

SDR 115/2012

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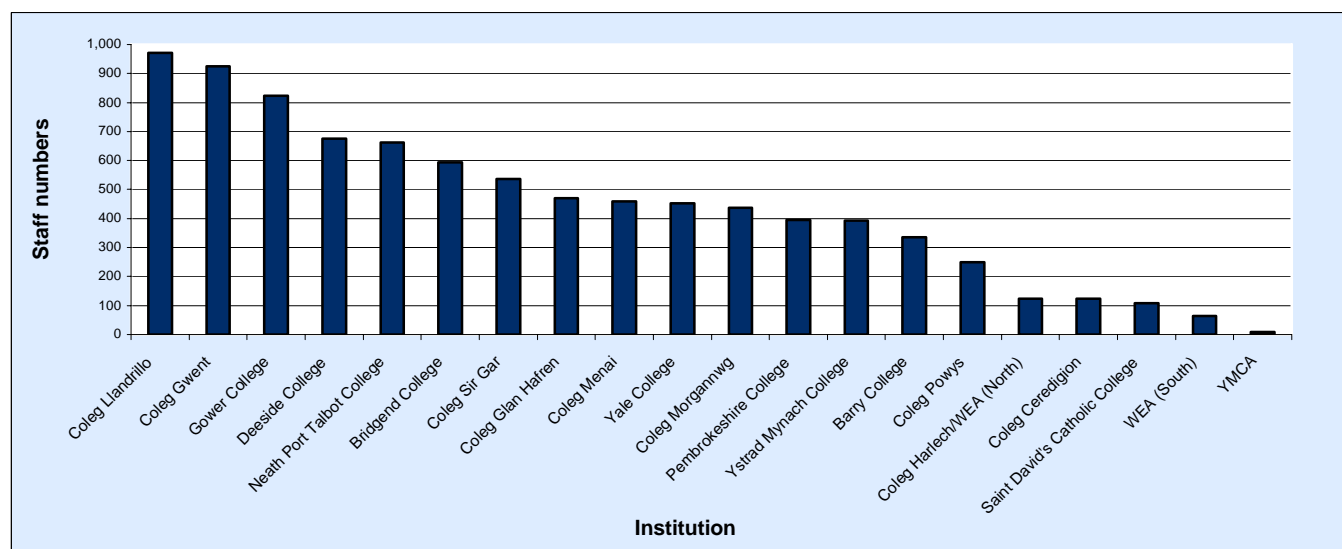
## Staff at Further Education Institutions in Wales, 2010/11

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 2010/11. The data used in this release were collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record, as for 2009/10. Previous releases were sourced by the Staff Individualised Record (SIR); see notes for further detail.

### Summary:

- During 2010/11, staff numbers, directly employed by FE institutions in Wales, amounted to 8,810 full time equivalents (FTEs).
- The overall number of staff FTEs, directly employed by FE institutions in Wales, rose by 3 per cent between 2009/10 and 2010/11, reversing a downward trend since a peak in staff FTE numbers in 2005/06. The 2010/11 total was almost identical to that in 2008/09.
- At an institutional level, year on year changes in staff FTE numbers varied across FE institutions, with 7 institutions experiencing a decrease in staff numbers, compared to 2009/10.

**Chart 1: Full-time equivalent staff numbers, by FE institution, 2010/11 (a)**



Source: 2010/11 Finance Record

(a) Colleges which merged before October 2010 are not illustrated as separate sites but are included in the figures of the new merged bodies. (Table 1 footnotes provide details of mergers.)

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## Staff FTEs at FE institutions

- Chart 1 and Table 1 show the distribution of staff FTEs across FE institutions.
- During 2010/11, staff numbers amounted to 8,810 full-time equivalents (FTEs), an increase of 3 per cent, compared with 2009/10.
- The number of staff at individual institutions varied widely, from around 10 FTEs in YMCA, to 970 FTEs at Coleg Llandrillo Cymru (since its merger with Coleg Meirion Dwyfor).

**Table 1: Full-time equivalent staff numbers, by institution, 2004/05 to 2010/11 (a)**

Institution	2004/05 (b)	2005/06 (b)	2006/07	2007/08	2008/09	2009/10	2010/11
Barry College	300	310	315	325	330	330	335
Bridgend College	630	635	585	570	580	575	595
Coleg Ceredigion	135	140	135	140	125	125	125
Deeside College (c)(e)	405	415	425	455	460	585	675
Coleg Glan Hafren	410	430	465	470	445	445	470
Gorseinon College (f)	295	320	325	315	305	315	.
Gower College Swansea (f)	.	.	.	.	.	.	825
Coleg Gwent	970	970	970	1005	1045	950	925
Coleg Harlech/WEA (North)	95	95	100	95	100	100	125
Coleg Llandrillo Cymru (d)	580	615	640	640	660	810	970
Coleg Llysfasi (e)	125	125	135	130	115	110	.
Coleg Meirion Dwyfor (d)	205	205	215	215	210	.	.
Coleg Menai	440	375	375	380	385	385	460
Coleg Morgannwg	585	540	505	450	410	420	440
Neath Port Talbot College	550	555	555	565	575	585	665
Pembrokeshire College	440	460	440	390	390	380	395
Coleg Powys	280	280	270	270	265	270	250
Saint David's Catholic College	100	100	110	115	110	120	110
Coleg Sir Gar	575	590	590	575	560	550	535
Swansea College (f)	645	680	675	635	590	540	.
WEA (South)	95	100	105	95	65	60	65
Welsh College of Horticulture (c)	190	195	180	180	180	.	.
Yale College Wrexham	425	485	490	500	465	465	450
YMCA	20	25	15	10	15	15	10
Ystrad Mynach College	415	425	415	440	430	390	390
<b>Total</b>	<b>8,910</b>	<b>9,080</b>	<b>9,035</b>	<b>8,955</b>	<b>8,805</b>	<b>8,530</b>	<b>8,810</b>

