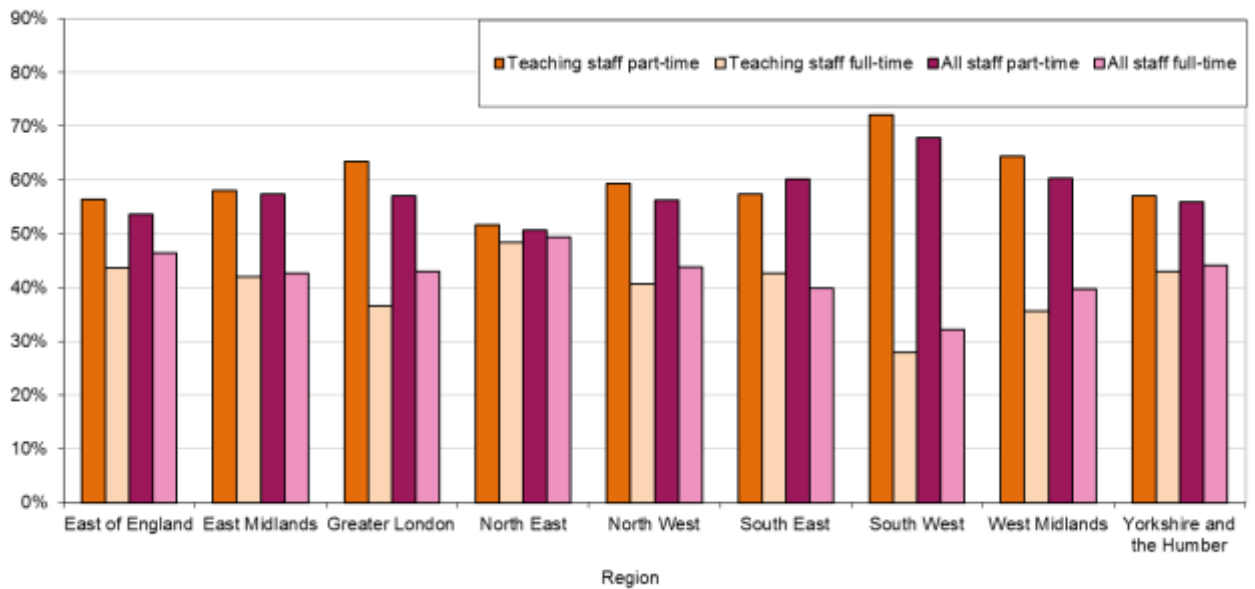


Table 14 provides the number of staff in each occupational group within the nine regions of England. In general, the largest numbers of staff in most occupational groups were found in the North West, South East and West Midlands, with the lowest number in the North East. This relates proportionately to the number of further education institutions in each of these regions. Teaching staff constituted a large part of the total workforce in each region, whereas the numbers of senior managers, assessors and verifiers were lower.

Table 14: Number of staff in each occupational group and region, 2011-2012

Occupational group	Region								
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
Administrative and professional staff	1,077	1,085	1,291	474	1,640	1,267	1,206	1,528	1,404
Assessors and verifiers	354	448	267	170	939	405	171	887	499
Senior managers	76	103	122	37	124	109	52	100	92
Other managers	927	1,200	1,219	346	1,564	1,196	1,205	1,420	1,215
Service staff	2,222	3,448	2,849	1,513	4,412	3,087	2,946	3,590	3,913
Teaching staff	5,865	7,776	9,518	3,251	16,343	12,292	7,369	10,383	9,796
Technical staff	1,044	1,106	1,030	335	1,826	1,181	1,033	1,283	1,437
Word processing, clerical and secretarial staff	1,557	2,225	1,825	683	3,023	2,177	1,369	2,276	2,629
<i>Not known/ not provided</i>	22	676	320	69	697	298	295	827	298
Total	13,144	18,067	18,441	6,878	30,568	22,012	15,646	22,294	21,283

## 4. Annual Pay

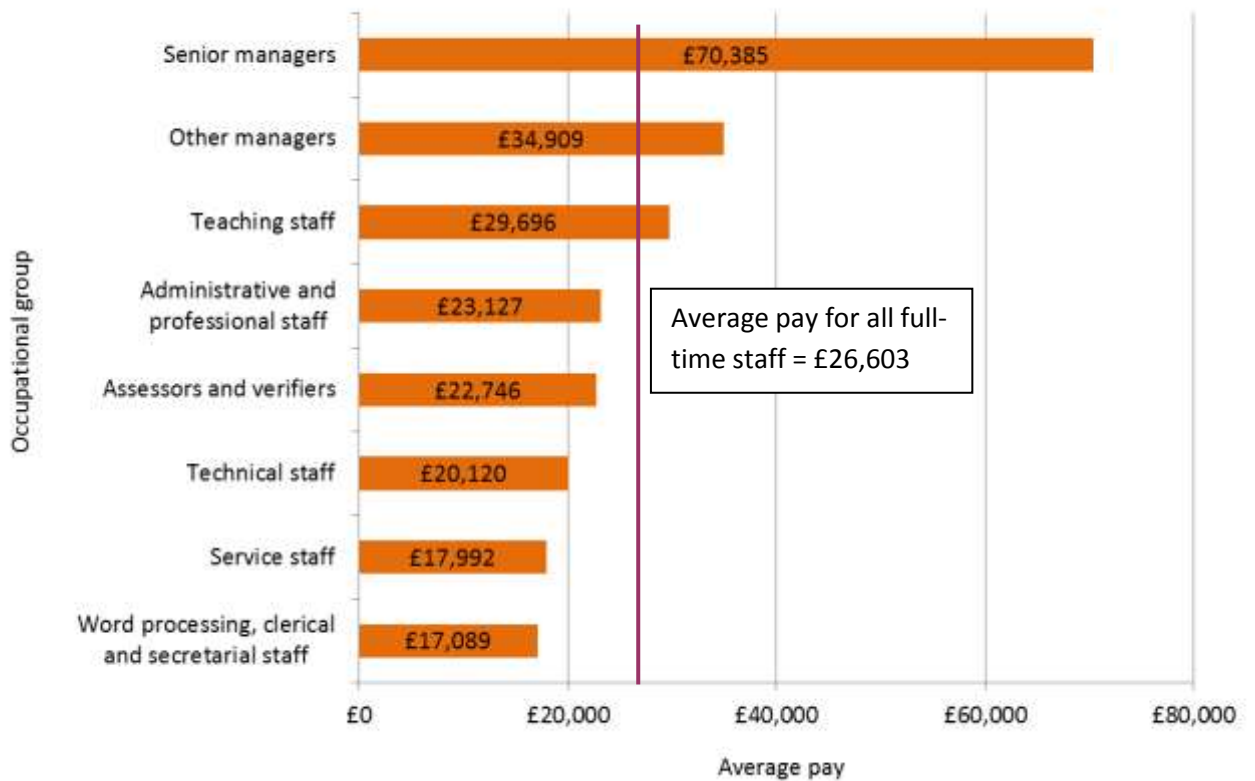
The data includes information on the annual pay of the further education college workforce. It provides the annual pay for the tax year, so for the 2011-2012 collection, this would cover the period from 6 April 2011 to 5 April 2012. Therefore this is the actual pay received by an individual contract for that particular tax year, which may not be the full annual salary. If a full-time member of staff started part way through the tax year then their annual pay may show as being less than their annual salary. Similarly, where staff received no pay for the 2011-2012 tax year, i.e. if they started working for a college after 5 April 2012, **an entry of '£0 to £1,999' is recorded in this field. For this reason, '£0 to £1,999' was filtered out of the analysis.**

**In addition, colleges were asked to select a pay band, for example '£3,000 to £3,999', for each member of staff. By assigning a numeric value to the mid-point of each band (£3,500 for '£3,000 to £3,999' etc), it is possible to roughly calculate average (mean) pay for staff, once outlying values (i.e. 'zero') are filtered out.** 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.**

Prior to 2007-2008, 75 pay bands were used in the SIR collection and the highest pay band was **'£75,000 or more'**. In 2007-2008, 25 additional bands were added, increasing the highest pay band to **'£100,000 or more'**. **Although, the new banding allows analysis to be performed more accurately (as more mid-points can be assigned to the upper end of the scale), it presented issues for comparability to previous years.** Therefore, in previous SIR reports, all bands greater than £75,000 in the year-on-year time series comparisons were assigned a mid-point of £75,500 to make them comparable to pre 2007-2008 data. This is the first year that does not require such adjustment for five year time series analysis. All the time series analysis in this report is based upon re-analysis of the the actual midpoint of the band selected, giving a more accurate estimate in the higher pay bandings.



