

SDR 97/2014

18 June 2014

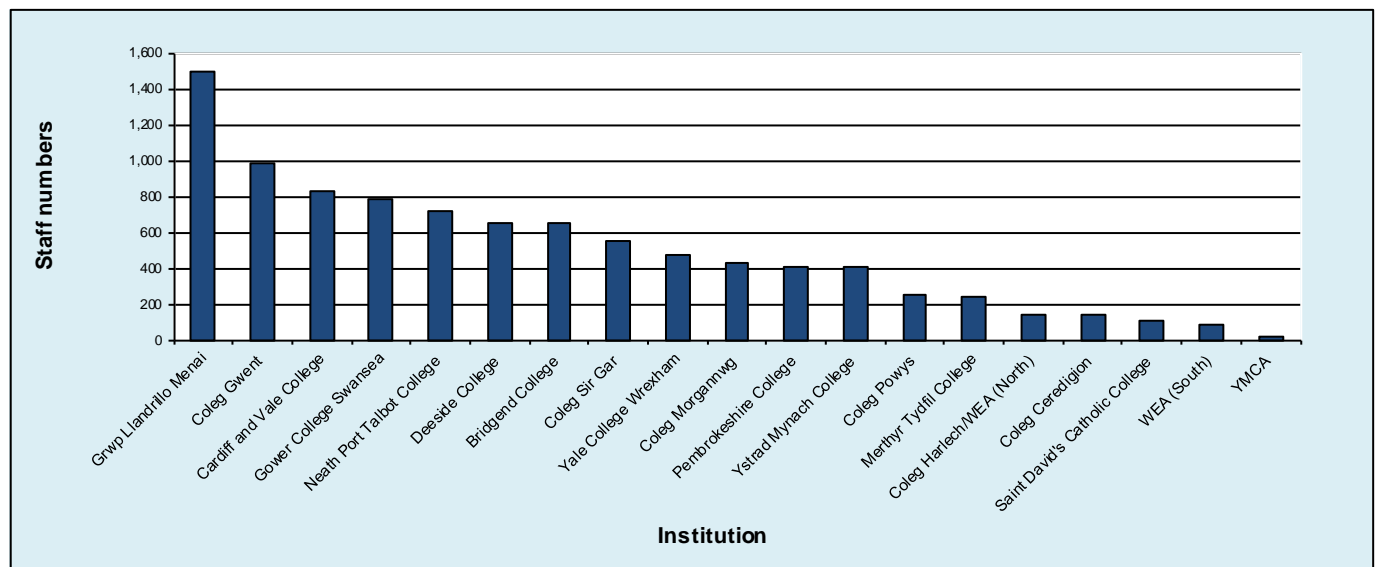
Staff at further education institutions in Wales, 2012/13

This Statistical First Release provides information on the number of staff full time equivalents (FTEs) directly employed by Further Education (FE) institutions at any time during the academic year 2012/13. The data used in this release were collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record as in 2009/10, 2010/11 and 2011/12. Previous releases were sourced by the Staff Individualised Record (SIR); see notes for further detail.

Summary:

- During 2012/13, staff numbers, directly employed by FE institutions in Wales, amounted to 9,330 full time equivalents (FTEs).
- The overall number of staff FTEs directly employed by FE institutions in Wales rose by 2.8 per cent between 2011/12 and 2012/13 on a comparable basis. The 2012/13 total is around the same as the previous peak in 2005/06.
- Year on year changes in staff FTE numbers varied across FE institutions, with the majority of institutions experiencing an increase in staff FTE numbers relative to 2011/12.

Chart 1: Full-time equivalent staff numbers, by FE institution, 2012/13 (a)



Source: 2012/13 Finance Record

(a) Colleges which merged before August 2013 are not illustrated as separate sites but are included in the figures of the new merged bodies. (Table 1 footnotes provide details of mergers.)

