

## **REVIEW OF SCOTLAND'S COLLEGES**

### **WORKING GROUP: STAFFING, LEARNERS & LEARNING ENVIRONMENTS**

#### **Comparison of College Staff Profile with Staff in the School and HEIs**

#### **Introduction**

1. The Working Group has been asked to examine disability, race, religion and belief, sexual orientation, age and gender of staff in the college sector in order to gain a better insight into the profile of staff in the sector.

2. This paper looks at trends in relation to the age, gender and ethnicity of staff across the college sector and makes comparisons with staff in the school<sup>1</sup> and Higher Education Institutions (HEI). The statistics used in this paper were obtained from the Scottish Funding Council's Statistics Department and from Analytical Services colleagues within the Scottish Executive.

3. As we were unable to obtain the necessary information for all three sectors, this paper does not make any reference to data relating to disability, sexual orientation, religion and belief of college staff. It focuses on race, age and gender. Nor does the paper seek to provide an in-depth profile of college staff. Instead it is simply intended to sit alongside the 'Profile of College Staff' project currently being undertaken by the SFEU.

#### **Summary of Findings<sup>2</sup>**

4. Key broad characteristics provided by these statistics show that in 2004/05:
- The majority of staff in colleges and schools have permanent full time contracts. **However the college sector has significantly more staff with temporary part time contracts than the school sector.**
  - Based on headcount **staff in colleges are more likely to be involved in teaching than non-teaching**, than in HEIs, although the situation is reversed when analysed by FTE.
  - When comparing the headcount figures with the full time equivalent (FTE) figures **there are a significant number of part time college staff involved in teaching.**

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<sup>1</sup> Figures are for all school teachers (i.e. primary, secondary and special school teachers).

<sup>2</sup> Source – Scottish Funding Council

[http://www.sfc.ac.uk/statistics/fe\\_information/facts\\_figures/0405/staffing/staffing\\_0405.htm](http://www.sfc.ac.uk/statistics/fe_information/facts_figures/0405/staffing/staffing_0405.htm)

- Although more females than males work in the college sector, **males are more likely to hold a management position**. Similarly in HEIs males are more likely than females in work in senior academic posts. The only sector which has a higher percentage of females in senior positions is the school sector.
- The most common age range of staff across the sectors is those aged 30-49. Schools have a higher proportion of staff aged 50-59. **Colleges have the largest percentage of staff who are aged over 60**.
- In colleges there are more male staff aged over 60 than females. There are also more females in the younger age ranges.
- Staff in colleges who are non-teaching tend to be younger than teaching staff.
- There is a higher percentage of older males who teach in colleges than females.
- **The largest group of college staff are females aged 30-49 who are non-teaching**. The second largest group are females aged 30-49 who teach. The smallest groups are females aged over 60 who teach and non-teaching males aged under 29.
- The majority of staff who work in the three sectors are white. However HEIs would appear to have the largest percentage of staff who are either Asian, Black or from another ethnic minority, although ethnicity data in HEIs is much less complete than for Colleges or Schools.

## Discussion

5. Members are invited to:

(a) note these broad findings;

(b) offer views on the implications of the findings for our Group's work, as well as the college sector generally; and

(c) to discuss if there would be any benefit in asking Equalities Forward to consider whether or not there is a need to undertake a study into disability, sexual orientation, religion and belief of college staff, bearing in mind that there is similarly no data available in these areas for the other two sectors.

## DETAILED FINDINGS<sup>3</sup>

### Figures on the distribution of staff contracts in colleges, schools and HEIs.

6. The figures in Table 1 show that in both colleges and schools the majority of staff are on permanent full time contracts. However there are significantly more staff in colleges who have temporary part time contracts than in schools. Table 2 provides a more in-depth breakdown of college staff contracts. It clearly shows that the majority of staff who work in colleges are part time and that they are on temporary contracts.