Figure 9: Average full-time further education pay by occupational group, 2011-2012



The average annual pay of staff in each occupational group by region is presented in Appendix 5; the key findings from which are summarised below.

- The highest average pay of staff in most occupational groups was found in Greater London.
- On average, most occupational groups earned between £3,000 and £5,000 more in Greater London than the average for the rest of England in each occupational group.
- Senior managers earned around £4,000 less in the West Midlands and East Midlands than the national average for this group. This group also had the greatest range, with a difference between the highest average and lowest average of £12,765.
- Word processing, clerical and secretarial staff and staff in service roles were on average the lowest earners across most regions. This group also showed the greatest difference between the Greater London average and the rest of England average, of £5,685.

The table below shows that despite female pay increasing to a greater extent (10.3 per cent) than male pay (7.6 per cent) between 2007-2008 and 2011-2012, a pay gap still existed in further education colleges. On average, full-time male staff earned £1,803 more than their female counterparts in 2011-2012. It is important to note that these comparisons do not account for differences in the gender breakdown by detailed occupational groups or regions, which could influence these variations.

Table 15: Average pay for all male and female full-time staff, 2007-2008 to 2011-2012

Gender	2007-08	2008-09	2009-10	2010-11	2011-12	% rise
Female	£23,335	£24,208	£24,897	£25,425	£25,739	10.3%
Male	£25,602	£26,377	£27,063	£27,393	£27,542	7.6%
Difference	£2,267	£2,170	£2,166	£1,968	£1,803	
Female pay as a percentage of male pay	91%	92%	92%	93%	93%	

Note: In previous SIR reports this table used the pre-2007-08 pay banding for analysis – This table presents fresh analysis of all data.

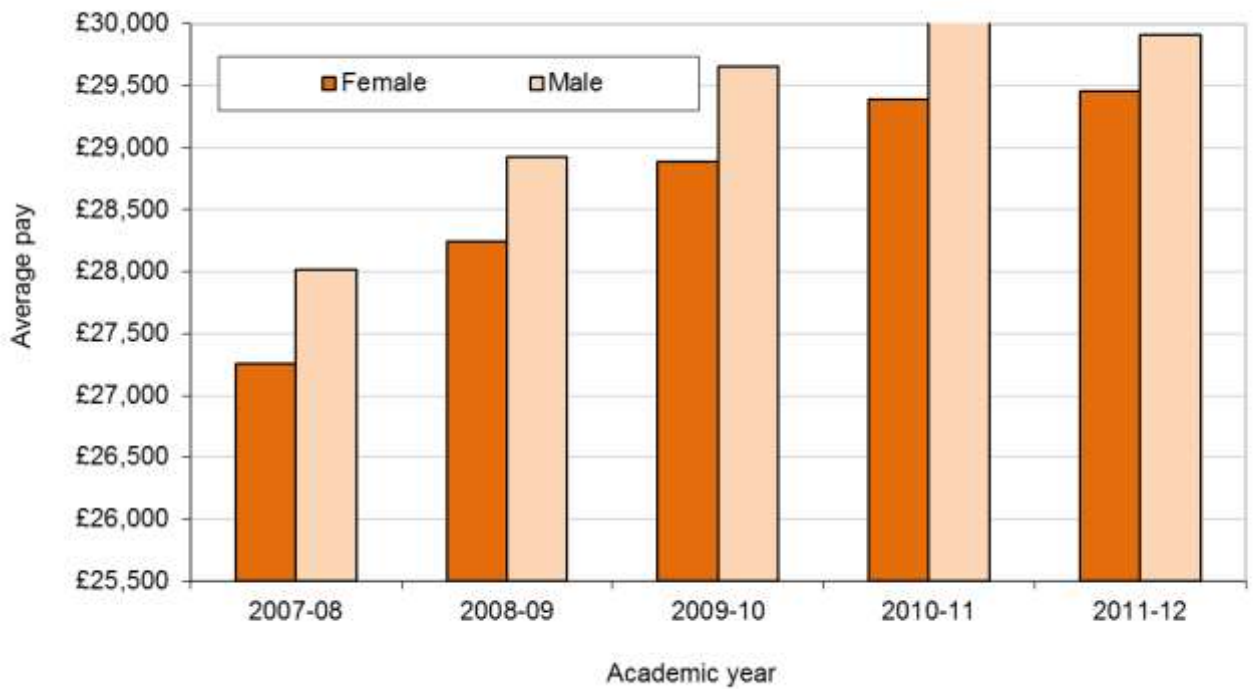
The table below shows that female teachers' pay increased to a greater extent (8.1 per cent) than male teachers' pay (6.8 per cent) between 2007-2008 and 2011-2012. A slight pay gap still exists for teaching staff, although this gap has shrunk considerably in the last five years. On average, full-time male staff earned £452 more than their female counterparts in 2011-2012. Table 16 and Figure 10 illustrate a year-on-year rise in the average pay of full-time male and female teaching staff. The difference in the pay of these members of staff had been slowly closing over the past five years (although broadening slightly in 2009-2010) has continued to narrow in line with the overall trend. This pay gap is still much lower than the gap found for all staff, although full-time female teachers gained an overall increase of 8.1 per cent in average pay since 2007-2008, whereas all female staff saw a 11.3 per cent rise.

Table 16: Average pay by gender for full-time teaching staff, 2007-2008 to 2011-2012

Gender	2007-08	2008-09	2009-10	2010-11	2011-12	% rise
Female	£27,259	£28,240	£28,886	£29,389	£29,458	8.1%
Male	£28,013	£28,923	£29,652	£30,057	£29,910	6.8%
Difference	£754	£684	£766	£668	£452	
Female pay as a percentage of male pay	97.3%	97.6%	97.4%	97.8%	98.5%	

Note: In previous SIR reports this table used the pre-2007-08 pay banding for analysis – This table presents fresh analysis of all data.

Figure 10: Average pay by gender for full-time teaching staff, 2007-2008 to 2011-2012



Note: In previous SIR reports this chart used the pre-2007-08 pay banding for analysis – This chart presents fresh analysis of all data.

For the first time the closing of the pay gap between male and female teaching staff is in part due to a slight drop of £147 in the average pay of male teaching staff.

Table 17 and Figure 11 show the variation in average pay among regions. As has been the case in previous years, full-time teaching staff in Greater London had the highest average pay and those in North West and the South West had the lowest.

Table 17: Average full-time annual pay of teachers by region, 2011-2012

Region	Average pay
East of England	£30,086
East Midlands	£29,215
Greater London	£33,700
North East	£32,268
North West	£27,690
South East	£29,264
South West	£27,661
West Midlands	£29,999
Yorkshire and the Humber	£30,167

Figure 11 illustrates the regions where pay for teaching staff was above and below the full-time teaching staff average for England.