Statistician: Matthew Richardson

Tel: 029 2082 6555

Email: post16ed.stats@wales.gsi.gov.uk

Next update: June 2015 (provisional)

Twitter: www.twitter.com/statisticswales | www.twitter.com/ystadegaucymru

Cyhoeddwyd gan Y Gwasanaethau Gwybodaeth a Dadansoddi

Llywodraeth Cymru, Parc Cathays, Caerdydd, CF10 3NQ

Ffôn – Swyddfa'r Wasg **029 2089 8099**, Ymholiadau Cyhoeddus **029 2082 3332**

www.cymru.gov.uk/ystadegau

Issued by Knowledge and Analytical Services

Welsh Government, Cathays Park, Cardiff, CF10 3NQ

Telephone – Press Office **029 2089 8099**, Public Enquiries **029 2082 5050**

www.wales.gov.uk/statistics



Llywodraeth Cymru
Welsh Government

Table 1: Full-time equivalent staff numbers, by institution, 2006/07 to 2012/13 (a)

Institution	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Bridgend College	585	570	580	575	595	605	650
Coleg Ceredigion	135	140	125	125	125	130	135
Coleg Gwent	970	1,005	1,045	950	925	955	985
Merthyr Tydfil College (b)	.	.	.	.	.	.	235
Pembrokeshire College	440	390	390	380	395	405	405
Saint David's Catholic College	110	115	110	120	110	100	105
Coleg Sir Gâr	590	575	560	550	535	530	545
YMCA	15	10	15	15	10	10	10
Coleg Harlech/WEA (North)	100	95	100	100	125	120	140
WEA (South)	105	95	65	60	65	85	85
Coleg Morgannwg	505	450	410	420	440	420	430
Ystrad Mynach College	415	440	430	390	390	400	405
Neath Port Talbot College	555	565	575	585	665	(r) 700	720
Coleg Powys	270	270	265	270	250	240	250
Yale College Wrexham	490	500	465	465	450	465	470
Deeside College (c)(e)	425	455	460	585	675	665	650
Coleg Llysfasi (e)	135	130	115	110	.	.	.
Welsh College of Horticulture (c)	180	180	180	.	.	.	.
Grŵp Llandrillo Menai (h)	.	.	.	.	.	1,420	1,500
Coleg Menai (h)	375	380	385	385	460	.	.
Coleg Llandrillo (d)(h)	640	640	660	810	970	.	.
Coleg Meirion Dwyfor (d)	215	215	210	.	.	.	.
Cardiff and Vale College (g)	.	.	.	.	.	800	825
Barry College (g)	315	325	330	330	335	.	.
Coleg Glan Hafren (g)	465	470	445	445	470	.	.
Gower College Swansea (f)	.	.	.	.	825	815	790
Gorseinon College (f)	325	315	305	315	.	.	.
Swansea College (f)	675	635	590	540	.	.	.
Total	9,035	8,955	8,805	8,530	8,810	(r) 8,855	9,330

Source: Finance Record

(a) Figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(b) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006. For further information, see the notes at the end of this release.

(c) The Welsh College of Horticulture merged into Deeside College in August 2009.

(d) Coleg Llandrillo and Coleg Meirion-Dwyfor combined to form Coleg Llandrillo Cymru in April 2010.

(e) Coleg Llysfasi merged into Deeside College in August 2010.

(f) Swansea College and Gorseinon College combined to form Gower College Swansea in August 2010.

(g) Barry College and Coleg Glan Hafren merged to form Cardiff and Vale College in August 2011.

(h) Coleg Llandrillo Cymru and Coleg Menai combined to form Grŵp Llandrillo Menai in April 2012.

(r) Data received from Neath Port Talbot College in 2011/12 was found to be incorrect and has been corrected in the table for this publication.

Staff FTEs at FE institutions

- Chart 1 and Table 1 show the distribution of staff FTEs across FE institutions by year.
- During 2012/13, staff numbers amounted to 9,330 full-time equivalents (FTEs), an increase of 2.8 per cent on a comparable basis when compared with 2011/12 (see notes).
- The number of staff at individual institutions varied widely, from 10 FTEs in YMCA to 1,500 FTEs at Grŵp Llandrillo Menai.
- Further mergers of institutions have taken place following the academic year 2012/13. These are not directly illustrated in the tables as the data represent the position as at 2012/13. Further details on these mergers can be found in the Notes at the end of this publication.