Table 1

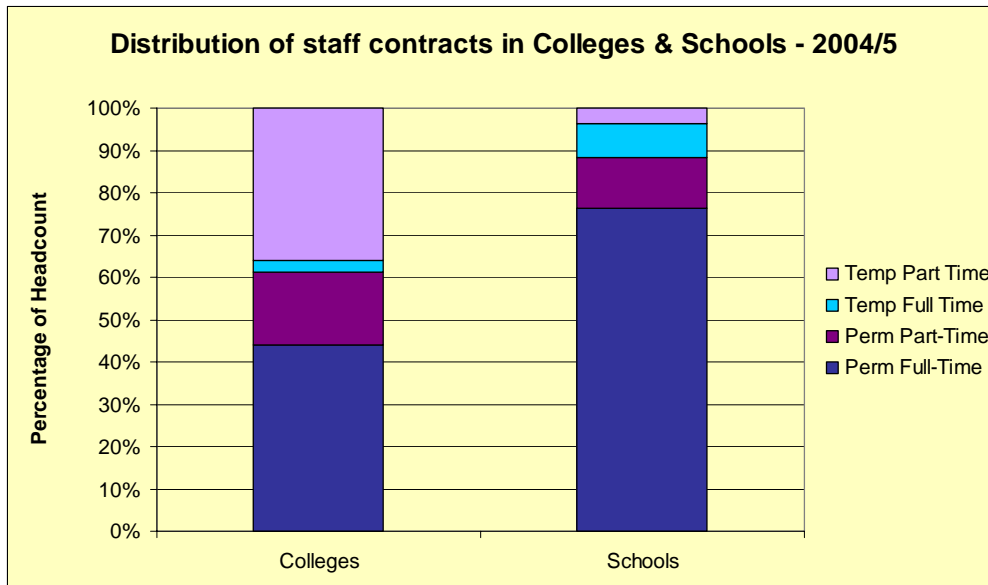
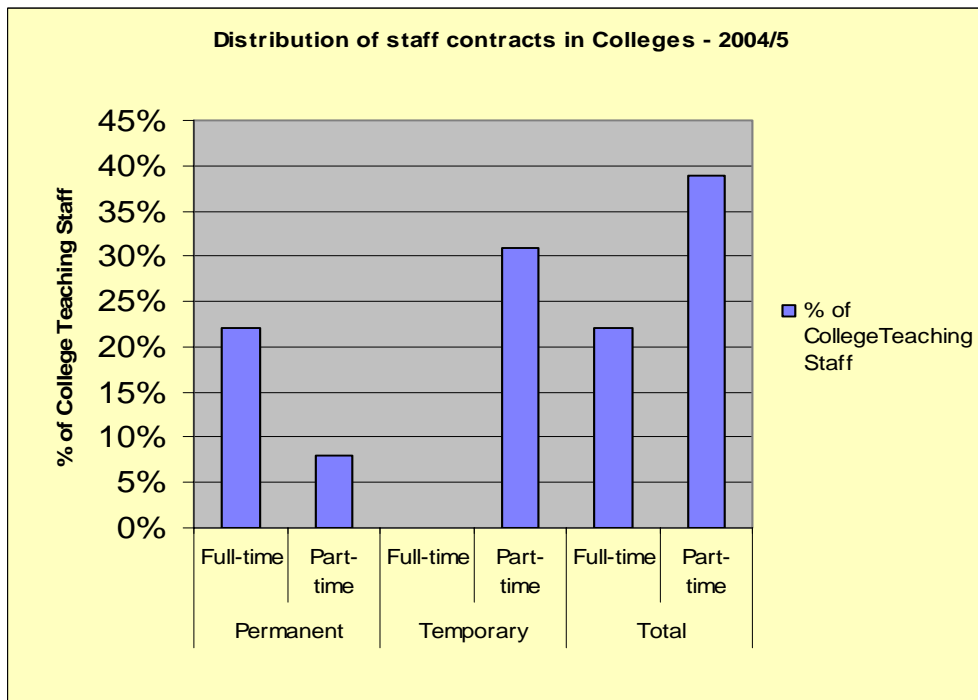


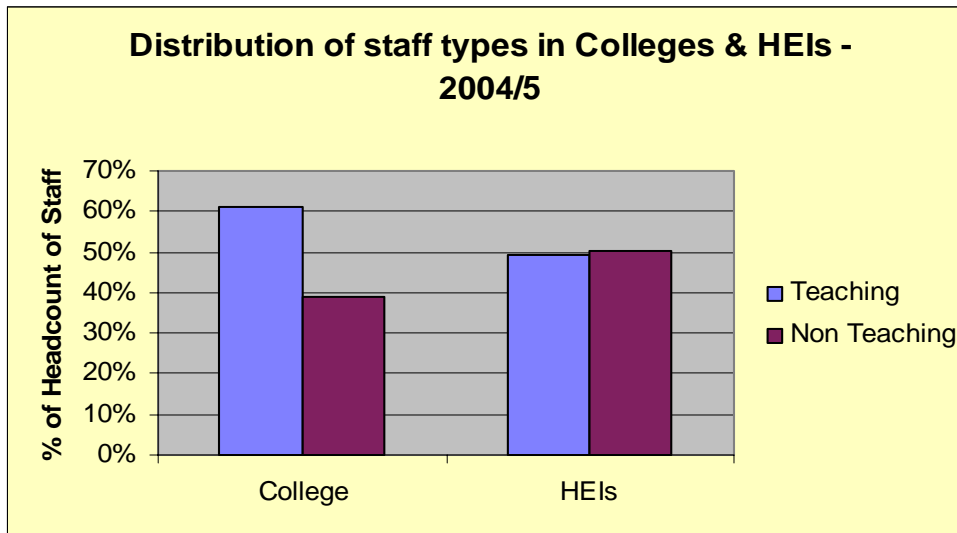
Table 2



<sup>3</sup> Please note that the totals contained in all these tables may not match due to rounding of data.