Figure 11: Average full-time teaching pay by region, 2011-2012

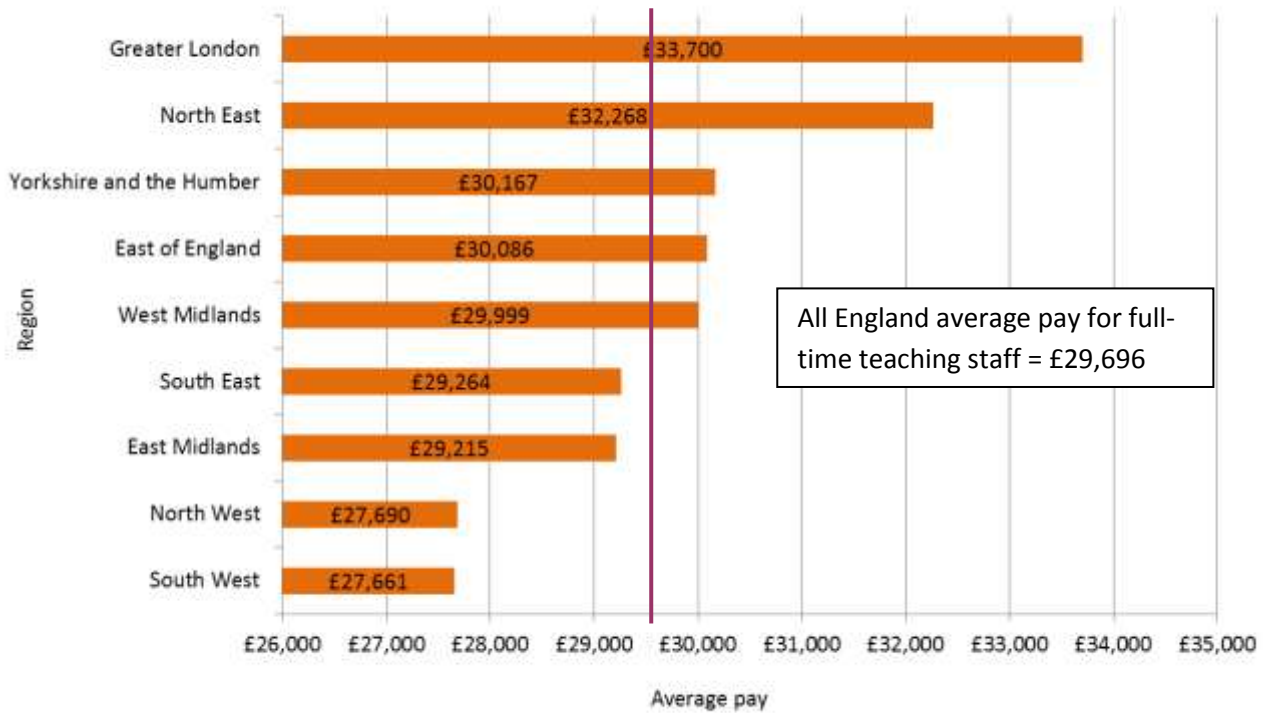


Table 18 identifies the average pay of full-time teaching staff across the regions between 2007-2008 and 2011-2012. It shows that the rise in average pay of teaching staff across the regions in England ranged between 2 per cent and 17 per cent, with the largest increase in the North East and the smallest increase in the North West.

Table 18: Average full-time pay of teaching staff by region, 2007-2008 to 2011-2012

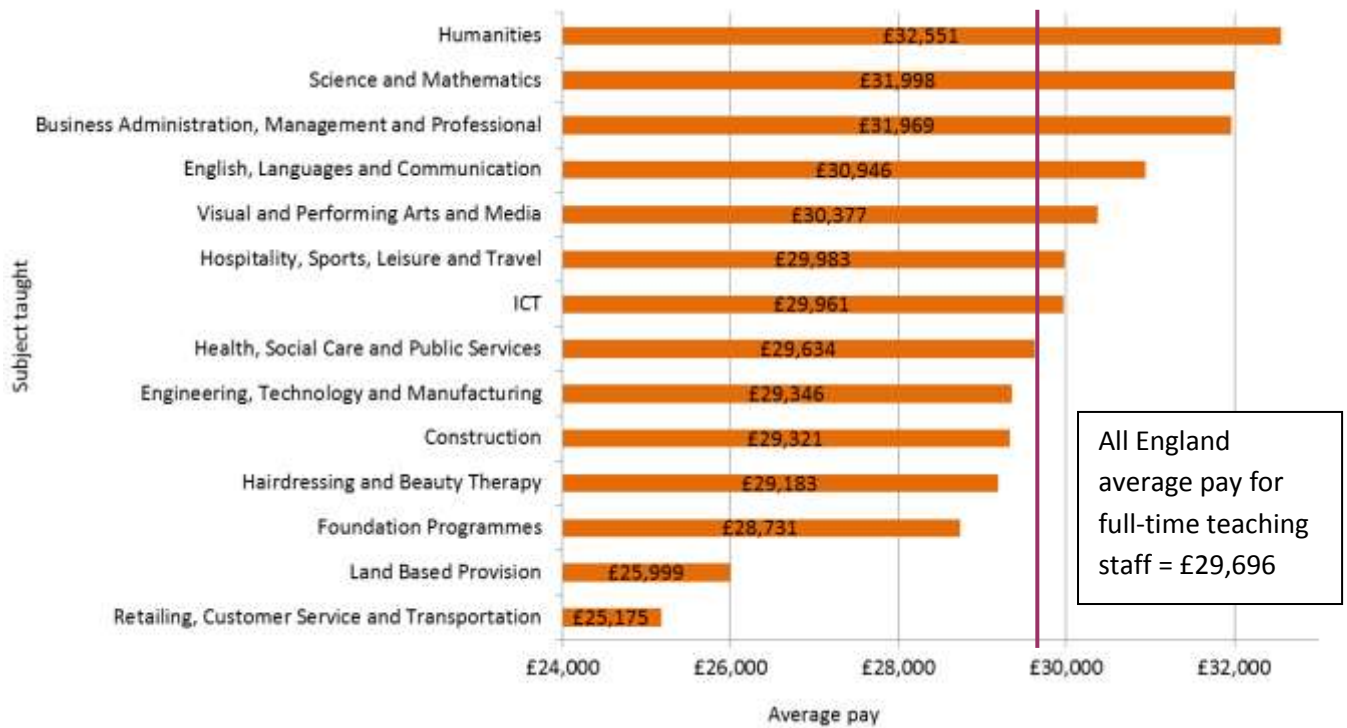
Region	Year	Average pay	Percentage rise
East of England	2007-08	£27,836	8%
	2008-09	£29,191	
	2009-10	£29,861	
	2010-11	£29,427	
	2011-12	£30,057	
East Midlands	2007-08	£25,544	14%
	2008-09	£26,776	
	2009-10	£28,135	
	2010-11	£29,547	
	2011-12	£29,213	
Greater London	2007-08	£30,500	10%
	2008-09	£31,629	
	2009-10	£32,587	
	2010-11	£33,081	
	2011-12	£33,557	
North East	2007-08	£27,561	17%
	2008-09	£28,549	
	2009-10	£29,829	
	2010-11	£29,754	
	2011-12	£32,268	
North West	2007-08	£27,204	2%
	2008-09	£28,754	
	2009-10	£27,537	
	2010-11	£27,882	
	2011-12	£27,677	
South East	2007-08	£27,179	8%
	2008-09	£28,621	
	2009-10	£29,064	
	2010-11	£29,747	
	2011-12	£29,219	
South West	2007-08	£25,776	7%
	2008-09	£25,807	
	2009-10	£27,135	
	2010-11	£27,812	
	2011-12	£27,661	
West Midlands	2007-08	£26,706	12%
	2008-09	£27,273	
	2009-10	£28,862	
	2010-11	£29,713	
	2011-12	£29,996	
Yorkshire and the Humber	2007-08	£27,675	9%
	2008-09	£28,953	
	2009-10	£30,484	
	2010-11	£30,824	
	2011-12	£30,167	

Note: In previous SIR reports this table used the pre-2007-08 pay banding for analysis – This table presents fresh analysis of all data.