Changes in staff FTE numbers at FE institutions

- The staff FTE total across all FE institutions in 2012/13 is at its highest since 2005/06. Following a decline in numbers between 2005/06 and 2009/10, the overall number of staff FTEs directly employed by FE institutions has risen each year from 2010/11 onwards. (Table 1).
- Fourteen FE institutions had increases in staff numbers and three had decreases. For colleges, the changes ranged from a 3 per cent decrease at Gower College Swansea to a 13 per cent increase at Coleg Harlech.
- In the previous release (SDR 105/2013), it was noted that there was a decrease in staff numbers at Neath Port Talbot College. This was actually due to an error in the data provided by the college. The corrected data have been placed in the table below and show an increase in staff numbers at Neath Port Talbot College for every year since 2006/07.

Staff FTEs by pay expenditure category

Table 2: Staff FTE numbers by pay expenditure categories, 2006/07 to 2012/13 (a)(b)

Pay Expenditure Category	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 (c)
Teaching and Learning Departments	5,360	5,395	5,220	5,100	5,300	5,225	5,420
Teaching and Learning Support Services	925	875	970	955	980	975	1,150
Other Support Services	400	335	365	335	370	355	385
Administration and Central Services	1,280	1,320	1,345	1,235	1,210	1,305	1,345
General Education Expenditure	135	130	70	75	60	60	60
Premises	330	330	345	335	335	335	340
Research and Consultancy	25	25	*	*	*	0	20
Other Income Generating Activities	365	345	300	315	370	(r) 415	425
Catering and Residence	190	170	165	160	170	165	175
Farm	30	30	20	15	20	25	25
Total	9,035	8,955	8,805	8,530	8,810	(r) 8,855	9,330

Source: Finance Record

- (a) A '*' represents a number greater than 0, but less than 5.
- (b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.
- (c) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected for 2012/13.
- (r) Data received from Neath Port Talbot College in 2011/12 was found to be incorrect and has been corrected in the table for this publication.

- Table 2 shows staff numbers by pay expenditure categories.
- The 'Teaching and learning departments' category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 58 per cent of total FTEs. This proportion is slightly smaller than that seen in previous years.
- When combined, the 'Teaching and Learning Departments' and 'Teaching and Learning Support Services' categories make up 70 per cent of total FTEs. This proportion has been around this level for each year since 2006/07.
- Administration and Central Services staff FTE numbers make up 14.4 per cent of the total in 2012/13. The number of staff in Administration and Central Services has been around this level with some minor fluctuation since 2006/07.
- The aforementioned correction of the data provided for Neath Port Talbot College only affected the number of staff in the 'Other Income Generating Activities'. The other categories for 2011/12 all remain the same as seen in the previous release.

Staff FTEs by pay expenditure category and institution

Table 3: Staff FTE numbers by institution and pay expenditure categories, 2012/13 (a)(b)

FE Institution	Pay Expenditure Categories					Total
	Teaching and Learning Departments	Teaching and Learning Support Services	Other Support Services	Administration and Central Services	Other (c)	
Bridgend College	395	25	35	65	135	650
Cardiff and Vale College	560	90	60	60	60	825
Coleg Ceredigion	65	15	15	20	15	135
Deeside College	445	25	25	65	95	650
Gower College Swansea	555	15	35	75	105	790
Coleg Gwent	585	120	0	265	15	985
Coleg Harlech/WEA (North)	55	30	0	30	25	140
Grŵp Llandrillo Menai	735	410	60	215	80	1,500
Coleg Morgannwg	230	75	35	45	50	430
Merthyr Tydfil College	140	25	20	20	25	235
Neath Port Talbot College	285	130	30	75	200	720
Pembrokeshire College	290	25	15	50	25	405
Coleg Powys	150	25	15	35	25	250
Saint David's Catholic College	70	5	*	20	5	105
Coleg Sir Gâr	295	50	10	80	115	545
WEA (South)	55	10	*	20	0	85
Yale College Wrexham	220	45	15	160	30	470
YMCA	*	0	0	10	*	10
Ystrad Mynach College	290	25	15	35	35	405
All FE Institutions	5,420	1,150	385	1,345	1,040	9,330

Source: 2012/13 Finance Record

- (a) A '*' represents a number greater than 0, but less than 5.
- (b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.
- (c) The 'Other' category includes 'General Education Expenditure', 'Premises', 'Research and Consultancy', 'Other Income Generating Activities', 'Catering and Residence' and 'Farm' pay expenditure categories.