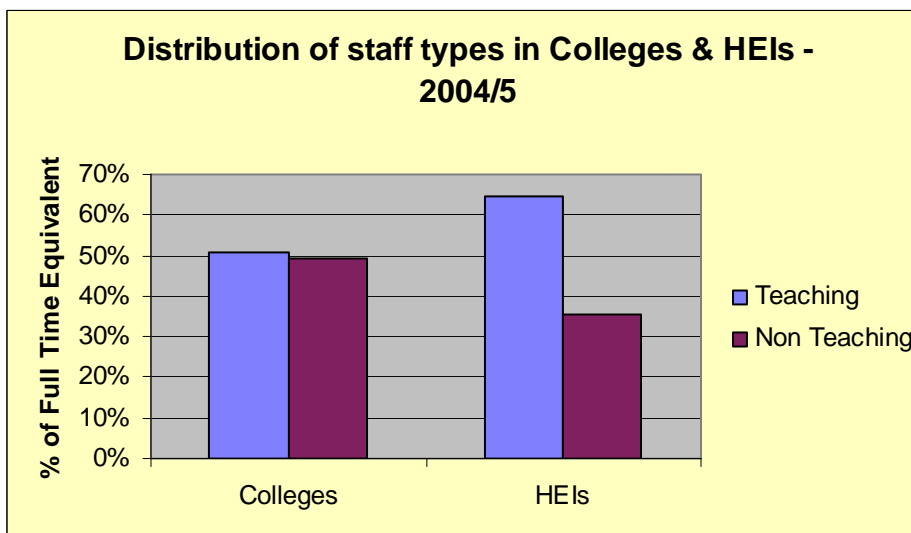
7. The data contained in Table 3 shows that according to headcount figures the majority of staff in colleges are involved in teaching. In HEIs, meanwhile, there is an almost even distribution between those staff involved in non-teaching<sup>4</sup> or teaching<sup>5</sup>.

Table 3



8. The figures contained in Table 4 show that there is 2% difference between the percentage of full time equivalent (FTE) staff in colleges involved in teaching compared to non-teaching. Meanwhile there is a substantially larger majority (30%) of FTE staff in HEIs involved in teaching in comparison to non-teaching. This again highlights the large percentage of part time college staff who are involved in teaching.

Table 4



<sup>4</sup> Non Teaching staff – are staff who are categorised as research only; not applicable; and not teaching and/or research.

<sup>5</sup> Teaching staff – are staff who are categorised as either teaching only or teaching and research.

**Figures on the gender distribution of staff in colleges, schools and HEIs.**

9. The statistics contained in Table 5 show that the majority of cross college staff are female. However while there is an almost even split between the number of male and female lecturers/instructors/senior lecturers, the majority of staff in management positions across the college sector are male. In the HEI sector the figures in Table 6 shows that the majority of academic staff are male. Similar to the college sector there is an almost equal split in the number of males and females who are lecturers or researchers in the HEIs.