According to Figure 12, there is a slight variation in the pay of full-time teaching staff by area of main subject taught. The highest pay was earned by those teaching humanities (£32,551), science and mathematics (£31,998), and business administration, management and professional (£31,959). These were also the three highest paid subject areas in 2009-2010 and 2010-2011, but this year the latter has seen an increase in average pay, compared with the two former which have seen a slight decrease in the average pay.

The lowest paid subject areas were retailing, customer service and transportation (£25,175) land-based provision (£25,999), and foundation programmes (£28,731). The lowest paid subject area has seen average pay decrease since 2010-2011.

Figure 12: Average full-time teaching staff pay by subject taught, 2011-2012



## 5. Subjects taught by the teaching workforce

### 5.1 Subject areas taught in further education colleges

Table 23 shows the main subject area taught by teaching staff in 2011-2012. There were more staff teaching 'visual and performing arts and media' in further education colleges than any other subject. 'English, languages and communication', 'health, social care and public services' and 'foundation programmes' were also identified as subject areas taught by the largest numbers of staff. However, some of these are also areas with relatively higher levels of part-time working so a member of staff could be teaching the same subject as their main subject area in more than one college.

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

Table 23: Subject taught by teaching staff during 2011-2012

Main subject taught	Number of staff	Per cent
Visual and performing arts and media	9,913	12.0%
Health, social care and public services	7,323	8.9%
English, languages and communication	7,318	8.9%
Foundation programmes	7,226	8.7%
Business admin, management and professional	6,477	7.8%
Hospitality, sports, leisure and travel	6,180	7.5%
Engineering, technology and manufacturing	4,795	5.8%
Science and mathematics	4,690	5.7%
Construction	4,638	5.6%
Humanities	4,328	5.2%
Information and communication technology	3,725	4.5%
Hairdressing and beauty therapy	3,676	4.5%
Land based provision	1,945	2.4%
Retailing, customer service and transportation	1,582	1.9%
<i>Not known / not provided / other staff</i>	8,777	10.6%
Total	82,593	100%

Table 24 provides an overview of change in the provision of subject areas over time. Some slight changes can be observed over the five year period between 2007-2008 and 2011-2012. The largest decline was seen in 'English, languages and communication' (of 1.0 percentage points) and 'information and communication technology' (of 1.0 percentage points). The greatest increase is in 'construction' (by 0.7 percentage points), which last year had shown signs of levelling off. 'Engineering, technology and manufacturing' has also continued to grow in numbers of staff (by 0.6 percentage points over the last five years).

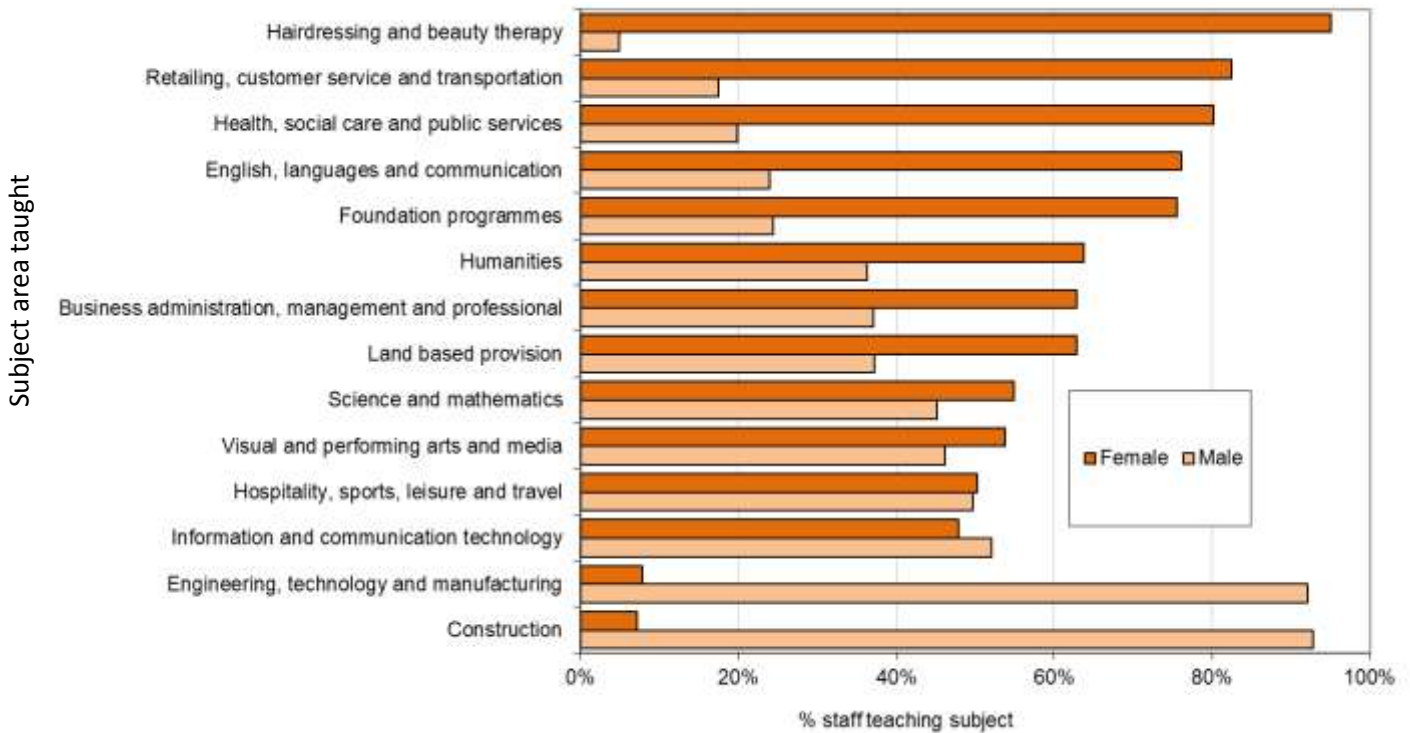
Table 24: Subject area taught by teaching staff between 2007-2008 and 2011-2012

Main subject taught	2007-08	2008-09	2009-10	2010-11	2011-12
Visual and performing arts and media	12.2%	12.2%	12.3%	12.2%	12.0%
Health, social care and public services	9.4%	9.1%	8.7%	8.6%	8.9%
English, languages and communication	9.8%	9.6%	9.5%	9.1%	8.9%
Foundation programmes	9.3%	9.0%	8.7%	8.4%	8.7%
Business admin, management and professional	8.5%	8.4%	8.1%	8.0%	7.8%
Hospitality, sports, leisure and travel	7.2%	7.1%	7.3%	7.4%	7.5%
Engineering, technology and manufacturing	5.2%	5.5%	5.5%	5.6%	5.8%
Science and mathematics	6.0%	5.9%	5.9%	6.0%	5.7%
Construction	4.9%	5.0%	5.3%	5.2%	5.6%
Humanities	5.3%	5.2%	5.5%	5.5%	5.2%
Information and communication technology	5.5%	5.2%	5.1%	4.7%	4.5%
Hairdressing and beauty therapy	4.4%	4.2%	4.3%	4.3%	4.5%
Land based provision	2.1%	2.2%	2.5%	2.6%	2.4%
Retailing, customer service and transportation	2.4%	2.4%	2.2%	1.9%	1.9%
<i>Not known / not provided / other staff</i>	1.7%	7.7%	9.1%	9.1%	10.5%
Total	100%	100%	100%	100%	100%

Further analysis revealed that there were more female staff teaching most subject areas than male staff; however, the male to female ratio tended to vary. This is presented in Figure 15.