Source: 2010/11 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) For comparability, figures for 2004/05 and 2005/06 do not include data for Merthyr Tydfil College, for which data has not been collected from 2006/07 onwards, following its merger with the University of Glamorgan in 2006.
- (c) The Welsh College of Horticulture merged into Deeside College in August 2009.
- (d) Coleg Meirion-Dwyfor merged into Coleg Llandrillo Cymru in April 2010.
- (e) Coleg Llysfasi merged into Deeside College in August 2010.
- (f) Swansea College and Gorseinon College merged to form Gower College Swansea in August 2010.

## Change in staff FTE numbers at FE institutions between 2009/10 and 2010/11

- Table 1 gives the numbers of staff FTEs at each FE institution.
- Total staff FTEs remain lower than at their peak in 2005/06. However, following a decline in numbers between 2005/06 and 2009/10, the overall number of staff FTEs directly employed by FE institutions rose by 3 per cent between 2009/10 and 2010/11. (Table 1).
- At an institution level, 7 FE institutions had a decrease in staff numbers (including a small decline at Coleg Ceredigion, apparent from unrounded figures). Excluding the YMCA, the largest proportional decreases between 2009/10 and 2010/11 were 10 per cent at St David's Catholic College and 8 per cent at Coleg Powys.
- Although the increase in staff FTE numbers at Deeside College between 2009/10 and 2010/11 was 15 per cent, this was the result of the merger with Coleg Llysfasi. The overall change across the constituent sites was a small decline of 3 per cent. Coleg Menai staff FTEs rose by 19 per cent between the two years. Coleg Harlech/WEA(North) FTEs rose by 24 per cent which, the college explains, was the result of the inclusion of participants in medium and short term projects. An increase of 14 per cent at Neath Port Talbot College has mainly been the result of the college having incorporated the figures of a new subsidiary company.
- Following the merger of Coleg Meirion Dwyfor into Coleg Llandrillo Cymru in April 2010, Coleg Meirion Dwyfor's figures do not appear in 2009/10 as it was largely incorporated into Coleg Llandrillo Cymru's figures for that year and fully incorporated by 2010/11. Comparing the sum of the staff FTEs of the two colleges in 2008/09 with the merged figure for 2010/11, there was a two year increase of 12 per cent.

**Table 2: Staff FTE numbers by pay expenditure categories, 2004/05 to 2010/11 (a)(b)**

Pay Expenditure Category	Academic Year						
	2004/05 (c)	2005/06 (c)	2006/07	2007/08	2008/09	2009/10	2010/11
Teaching and Learning Departments	5,535	5,520	5,360	5,395	5,220	5,100	5,300
Teaching and Learning Support Services	635	805	925	875	970	955	980
Other Support Services	430	420	400	335	365	335	370
Administration and Central Services	1,305	1,330	1,280	1,320	1,345	1,235	1,210
General Education Expenditure	75	70	135	130	70	75	60
Premises	350	350	330	330	345	335	335
Research and Consultancy	*	5	25	25	*	*	*
Other Incoming Generating Activities	345	355	365	345	300	315	370
Catering and Residence	205	190	190	170	165	160	170
Farm	30	30	30	30	20	15	20
<b>Total</b>	<b>8,910</b>	<b>9,080</b>	<b>9,035</b>	<b>8,955</b>	<b>8,805</b>	<b>8,530</b>	<b>8,810</b>

Source: 2010/11 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) For comparability, figures for 2004/05 and 2005/06 do not include data for Merthyr Tydfil College, for which data has not been collected from 2006/07 onwards, following its merger with the University of Glamorgan in 2006.

- Table 2 shows staff numbers by pay expenditure categories.
- Between 2009/10 and 2010/11, most pay expenditure categories increased in absolute numbers but Administration and Central Services staff FTE numbers have been falling since 2008/09.

- The 'Teaching and learning departments' category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 60 per cent of total FTEs, as was also the case in 2009/10 (62 per cent in 2004/05).