Table 5

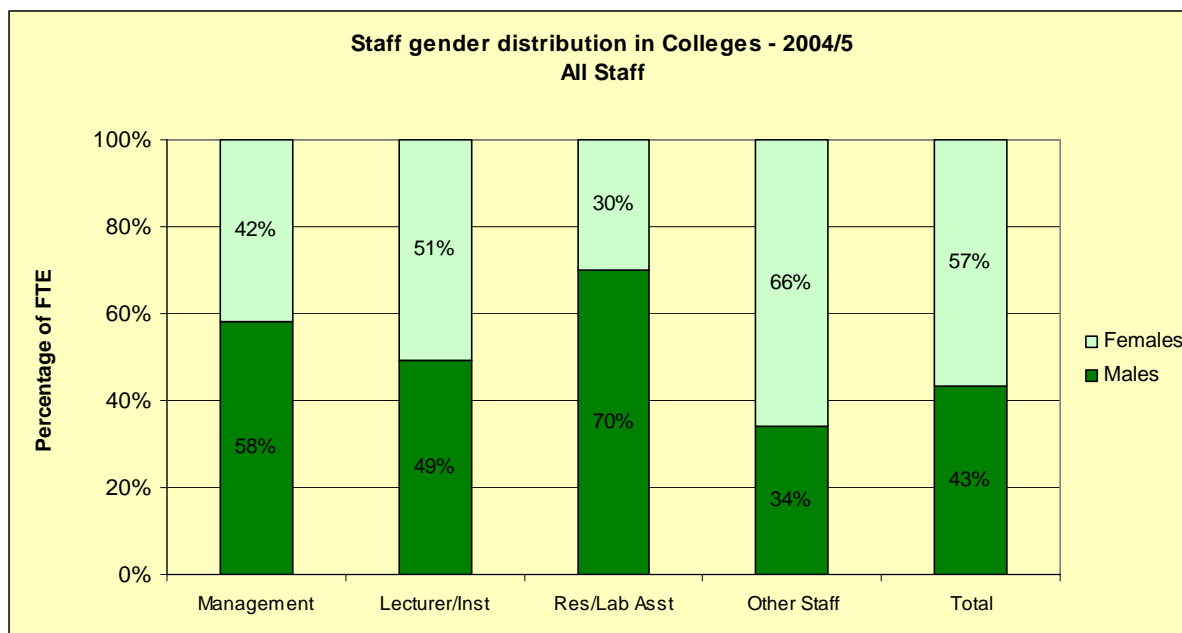
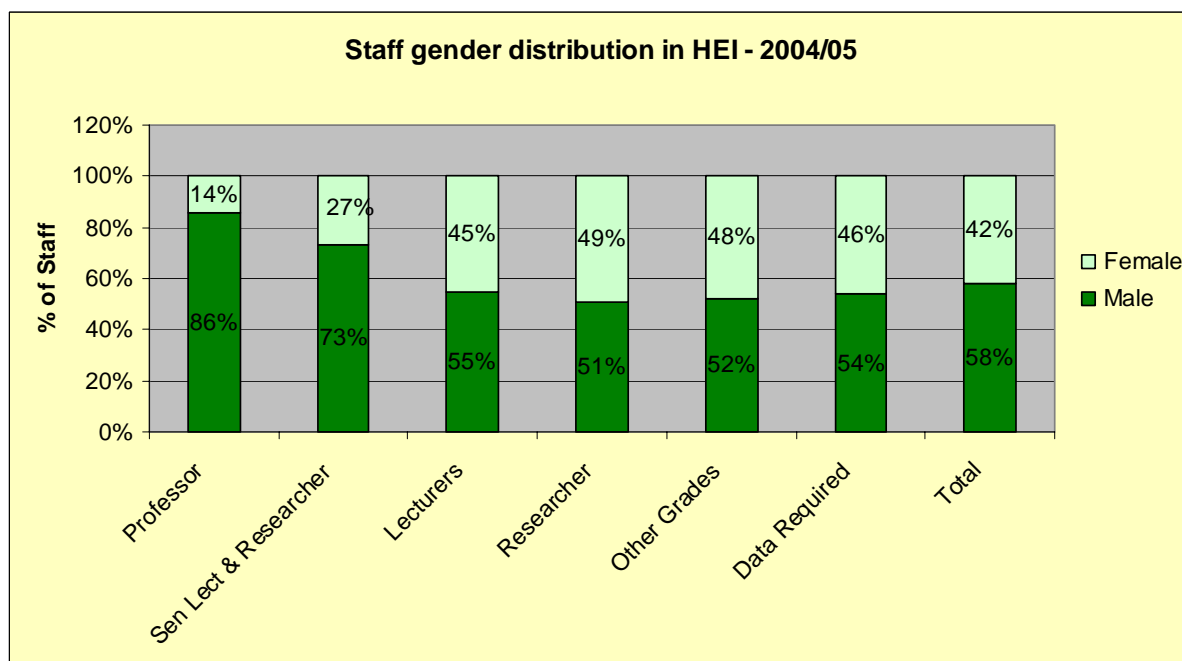


Table 6



10. The figures contained in Tables 7 and 8 provide some comparison between the gender distribution of part time and full time staff in colleges. The statistics in Table 7 show that although there are slightly more female staff who work, full time there are more full time males in a management position or as a lecturer/instructor/senior lecturer. Full time females are more likely to fall under the other staff category. There are significantly more female staff than male staff who work part time. However, again, part time male staff are more likely than part time female staff to work in a management position.