Figure 15: Subject area taught by teaching staff by gender, 2011-2012



The evidence shows that ‘construction’ and ‘engineering, technology and manufacturing’ continued to be predominantly taught by male teaching staff (i.e. more than 90 per cent of staff teaching these subjects) whereas the vast majority (i.e. more than 90 per cent) of staff teaching ‘hairdressing and beauty therapy’ were female. This is confirmed by the figures shown in Table 25 (below), which provides information on the gender breakdown of staff teaching various subject areas.

Table 25: Subject area taught by teaching staff by gender, 2011-2012

Main subject taught		Male	Female	Total
Science and mathematics	Number	2,117	2,573	4,690
	Per cent	45.1%	54.9%	100%
Land-based provision	Number	723	1,222	1,945
	Per cent	37.2%	62.8%	100%
Construction	Number	4,304	334	4,638
	Per cent	92.8%	7.2%	100%
Engineering, technology and manufacturing	Number	4,418	377	4,795
	Per cent	92.1%	7.9%	100%
Business administration, management and professional	Number	2,406	4,071	6,477
	Per cent	37.1%	62.9%	100%
Information and communication technology	Number	1,940	1,785	3,725
	Per cent	52.1%	47.9%	100%
Retailing, customer service and transportation	Number	277	1,305	1,582
	Per cent	17.5%	82.5%	100%
Hospitality, sports, leisure and travel	Number	3,074	3,106	6,180
	Per cent	49.7%	50.3%	100%
Hairdressing and beauty therapy	Number	181	3,495	3,676
	Per cent	4.9%	95.1%	100%
Health, social care and public services	Number	1,451	5,872	7,323
	Per cent	19.8%	80.2%	100%
Visual and performing arts and media	Number	4,582	5,331	9,913
	Per cent	46.2%	53.8%	100%
Humanities	Number	1,569	2,756	4,325
	Per cent	36.3%	63.7%	100%
English, languages and communication	Number	1,749	5,569	7,318
	Per cent	23.9%	76.1%	100%
Foundation programmes	Number	1,765	5,461	7,226
	Per cent	24.4%	75.6%	100%
<i>Not known / not provided / other staff</i>	<i>Number</i>	<i>3,219</i>	<i>5,510</i>	<i>8,729</i>
	<i>Per cent</i>	<i>36.9%</i>	<i>63.1%</i>	<i>100%</i>
Total	Number	33,775	48,767	82,542
	Per cent	40.9%	59.0%	100%

Note: Gender information for 51 teaching staff was not known or not provided. These cases have been excluded from the table above.

## Appendix 1

### Further education colleges in the 2011-2012 staff individualised record data set

Region	Type of further education college	College name	Number of contracts	Source year
East of England	General FE College incl Tertiary	Barnfield College	824	2010-11
	General FE College incl Tertiary	Bedford college	710	2010-11
	General FE College incl Tertiary	Cambridge Regional College	1219	2011-12
	General FE College incl Tertiary	Central Bedfordshire College	405	2010-11
	General FE College incl Tertiary	Chelmsford College	448	2009-10
	General FE College incl Tertiary	City College Norwich	1417	2011-12
	General FE College incl Tertiary	Colchester Institute	932	2010-11
	General FE College incl Tertiary	Epping Forest College	380	2011-12
	General FE College incl Tertiary	Great Yarmouth College	582	2011-12
	General FE College incl Tertiary	Harlow College	596	2011-12
	General FE College incl Tertiary	Lowestoft College	564	2011-12
	General FE College incl Tertiary	North Hertfordshire College	428	2011-12
	General FE College incl Tertiary	Oaklands College	703	2011-12
	General FE College incl Tertiary	Seevic College	580	2011-12
	General FE College incl Tertiary	South Essex College of Further and Higher Education	35	2011-12
	General FE College incl Tertiary	Suffolk New College	565	2009-10
	General FE College incl Tertiary	The College of West Anglia	1026	2011-12
	General FE College incl Tertiary	West Herts College	798	2011-12
	Sixth form college	Long Road Sixth Form College	243	2011-12
	Sixth form college	Palmer's College	189	2011-12
Sixth form college	Paston College	153	2011-12	
Special college - Agriculture and horticulture	Easton College	347	2011-12	
East Midlands	General FE College incl Tertiary	Boston College	578	2011-12
	General FE College incl Tertiary	Chesterfield College	1126	2011-12
	General FE College incl Tertiary	Derby College	29	2011-12
	General FE College incl Tertiary	Grantham College	403	2009-10
	General FE College incl Tertiary	Leicester College	2104	2011-12
	General FE College incl Tertiary	Lincoln College	591	2010-11
	General FE College incl Tertiary	Loughborough College	906	2011-12
	General FE College incl Tertiary	New College Stamford	716	2011-12
	General FE College incl Tertiary	New College, Nottingham	1721	2011-12
	General FE College incl Tertiary	North Nottinghamshire College	464	2011-12
	General FE College incl Tertiary	Northampton College	1465	2011-12
	General FE College incl Tertiary	South Leicestershire College	458	2011-12
	General FE College incl Tertiary	South Nottingham College	2122	2011-12
	General FE College incl Tertiary	Stephenson College	616	2011-12

Region	Type of further education college	College name	Number of contracts	Source year
East Midlands	General FE College incl Tertiary	Tresham Institute	602	2011-12
	General FE College incl Tertiary	Vision West Notts	1119	2011-12
	National Specialist College	Hinwick Hall College	64	2009-10
	National Specialist College	Linkage College	631	2010-11
	Sixth form college	Bilborough College	391	2011-12
	Sixth form college	Gateway College	214	2010-11
	Sixth form college	Regent College	152	2010-11
	Sixth form college	Wyggeston and Queen Elizabeth I College	295	2011-12
	Special college - Agriculture and horticulture	Brooksby Melton College	455	2011-12
	Special college - Agriculture and horticulture	Moulton College	845	2011-12
Greater London	General FE College incl Tertiary	Barking and Dagenham College	561	2011-12
	General FE College incl Tertiary	Barnet and Southgate College	1170	2011-12
	General FE College incl Tertiary	Bexley College	307	2009-10
	General FE College incl Tertiary	Carshalton College	340	2010-11
	General FE College incl Tertiary	City of Westminster College	707	2011-12
	General FE College incl Tertiary	College of Haringey, Enfield and North East London	759	2011-12
	General FE College incl Tertiary	College of North West London	724	2011-12
	General FE College incl Tertiary	Ealing, Hammersmith and West London College	39	2011-12
	General FE College incl Tertiary	Greenwich Community College	9	2011-12
	General FE College incl Tertiary	Hackney Community College	4	2011-12
	General FE College incl Tertiary	Harrow College	503	2011-12
	General FE College incl Tertiary	Havering College of Further & Higher Education	817	2011-12
	General FE College incl Tertiary	Kensington & Chelsea College	523	2011-12
	General FE College incl Tertiary	Kingston College	811	2010-11
	General FE College incl Tertiary	Lewisham College	418	2011-12
	General FE College incl Tertiary	Newham College of FE	696	2010-11
	General FE College incl Tertiary	Redbridge College	282	2011-12
	General FE College incl Tertiary	Richmond Adult Community College	441	2011-12
	General FE College incl Tertiary	Richmond upon Thames College	627	2011-12
	General FE College incl Tertiary	South Thames College	1177	2011-12
	General FE College incl Tertiary	Southwark College	304	2010-11
	General FE College incl Tertiary	Stanmore College	280	2011-12
	General FE College incl Tertiary	Tower Hamlets College	468	2011-12
	General FE College incl Tertiary	Uxbridge College	939	2011-12
	General FE College incl Tertiary	Waltham Forest College	401	2011-12
	General FE College incl Tertiary	West Thames College	840	2011-12
General FE College incl Tertiary	Westminster Kingsway College	1004	2011-12	