- Table 3 shows staff numbers by institution and pay expenditure categories.
- During 2012/13, the 'Teaching and Learning Departments' category accounted for 58 per cent of total staff FTEs directly employed by FE institutions, ranging from 72 per cent in Ystrad Mynach College to 40 per cent in Neath Port Talbot College. (See also YMCA below.)

- The 'Administration and Central Services' category was the second largest category, accounting for 14 per cent of total staff FTEs directly employed by FE institutions, ranging from 34 per cent at Yale College Wrexham (and see also YMCA below) to 7 per cent at Cardiff and Vale College.
- The split between 'teaching & learning departments' and 'teaching & learning support services' reflects the different style of teaching in each college. In some instances, instructors and demonstrators may be included under 'teaching & learning support services'.
- At YMCA, 'administration & central services' forms a large proportion (75 per cent) and 'Teaching and Learning Departments' a low proportion (17 per cent) of total staff FTEs. As noted in the 2009/10, 2010/11 and 2011/12 releases, these high and low proportions respectively are a consequence of the relatively high levels of hourly paid contract staff at the institution. This release includes only direct teaching staff and therefore such contract staff do not appear in the tables.

Notes

1. Data source

This Statistical First Release provides information on the number of staff full time equivalents (FTEs) directly employed by Further Education (FE) institutions at any time during the academic year 2012/13. The data used in this release are collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record as was also the case in 2011/12, 2010/11 and 2009/10. Earlier releases were sourced from the Staff Individualised Record (SIR). However, the SIR collection was suspended after 2008/09 owing to a prioritisation of statistical activity at that time and in order to reduce the burden of two separate data collections by DfES, pending a review of data requirements in the topic area.

Proposals were made (September 2012) to amend the requirements for registration of the education workforce in Wales:

www.wales.gov.uk/consultations/education/regeducationworkforce/

The result of these proposals was the Education (Wales) Act 2014 which received Royal Assent on 12 May 2014:

www.wales.gov.uk/legislation/programme/assemblybills/education-act/

The staff FTE data are used for monitoring and to inform strategy development. Furthermore, the data provide the official source of statistics on Post 16 staff FTEs in Wales.

The staff FTE data are collected as part of the Finance Record. The Finance Record is primarily a financial return supplied to the Welsh Government by FE institutions and comprises a replica of their financial statements.

Data for Merthyr Tydfil College have not been collected between the academic years 2006/07 and 2011/12 inclusive following its merger with the University of Glamorgan (now part of the University of South Wales) in 2006. For those years these data were included in publications for higher education statistics, and so were excluded from publications of further education statistics. For 2012/13, data from Merthyr Tydfil College are no longer published in higher education statistics publications and so are included in this release for that year only. Any comparisons between academic years in this publication have been made after removing Merthyr Tydfil College data from consideration for 2012/13.

For the 2011/12 data, an error was identified in the data submitted by Neath Port Talbot College. The error has been corrected in this release and any changes from the figures present in the previous release (SDR 105/2013) have been annotated in the tables with an (r).

Where FE colleges have merged, the figures represent the position following the merger and constituent institutions are not identified separately from the academic year of the merger onwards. The constituent institutions are however shown separately in the years prior to the merger in table 1 where footnotes give details of each amalgamation up to 31st July 2013.

The following colleges combined in the 2013/14 academic year, but have not been directly referred to in the release:

- Coleg Harlech/WEA (North) and WEA (South) combined to form WEA Cymru on 10th January 2014
- Coleg Morgannwg and Ystrad Mynach College combined to form Coleg Y Cymoedd on 1st August 2013
- Neath Port Talbot College and Coleg Powys combined to form NPTC Group on 1st August 2013
- Yale College Wrexham and Deeside College combined to form Coleg Cambria on 1st August 2013

Any FE colleges which have already merged (including those that have merged in the 2013/14 academic year) have been listed consecutively in table 1 for ease of reference.

2. Definitions

The academic years used throughout this release refer to the period 1st August to 31st July.

Staff FTE figures are as supplied directly from the Further Education Institutions via the Finance Record.

3. Rounding

All figures in this Statistical Release are rounded to the nearest 5 and therefore, there may be apparent slight differences between the sum of the constituent rows/columns and the totals. A ‘.’ means that a data item is not applicable in a given table and ‘*’ represents a number greater than 0 but less than 5.