Table 7

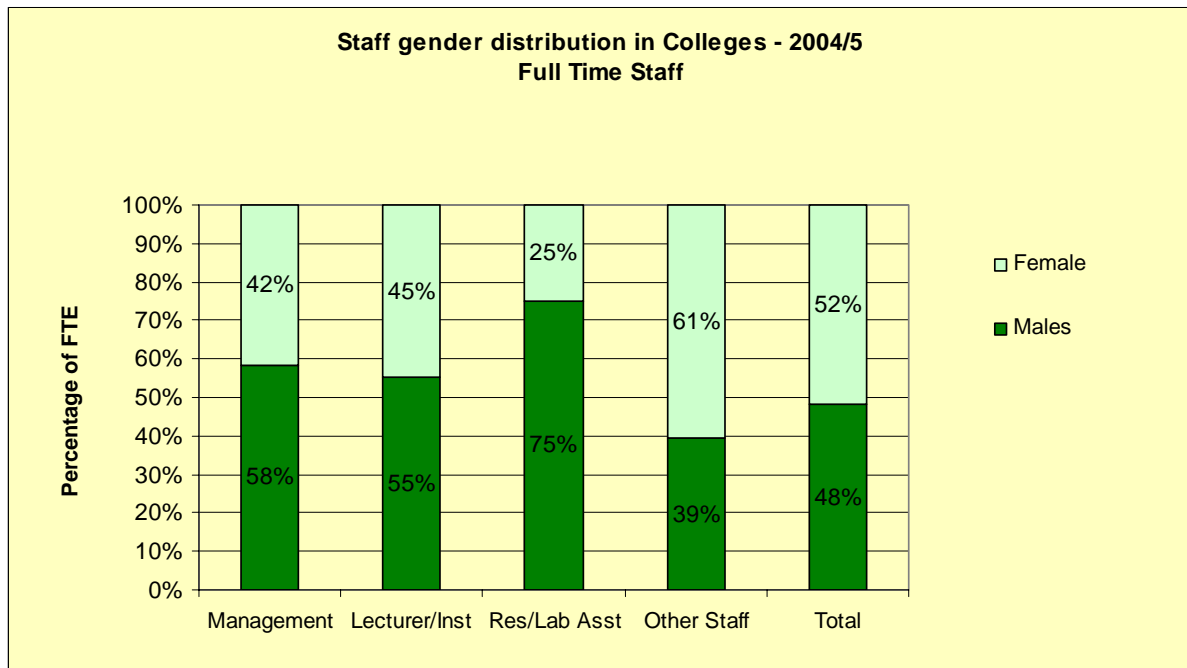
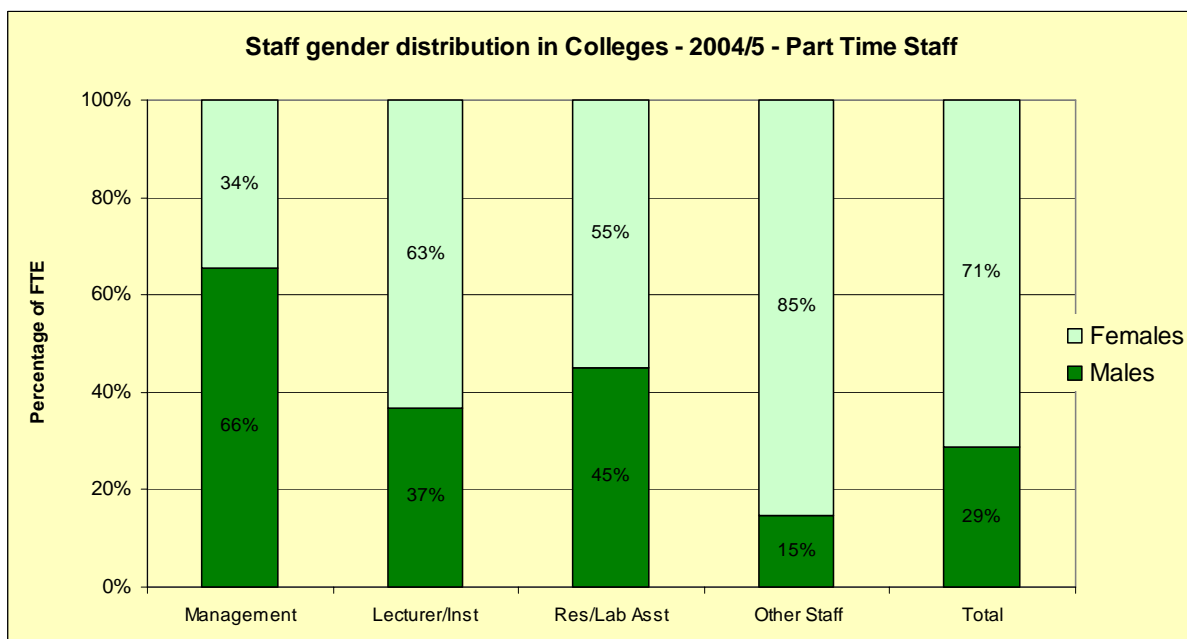
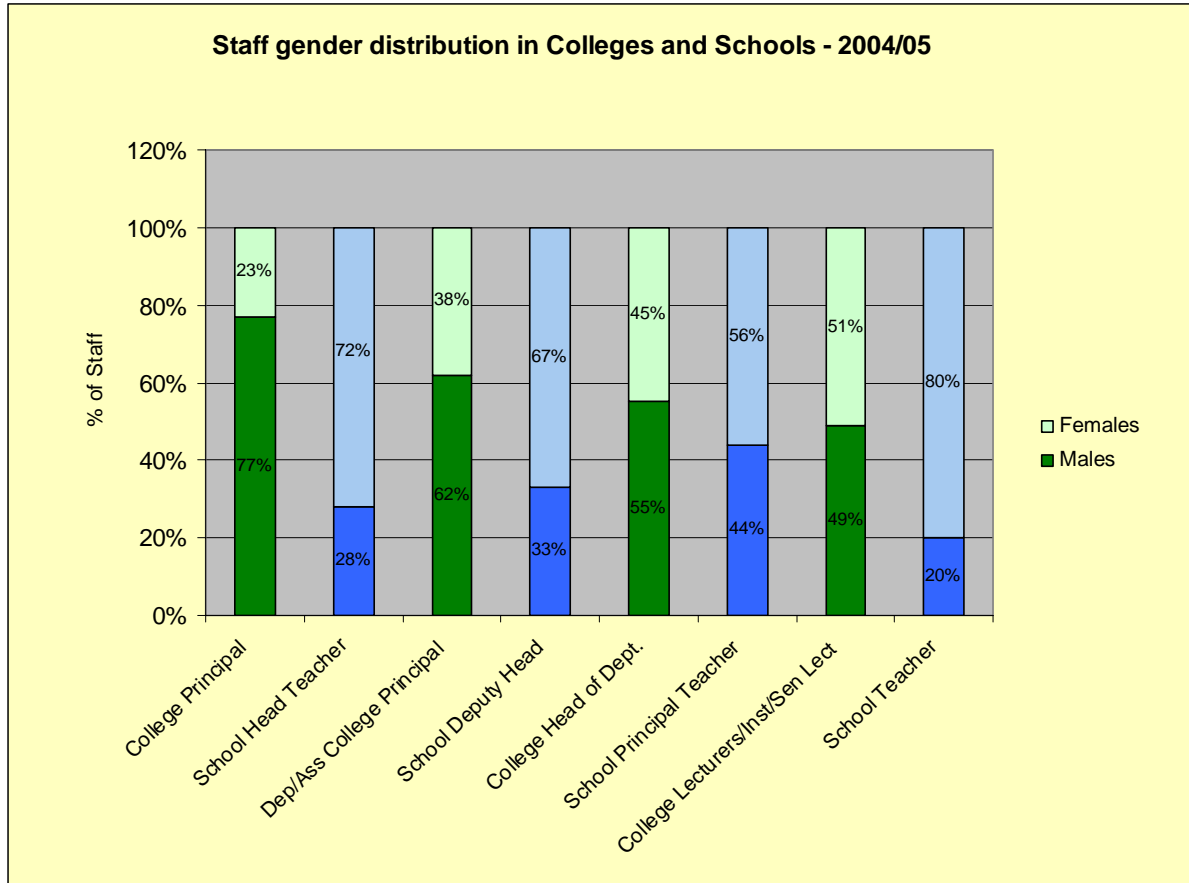