Region	Type of further education college	College name	Number of contracts	Source year
Greater London	National Specialist College	Orchard Hill College	155	2010-11
	Sixth form college	Coulsdon College	156	2011-12
	Sixth form college	Havering Sixth Form College	219	2011-12
	Sixth form college	Leyton Sixth Form College	279	2011-12
	Sixth form college	Newham Sixth Form College	296	2011-12
	Sixth form college	Sir George Monoux College	201	2010-11
	Sixth form college	St Charles Catholic Sixth Form College	101	2009-10
	Sixth form college	St Francis Xavier Sixth Form College	237	2011-12
	Special college - Agriculture and horticulture	Capel Manor College	571	2011-12
	Specialist Designated college	City Lit	912	2009-10
	Specialist Designated college	Hillcroft College	2	2011-12
	Specialist Designated college	Mary Ward Centre	159	2011-12
	Specialist Designated college	Morley College	2	2011-12
	North East	General FE College incl Tertiary	Darlington College	615
General FE College incl Tertiary		East Durham College	547	2009-10
General FE College incl Tertiary		Gateshead College	612	2011-12
General FE College incl Tertiary		Hartlepool College of Further Education	589	2009-10
General FE College incl Tertiary		Middlesbrough College	680	2011-12
General FE College incl Tertiary		New College Durham	553	2011-12
General FE College incl Tertiary		Northumberland College	556	2010-11
General FE College incl Tertiary		Redcar & Cleveland College	296	2011-12
General FE College incl Tertiary		South Tyneside College	46	2011-12
General FE College incl Tertiary		Sunderland College	1324	2011-12
General FE College incl Tertiary		Tyne Metropolitan College	449	2011-12
National Specialist College		Northern Counties College	74	2009-10
Sixth form college		Prior Pursglove College	219	2011-12
Sixth form college		Queen Elizabeth Sixth Form College	217	2009-10
Sixth form college		Stockton Sixth Form College	101	2011-12
North West		General FE College incl Tertiary	Accrington and Rossendale College	496
	General FE College incl Tertiary	Blackburn College	1101	2010-11
	General FE College incl Tertiary	Bolton Community College	904	2010-11
	General FE College incl Tertiary	Burnley College	893	2011-12
	General FE College incl Tertiary	Bury College	828	2011-12
	General FE College incl Tertiary	Carlisle College	319	2011-12
	General FE College incl Tertiary	Furness College	303	2010-11
	General FE College incl Tertiary	Hopwood Hall College	273	2011-12
	General FE College incl Tertiary	Hugh Baird College	684	2011-12
	General FE College incl Tertiary	Kendal College	408	2010-11
	General FE College incl Tertiary	Lakes College West Cumbria	523	2011-12
	General FE College incl Tertiary	Lancaster & Morecambe College	551	2011-12
	General FE College incl Tertiary	Liverpool Community College	1624	2011-12
	General FE College incl Tertiary	Macclesfield College	422	2009-10

Region	Type of further education college	College name	Number of contracts	Source year
North West	General FE College incl Tertiary	Mid-Cheshire College	463	2011-12
	General FE College incl Tertiary	Preston College	1056	2010-11
	General FE College incl Tertiary	Riverside College Halton	34	2011-12
	General FE College incl Tertiary	Runshaw College	893	2011-12
	General FE College incl Tertiary	Salford City College	1050	2011-12
	General FE College incl Tertiary	South Cheshire College	677	2011-12
	General FE College incl Tertiary	Southport College	521	2011-12
	General FE College incl Tertiary	St Helens College	743	2011-12
	General FE College incl Tertiary	Stockport College	1221	2011-12
	General FE College incl Tertiary	Tameside College	610	2011-12
	General FE College incl Tertiary	The Manchester College	5121	2009-10
	General FE College incl Tertiary	The Oldham College	1192	2010-11
	General FE College incl Tertiary	Trafford College	1009	2010-11
	General FE College incl Tertiary	Warrington Collegiate Institute	547	2011-12
	General FE College incl Tertiary	West Cheshire College	1131	2011-12
	General FE College incl Tertiary	Wigan & Leigh College	913	2011-12
	General FE College incl Tertiary	Wirral Metropolitan College	732	2011-12
	National Specialist College	Langdon College	33	2010-11
	Sixth form college	Barrow-In-Furness Sixth Form College	130	2011-12
	Sixth form college	Blackpool Sixth Form College	238	2010-11
	Sixth form college	Carmel College	238	2009-10
	Sixth form college	Cheadle & Marple Sixth Form College	404	2011-12
	Sixth form college	Holy Cross College	237	2009-10
	Sixth form college	King George V College	190	2009-10
	Sixth form college	Loreto College	277	2011-12
	Sixth form college	Oldham Sixth Form College	255	2011-12
	Sixth form college	Sir John Deane's College	256	2011-12
	Sixth form college	St John Rigby College	177	2011-12
	Sixth form college	Winstanley College	221	2011-12
	Special college - Agriculture and horticulture	Reaseheath College	670	2010-11
South East	General FE College incl Tertiary	Abingdon & Witney College	591	2011-12
	General FE College incl Tertiary	Amersham and Wycombe College	299	2011-12
	General FE College incl Tertiary	Aylesbury College	7	2011-12
	General FE College incl Tertiary	Bracknell & Wokingham College	744	2011-12
	General FE College incl Tertiary	Canterbury College	1913	2011-12
	General FE College incl Tertiary	Central Sussex College	986	2010-11
	General FE College incl Tertiary	Chichester College	1438	2009-10
	General FE College incl Tertiary	City College Brighton & Hove	887	2009-10
	General FE College incl Tertiary	East Berkshire College	642	2011-12
	General FE College incl Tertiary	East Surrey College	726	2010-11
	General FE College incl Tertiary	Eastleigh College	860	2011-12
	General FE College incl Tertiary	Fareham College	379	2009-10