**Table 3: Staff FTE numbers by institution and pay expenditure categories, 2010/11 (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)	
Barry College	175	40	35	70	10	335
Bridgend College	365	5	25	70	130	595
Coleg Ceredigion	55	15	15	25	15	125
Deeside College	475	20	20	65	95	675
Coleg Glan Hafren	320	60	30	35	25	470
Gower College Swansea	555	30	35	80	130	825
Coleg Gwent	545	115	0	255	10	925
Coleg Harlech/WEA (North)	65	5	0	35	15	125
Coleg Llandrillo Cymru	495	230	45	135	65	970
Coleg Menai	300	75	30	40	15	460
Coleg Morgannwg	235	85	30	45	45	440
Neath Port Talbot College	275	125	30	75	160	665
Pembrokeshire College	275	25	15	55	30	395
Coleg Powys	150	25	20	30	25	250
Saint David's Catholic College	75	5	*	20	10	110
Coleg Sir Gar	300	40	10	80	105	535
WEA (South)	40	10	*	15	*	65
Yale College Wrexham	325	45	15	40	30	450
YMCA	*	0	0	5	*	10
Ystrad Mynach College	280	25	15	35	35	390
All FE Institutions	5,300	980	370	1,210	955	8,810

Source: 2010/11 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 2010/11, the 'Teaching and Learning Departments' category accounted for 60 per cent of total staff FTEs directly employed by FE institutions, ranging from 72 per cent in Yale College Wrexham to 41 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 30 per cent in Coleg Harlech / WEA (North) (and see also YMCA below) to 7 per cent in Coleg Glan Hafren.
- 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 (67 per cent) and 'Teaching and Learning Departments' a low proportion (22 per cent) of total staff FTEs. The 2009/10 release explained the high and low proportions at that time, which have since become even more pronounced, as being 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 2010/11. The data used in this release are collected from the institutions by the Department for Education and Skills (DfES) via the Finance Record. Previous releases were sourced from the Staff Individualised Record (SIR). However, this collection was suspended after 2008/09 owing to a prioritisation of statistical activity and in order to reduce the burden of two separate data collections, pending a review of data requirements in this topic area. This subject was included in the 2011 consultation on Education Statistics, with the summary of responses and our resultant action plan available at the link below: [www.wales.gov.uk/consultations/statistics/education/](http://www.wales.gov.uk/consultations/statistics/education/)

The future approach may be influenced by proposals to amend the requirements for registration of the education workforce in Wales on which a consultation document was issued in December 2011: [www.wales.gov.uk/consultations/education/regededucationworkforce/](http://www.wales.gov.uk/consultations/education/regededucationworkforce/)

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 College have not been collected for 2006/07 onwards following its merger with the University of Glamorgan in 2006. Thus, for comparability, data for Merthyr College have been excluded from years 2004/05 and 2005/06.

Separate figures for Coleg Meirion-Dwyfor and the Welsh College of Horticulture are not included for 2009/10, as these institutions merged into Coleg Llandrillo Cymru and Deeside College respectively during the academic year. The latter two institutions therefore show a rise in staff FTE numbers between 2008/09 and 2009/10. Similar effects result in 2010/11 from the merger of Coleg Llysfasi into Deeside College and that between Swansea College and Gorseinon College to form Gower College Swansea.

### 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 2009/10 and 2010/11 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 and 2010/11 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 following table compares FTE counts from both data sources. It shows that for most years the Staff Individualised Record gave a figure around 150-250 higher than the Finance Record and following a similar trend. The exception for this was in 2005/06 but further investigation would be required to understand the reasons for the disparity in that year.

Data Source	Academic Year						
	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
Staff Individualised Record	9,160	8,960	9,260	9,185	9,065	.	.
Finance Record	8,910	9,080	9,035	8,955	8,805	8,530	8,810
Finance Record as % of SIR	97	101	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 2004/05 and 2005/06 does not include figures for Merthyr College, as data has not been collected for 2006/07 onwards, following its merger with the University of Glamorgan in 2006.

### 4.3 Timeliness and Punctuality

Statistics on a given academic year are drawn from the Finance Record, following the end of the academic year. This first release is then produced and published as soon as possible during July. In the case of 2009/10 the (planned) lag was due to priority being given to several statistical outputs on learner trends and outcome measures scheduled for publication between April and June. The 2010/11 data were made available to Knowledge and Analytical Services the month before publication.

### 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 2009/10](#), was released in September 2011.

Data on Further Education staff for 2003/04, 2004/05, 2005/06, 2006/07, 2007/08 and 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 FE staff release to be based on the Finance Record was [SDR 122/2011](#) covering years to 2009/10.

Data for Merthyr Tydfil College have not been collected for 2006/07 onwards following its merger into the University of Glamorgan in 2006. Thus, for comparability, data for Merthyr Tydfil College have been excluded from years 2004/05 and 2005/06.

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: 2009-10 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

Further information is available from the statistics web site:

[www.wales.gov.uk/topics/statistics/theme/post16ed/further-educa/](http://www.wales.gov.uk/topics/statistics/theme/post16ed/further-educa/)

More detailed data are available to download from the StatsWales website:

[www.statswales.wales.gov.uk](http://www.statswales.wales.gov.uk)