Table 8



11. When comparing the data contained in Table 9 on the gender distribution between college staff it appears that school staff have a higher percentage of females in positions of senior management than colleges.

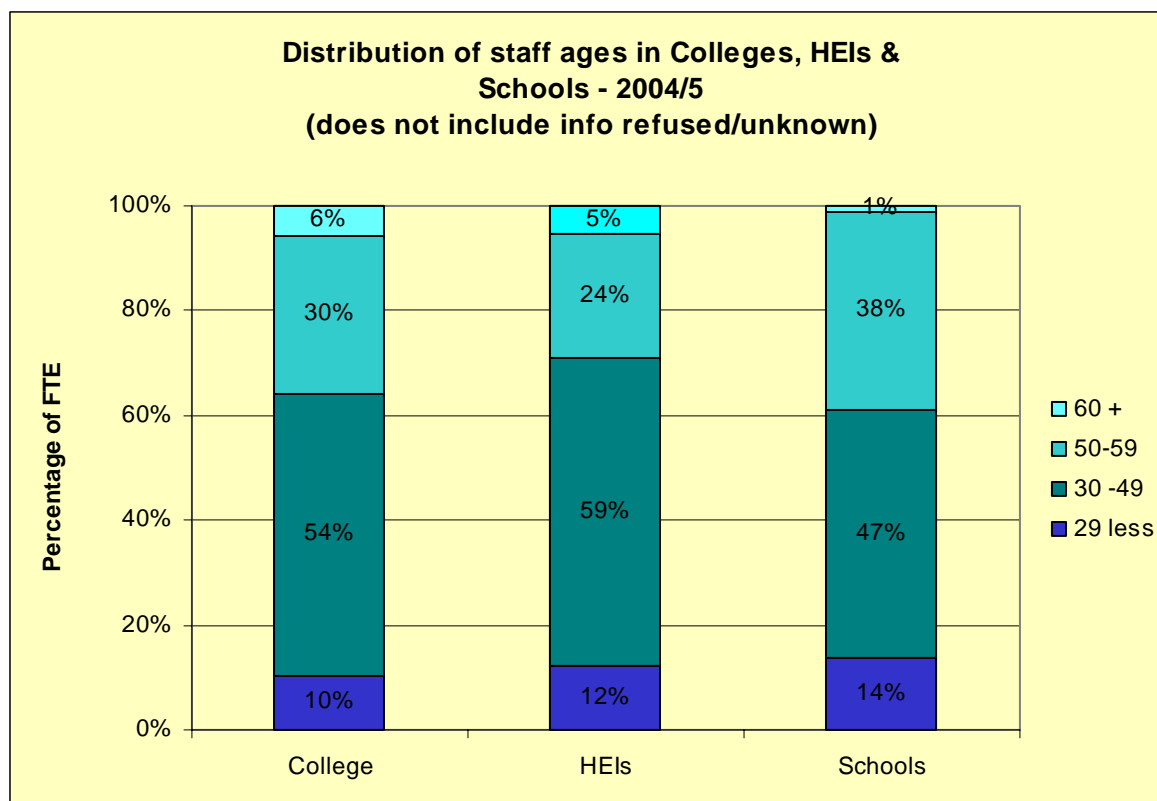
Table 9



## Figures on the age distribution of staff in colleges, schools and HEIs.

12. The statistics in Table 10 show that the largest age category across the three sectors is staff aged between 30-49. When comparing the sectors the statistics show that the School sector has the largest percentage of staff aged under 29 and those aged between 50-59; that HEIs have the largest percentage of staff aged between 30-49; and colleges have the largest percentage of staff who are aged over 60.