Region	Type of further education college	College name	Number of contracts	Source year
South East	General FE College incl Tertiary	Farnborough College of Technology	592	2011-12
	General FE College incl Tertiary	Guildford College	6	2011-12
	General FE College incl Tertiary	Isle of Wight College	515	2011-12
	General FE College incl Tertiary	K College	872	2010-11
	General FE College incl Tertiary	Milton Keynes College	1033	2009-10
	General FE College incl Tertiary	Newbury College	325	2011-12
	General FE College incl Tertiary	North East Surrey College of Technology	462	2009-10
	General FE College incl Tertiary	North West Kent College	2	2011-12
	General FE College incl Tertiary	South Downs College	1336	2010-11
	General FE College incl Tertiary	Southampton City College	324	2009-10
	General FE College incl Tertiary	Thanet College	575	2011-12
	Sixth form college	Alton College	238	2010-11
	Sixth form college	Barton Peveril College	496	2011-12
	Sixth form college	Brighton, Hove & Sussex Sixth Form College (BHASVIC)	353	2011-12
	Sixth form college	Esher College	191	2011-12
	Sixth form college	Godalming College	286	2009-10
	Sixth form college	Henley College	569	2010-11
	Sixth form college	Peter Symond's College	583	2010-11
	Sixth form college	Queen Mary's College	466	2011-12
	Sixth form college	St Vincent College	215	2010-11
	Sixth form college	Strode's College	157	2011-12
	Sixth form college	The College of Richard Collyer	340	2011-12
	Sixth form college	The Sixth Form College Farnborough	497	2009-10
	Sixth form college	Totton College	380	2009-10
	Sixth form college	Varndean College	379	2011-12
	Sixth form college	Woking College	142	2011-12
Special college - Agriculture and horticulture	Berkshire College of Agriculture	170	2010-11	
Special college - Agriculture and horticulture	Sparsholt College, Hampshire	885	2011-12	
Specialist Designated college	Ruskin College	151	2011-12	
South West	General FE College incl Tertiary	Bournemouth & Poole College	394	2011-12
	General FE College incl Tertiary	Bridgwater College, Cannington	985	2010-11
	General FE College incl Tertiary	City College Plymouth	1004	2011-12
	General FE College incl Tertiary	City of Bath College	322	2009-10
	General FE College incl Tertiary	City of Bristol College	2134	2011-12
	General FE College incl Tertiary	Filton College	605	2010-11
	General FE College incl Tertiary	Gloucestershire College	1580	2010-11
	General FE College incl Tertiary	New College, Swindon	677	2011-12
	General FE College incl Tertiary	PETROC	1394	2011-12
	General FE College incl Tertiary	Somerset College of Arts & Technology	528	2011-12
	General FE College incl Tertiary	Strode College	806	2011-12

Region	Type of further education college	College name	Number of contracts	Source year
South West	General FE College incl Tertiary	Swindon College	506	2009-10
	General FE College incl Tertiary	Weymouth College	443	2011-12
	General FE College incl Tertiary	Wiltshire College	1748	2009-10
	General FE College incl Tertiary	Yeovil College	521	2011-12
	National Specialist College	National Star College	606	2010-11
	National Specialist College	Ruskin Mill Educational Trust	831	2011-12
	Sixth form college	St Brendan's Sixth Form College	232	2009-10
	Special college - Agriculture and horticulture	Hartpury College	330	2011-12
West Midlands	General FE College incl Tertiary	Bournville College	913	2011-12
	General FE College incl Tertiary	Burton and South Derbyshire College	662	2010-11
	General FE College incl Tertiary	City College Birmingham	865	2009-10
	General FE College incl Tertiary	City College Coventry	457	2011-12
	General FE College incl Tertiary	City of Wolverhampton College	1158	2011-12
	General FE College incl Tertiary	Dudley College of Technology	715	2011-12
	General FE College incl Tertiary	Henley College Coventry	345	2010-11
	General FE College incl Tertiary	Herefordshire College of Technology	491	2010-11
	General FE College incl Tertiary	Kidderminster College	480	2009-10
	General FE College incl Tertiary	Newcastle-under-Lyme College	616	2009-10
	General FE College incl Tertiary	North East Worcestershire College	861	2011-12
	General FE College incl Tertiary	North Warwickshire & Hinckley College	1023	2010-11
	General FE College incl Tertiary	Sandwell College	352	2010-11
	General FE College incl Tertiary	Shrewsbury College of Arts and Technology	744	2011-12
	General FE College incl Tertiary	Solihull College	1043	2009-10
	General FE College incl Tertiary	South Birmingham College	634	2009-10
	General FE College incl Tertiary	South Staffordshire College	2004	2011-12
	General FE College incl Tertiary	South Worcestershire College	397	2011-12
	General FE College incl Tertiary	Stafford College	736	2011-12
	General FE College incl Tertiary	Stoke-on-Trent College	1109	2011-12
	General FE College incl Tertiary	Stourbridge College	638	2011-12
	General FE College incl Tertiary	Stratford-Upon-Avon College	427	2011-12
	General FE College incl Tertiary	Telford College of Arts & Technology	509	2011-12
	General FE College incl Tertiary	Walford & North Shropshire College	456	2010-11
	General FE College incl Tertiary	Walsall College	362	2009-10
	General FE College incl Tertiary	Warwickshire College	2108	2011-12
	General FE College incl Tertiary	Worcester College of Technology	652	2010-11
	National Specialist College	Derwen College	390	2011-12
	Sixth form college	City of Stoke-On-Trent Sixth Form College	316	2011-12
	Sixth form college	Ludlow College	2	2011-12
	Sixth form college	New College, Telford	267	2011-12
	Sixth form college	The Sixth Form College, Solihull	242	2010-11



Region	Type of further education college	College name	Number of contracts	Source year
West Midlands	Sixth form college	Worcester Sixth Form College	271	2011-12
	Specialist Designated college	Fircroft College of Adult Education	39	2010-11
Yorkshire and the Humber	General FE College incl Tertiary	Barnsley College	960	2011-12
	General FE College incl Tertiary	Bradford College	1640	2011-12
	General FE College incl Tertiary	Calderdale College	515	2009-10
	General FE College incl Tertiary	Dearne Valley College	476	2011-12
	General FE College incl Tertiary	Doncaster College	1415	2011-12
	General FE College incl Tertiary	East Riding College	909	2011-12
	General FE College incl Tertiary	Grimsby Institute of Further & Higher Education	1550	2009-10
	General FE College incl Tertiary	Hull College	2757	2011-12
	General FE College incl Tertiary	Kirklees College	8	2011-12
	General FE College incl Tertiary	Leeds City College	2236	2011-12
	General FE College incl Tertiary	Leeds College of Building	472	2011-12
	General FE College incl Tertiary	North Lindsey College	615	2011-12
	General FE College incl Tertiary	Rotherham College of Arts & Technology	1041	2010-11
	General FE College incl Tertiary	Selby College	341	2009-10
	General FE College incl Tertiary	Shipley College	287	2011-12
	General FE College incl Tertiary	The Sheffield College	2007	2010-11
	General FE College incl Tertiary	Wakefield College	915	2009-10
	General FE College incl Tertiary	York College	936	2009-10
	Sixth form college	Greenhead College	194	2009-10
	Sixth form college	Huddersfield New College	361	2011-12
	Sixth form college	John Leggott College	302	2009-10
	Sixth form college	Notre Dame Sixth Form College	175	2011-12
	Sixth form college	Scarborough Sixth Form College	194	2009-10
	Sixth form college	Wyke Sixth Form College	178	2009-10
	Special college - Agriculture and horticulture	Askham Bryan College	312	2010-11
	Special college - Agriculture and horticulture	Bishop Burton College	304	2011-12
Specialist Designated college	Northern College for Residential and Non-Residential Adult Education	183	2011-12	

## Appendix 2

### Detailed occupational groups with number of contracts by gender, 2011-2012

Broad occupational groups	Detailed occupational groups	Male	Female	Total
Senior managers	Chief executive	115	75	190
	Second tier manager (line managed by chief exec)	191	199	390
	College principal	3	0	3
	Director	120	112	232
	<b>Total</b>	<b>429</b>	<b>386</b>	<b>815</b>
Other managers	College administrator / manager	1,053	2,036	3,089
	Centre (sub-college) administrator	71	282	353
	Finance administrator / manager (bursar)	157	310	467
	Librarian	86	389	475
	Marketing administrator / manager	189	456	645
	Computer / database manager	336	87	423
	Estate / site manager	354	58	412
	Other administrator / manager	990	2,049	3,039
	Other senior management	620	764	1,384
	<b>Total</b>	<b>3,856</b>	<b>6,431</b>	<b>10,287</b>
Administrative and professional staff	Careers officer	100	403	503
	Student coordinator	358	999	1,357
	Admissions coordinator	53	321	374
	Examinations coordinator	75	330	405
	Sports centre manager	80	46	126
	Finance officer	163	468	631
	Personnel officer	52	471	523
	Adult education administrator	24	152	176
	Assistant librarian	61	290	351
	Office manager	84	277	361
	Chief executive's secretary / personal assistant	3	348	351
	Other administrative / professional staff	1,513	4,295	5,808
<b>Total</b>	<b>2,566</b>	<b>8,400</b>	<b>10,966</b>	
Technical staff	Computer / database officer	558	284	842
	Computer technician	1,292	166	1,458
	Reprographics manager	43	29	72
	Senior laboratory / workshop technician	258	150	408
	Laboratory / workshop technician	1,252	671	1,923
	Arts technician	373	329	702
	Audio / video technician	265	50	315
	Learning support technician	492	1,204	1,696
	Other technical staff	1,511	1,344	2,855
	<b>Total</b>	<b>6,044</b>	<b>4,227</b>	<b>10,271</b>