4. Key Quality Information

This section provides a summary of information on this output against five dimensions of quality: Relevance, Accuracy, Timeliness and Punctuality, Accessibility and Clarity, and Comparability.

4.1 Relevance

The measures set out in this publication are primarily used:

- By the Welsh Government - DfES, to monitor the staff numbers in FE Institutions.
- By education providers themselves, as a management tool to monitor staff levels.
- Unions and other representative bodies of education providers.

The data are also used both within and outside the Welsh Government to monitor staff FTE trends. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Officials in the Welsh Government;
- Other government departments;
- Students, researchers, and academics;
- Individual citizens, private companies, and the media.

The statistics are used in a variety of ways. Some examples of these are:

- General background and research;
- Inclusion in reports and briefings;
- Advice to Ministers;
- To inform and evaluate the education policy-making process in Wales.

4.2 Accuracy

Previous releases were sourced from the Staff Individualised Record (SIR). However, as this collection has been suspended, SIR figures for the years 2009/10 to 2012/13 are not available.

For each staff contract, the SIR collected the contracted hours expressed as a proportion of the hours of a notional full-time member of staff. The full time equivalent (FTE) of the member of staff was calculated as the sum of these proportions of full-time hours over his or her contracts.

The 2009/10 to 2012/13 versions of the 'Staff at Further Education Institutions in Wales' replace the SIR-derived FTE trends back to 2004/05 with FTEs sourced directly from FE institutions through the Finance Record collection.

The table below compares FTE counts from both data sources. It shows that for 2006/07 – 2008/09 the Staff Individualised Record gave a figure around 220-260 higher than the Finance Record and followed a similar trend.

Data Source	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Staff Individualised Record	9,260	9,185	9,065	.	.	.	.
Finance Record	9,035	8,955	8,805	8,530	8,810	(r) 8,855	9,330
Finance Record as % of SIR	98	98	97	.	.	.	.

(a) Figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(b) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected for 2012/13.

(r) Data received from Neath Port Talbot College in 2011/12 was found to be incorrect and has been corrected in the table for this publication.

4.3 Timeliness and Punctuality

Statistics on a given academic year are drawn from the Finance Record, following the end of the academic year. The 2009/10 and 2010/11 editions of the release using the current source were published in July of their respective years. The 2011/12 release was brought forward to June, and the current release has also been published in June.

4.4 Accessibility and Clarity

This statistical release is pre-announced and then published on the Statistics section of the Welsh Government website.

4.5 Comparability

Data on Further Education staff (and students) from 1995/96 to 2002/03 were made available through the ELWa/HEFCW annual volume 'Higher Education, Further Education and Training Statistics in Wales'. Commencing with 2003/04, this has been replaced by the current series of the 'Further Education, Work-based learning and Community Learning in Wales Statistics' annual volume which excludes information on staff numbers. [The latest version of the publication, covering the years to 2011/12](#), was released in September 2013.

Data on Further Education staff for the years 2003/04 through to 2008/09 were made available through the Statistical First Releases SDR 101/2005, SDR 97/2006, SDR 138/2007, SDR 153/2008, SDR 121/2009 and SDR 130/2010 respectively. The first three FE staff releases to be based on the Finance Record were SDR 122/2011, SDR 115/2012 and SDR 105/2013 for 2009/10, 2010/11 and 2011/12 respectively. [All these releases can be found under the past releases tab for this publication.](#)

Data for Merthyr Tydfil College have not been collected between the academic years 2006/07 and 2011/12 inclusive following its merger with the University of Glamorgan (now part of the University of South Wales) in 2006. For those years these data were included in publications for higher education statistics, and so were excluded from publications of further education statistics. For 2012/13, data from Merthyr Tydfil College are no longer published in higher education statistics publications and so are included in this release for that year only. Any comparisons between academic years in this publication have been made after removing Merthyr Tydfil College data from consideration for 2012/13.

Examples of the use of data on Staff at further education institutions in Scotland and England can be found on the websites of the Scottish Funding Council (SFC) and the Learning and Skills Improvement Service (LSIS) respectively:

[Staffing Statistics for Further Education Colleges in Scotland: 2010-11 Funding Council](#)

[Further education and skills sector: Summary workforce diversity report 2011](#)

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

4.6 Further information

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

More detailed data are available to download from the [StatsWales website](#).