Broad occupational groups	Detailed occupational groups	Male	Female	Total
Word processing, clerical and secretarial staff	Word processor operator / clerical assistant	70	407	477
	Administrative assistant	938	5,791	6,729
	Secretary	5	417	422
	Receptionist / telephonist	65	1,252	1,317
	Finance assistant	147	785	932
	Personnel assistant	38	432	470
	Library assistant	203	1,021	1,224
	Exams assistant	795	1,701	2,496
	Admissions assistant	274	1,102	1,376
	Reprographics assistant	127	194	321
	Other clerical / secretarial staff	534	1,464	1,998
	<b>Total</b>	<b>3,196</b>	<b>14,566</b>	<b>17,762</b>
Service staff	Medical staff	2	38	40
	Professions allied to medicine (e.g. speech and language therapist, physiotherapist)	14	81	95
	Caretaker	928	53	981
	Site assistant	654	125	779
	Security officer	481	61	542
	Maintenance staff, e.g. electrician, plumber	609	26	635
	Learning support assistant	2,536	9,327	11,863
	Nurse (including nursery nurse)	5	599	604
	Nursery / crèche assistant	17	1,134	1,151
	Catering manager	84	167	251
	Catering assistant	359	2,015	2,374
	Gardener / grounds person	221	48	269
	Cleaner	695	2,245	2,940
	Residential care staff	79	340	419
	Counselling staff	21	107	128
	Other service staff	2,019	2,875	4,894
<b>Total</b>	<b>8,724</b>	<b>19,241</b>	<b>27,965</b>	
Assessors and verifiers	Assessor / verifier	1,471	2,669	4,140
	<b>Total</b>	<b>1,471</b>	<b>2,669</b>	<b>4,140</b>
Teaching staff (lecturers, tutors and trainers)	Trainer	1,200	788	1,988
	Lecturer / tutor	32,575	47,979	80,554
	<b>Total</b>	<b>33,775</b>	<b>48,767</b>	<b>82,542</b>
<i>Not known / not provided</i>	<i>Unknown</i>	<i>1,421</i>	<i>2,078</i>	<i>3,499</i>
	<b>Total</b>	<b>1,421</b>	<b>2,078</b>	<b>3,499</b>

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

## Appendix 3

Number of staff in each occupational group by type of college, 2011-2012

Occupational group	General FE College Incl Tertiary	Sixth form college	Special college - Agriculture and horticulture	Specialist Designated college	National Specialist College	Total
Senior managers	672	81	28	7	27	815
Other managers	9,037	718	305	44	188	10,292
Administrative and professional staff	9,670	805	263	80	154	10,972
Technical staff	8,538	928	714	40	55	10,275
Word processing, clerical and secretarial staff	15,275	1,896	380	112	101	17,764
Service staff	22,750	2,306	1,195	125	1,604	27,980
Assessors and verifiers	3,974	58	101	3	4	4,140
Teaching staff	72,019	7,003	1,885	1,037	649	82,593
<i>Not known / not provided</i>	2,965	517	18	0	2	3,502
Total	144,900	14,312	4,889	1,448	2,784	168,333

## Appendix 4

### Detailed ethnic breakdown of staff in further education, 2011-2012

Broad ethnic group	Detailed ethnic group	Number	Per cent
Asian	Asian or Asian British - Bangladeshi	531	0.3%
	Asian or Asian British - Indian	3,036	1.8%
	Asian or Asian British - Pakistani	1,558	0.9%
	Asian or Asian British - any other	1,113	0.7%
Black	Black or Black British - African	1,491	0.9%
	Black or Black British - Caribbean	2,395	1.4%
	Black or Black British - any other	551	0.3%
Chinese and any other	Chinese	405	0.2%
	Any other	1,237	0.7%
Mixed	Mixed - White and Asian	381	0.2%
	Mixed - White and Black African	220	0.1%
	Mixed - White and Black Caribbean	467	0.3%
	Mixed - any other	606	0.4%
White - British	White - British	138,436	82.2%
White - other	White - Irish	1,382	0.8%
	White - any other	4,026	2.4%
	White - Other European	1,054	0.6%
Prefer not to say	Prefer not to say	1,862	1.1%
<i>Not known / not provided</i>	<i>Not known</i>	<i>7,582</i>	<i>4.5%</i>
Total	Total	168,333	100.0%

Note: "Any other - Arab" included in "Any other".

## Appendix 5

Average annual pay by occupational group and region, 2011-2012

Occupational group	Region								
	East of England	East Midlands	Greater London	North East	North West	South East	South West	West Midlands	Yorkshire and the Humber
All staff	£27,358	£25,491	£30,659	£27,455	£25,090	£27,211	£25,126	£26,274	£26,055
Administrative and professional staff	£22,250	£22,012	£26,454	£22,996	£21,827	£23,892	£21,339	£22,828	£24,699
Assessor / verifier	£24,363	£22,610	£25,092	£24,966	£20,835	£24,179	£23,500	£23,353	£22,559
Teaching staff	£77,632	£67,487	£73,452	£75,500	£66,846	£71,425	£67,250	£64,867	£73,878
Senior managers	£37,338	£32,714	£39,344	£37,858	£35,136	£33,782	£31,713	£35,160	£32,669
Other managers	£18,896	£16,576	£21,726	£19,387	£16,075	£18,034	£17,971	£17,430	£17,235
Service staff	£30,086	£29,215	£33,700	£32,268	£27,690	£29,264	£27,661	£29,999	£30,167
Technical staff	£21,369	£19,818	£23,462	£19,728	£18,947	£20,014	£18,996	£18,989	£20,363
Word processing, clerical and secretarial staff	£16,862	£16,176	£22,109	£15,891	£16,200	£17,080	£16,466	£16,515	£16,203

## Appendix 6

The following changes were made to the 2011-2012 data collection specification.

### Removed fields:

- Field 06 – Highest qualification
- Field 07 – Teaching and FE qualification 1
- Field 08 – Teaching and FE qualification 2
- Field 09 – Teaching and FE qualification 3
- Field 10 – Teaching and FE qualification 4
- Field 11 – Training to teach learners with learning difficulties and/or disabilities (LLDD)
- Field 21 – Highest enrolled teaching and/or learning support qualification
- Field 22 – Qualified teaching status
- Field 23 – Area of learning of highest qualification
- Field 31 – Subject specific teaching qualifications – literacy, numeracy and ESOL
- Field 32 – Date started teaching
- Field 33 – Number of hours per week
- Field 34 – Number of weeks per year – including holidays

### Updated fields:

- Field 03 – Multiple Contract Number: Field length increased from 1 to 2, now allows up to 99 multiple contract numbers.
- Field 24 – **Main Subject Taught**: Field renamed from “Area of learning of main subject taught”.

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