Table 10



13. When comparing the data in Tables 11 and 12 on the distribution of staff age by gender in the three sectors it appears that :

- colleges have a higher percentage of males aged over 50 than the other two sectors;
- colleges have a higher percentage of females aged over 60 than the other two sectors;
- HEIs have a higher percentage of younger males than the other two sectors;
- in both schools and colleges there is a higher percentage of female staff than male staff in the younger categories of staff; and
- schools have a higher percentage of younger females than the other two sectors.

Table 11

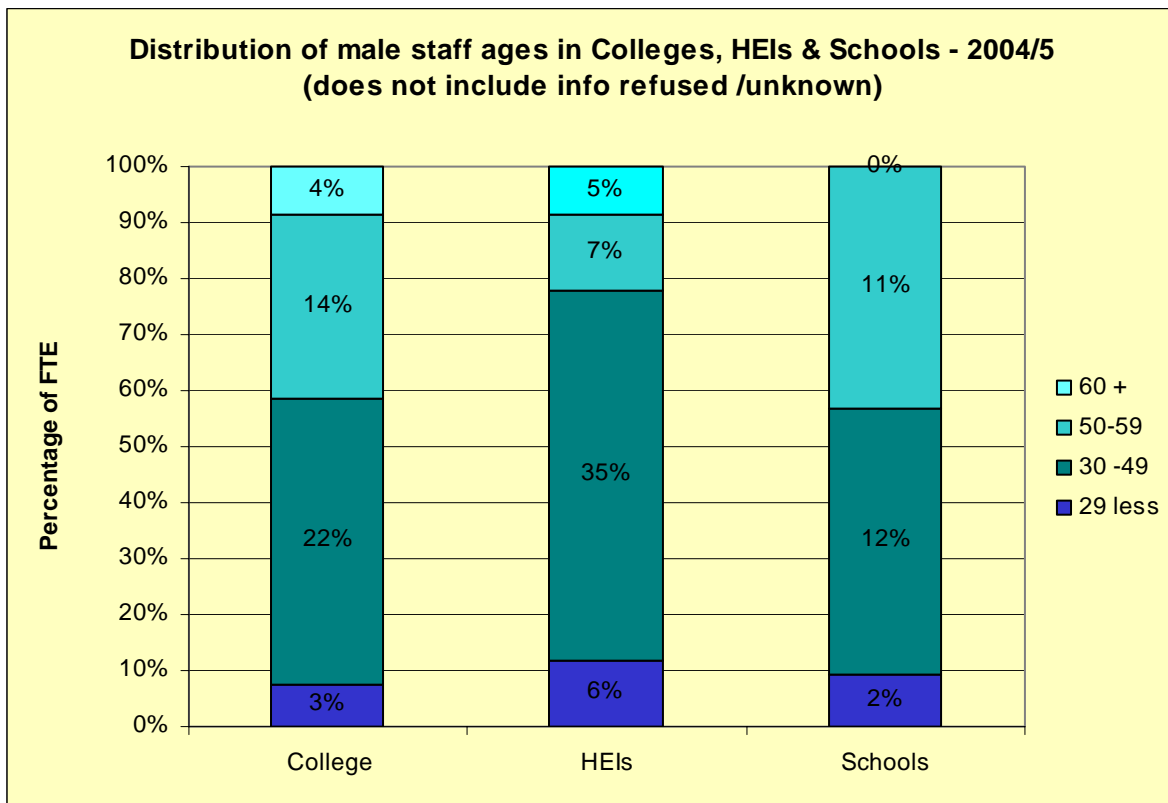
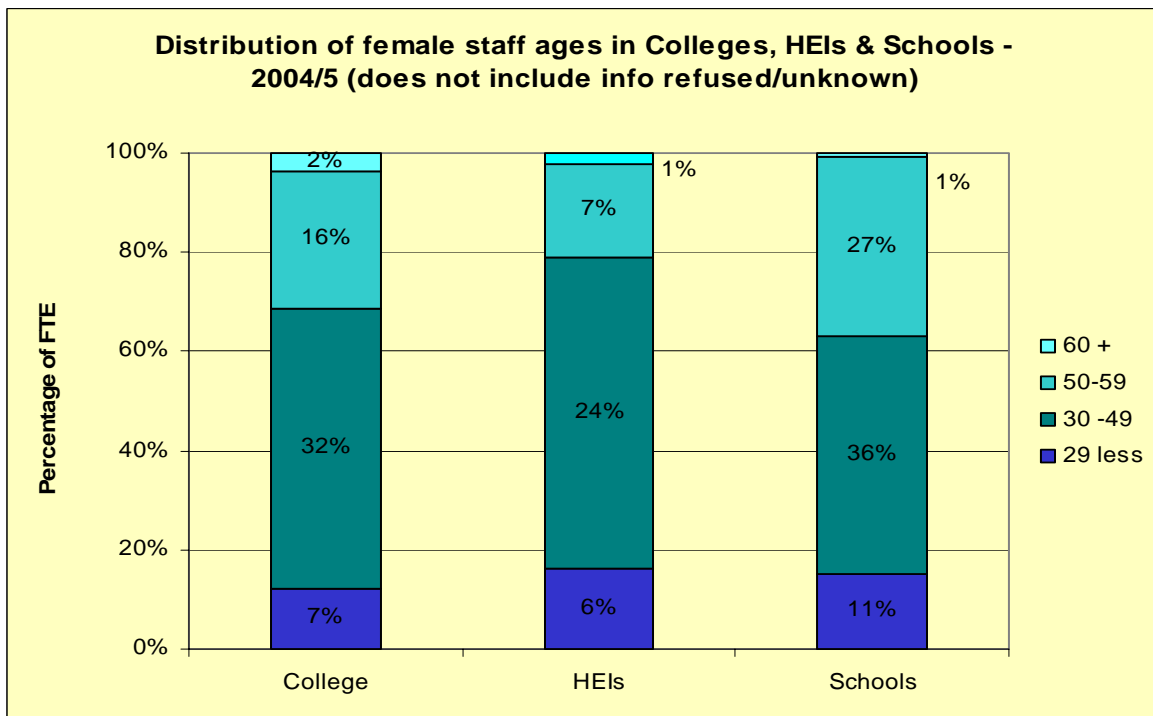
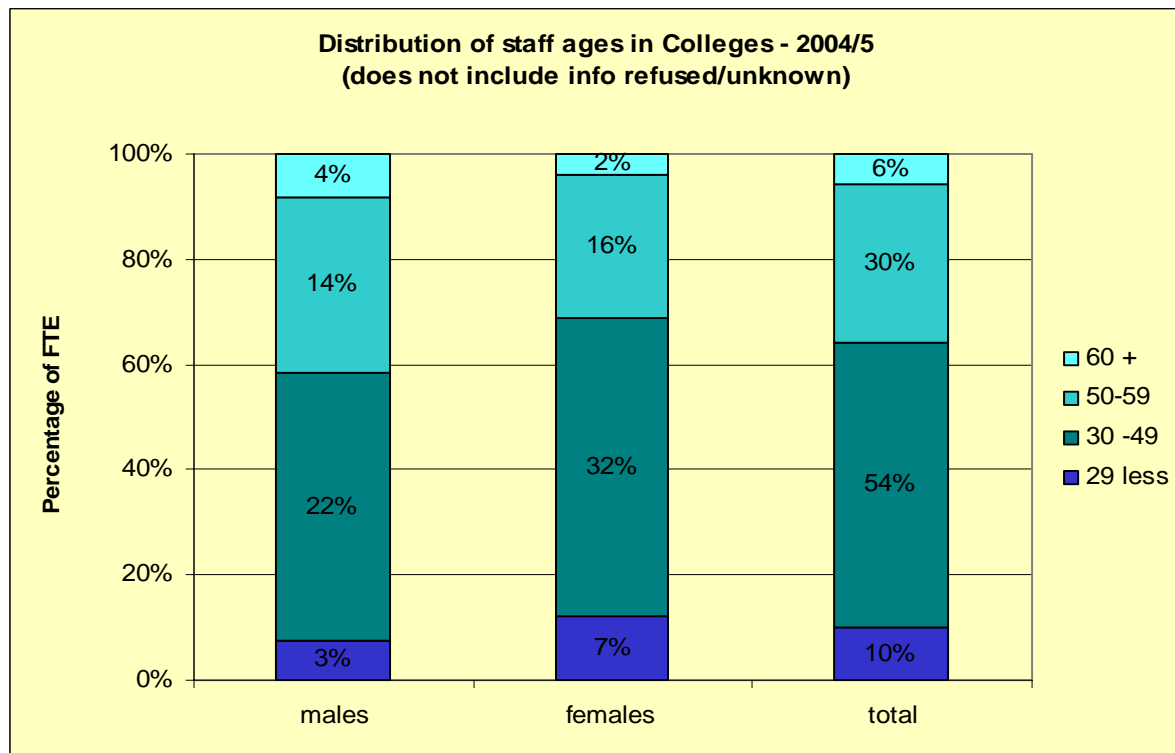


Table 12



14. Looking more specifically at all college staff, Table 13 shows that there are 4 percentage points more females aged under 29 than there are males. By far the biggest percentage difference between the sexes is in the 30-49 years category as there are 10 percentage points more females in this age range than males. The only age range containing more males than females is the over 60.

Table 13



15. The figures contained in Tables 14 and 15 show the comparison between the numbers of males and females according to whether they are teaching or non-teaching. In the youngest age category, there is a significantly higher proportion of non-teaching staff than teaching staff, especially amongst females.

16. Table 14 shows that there are more females who teach than males in the younger two age ranges. The opposite is true for the older range. Table 15 shows that there are more females who are non-teaching than males in every age range with the exception of the 60+ category which has an equal percentage of males and females.

17. By far the largest group is females aged 30-49 who are non-teaching. The second largest group is females who teach aged 30-49. The smallest groups are females who teach aged over 60 and non-teaching males aged under 29.

Table 14

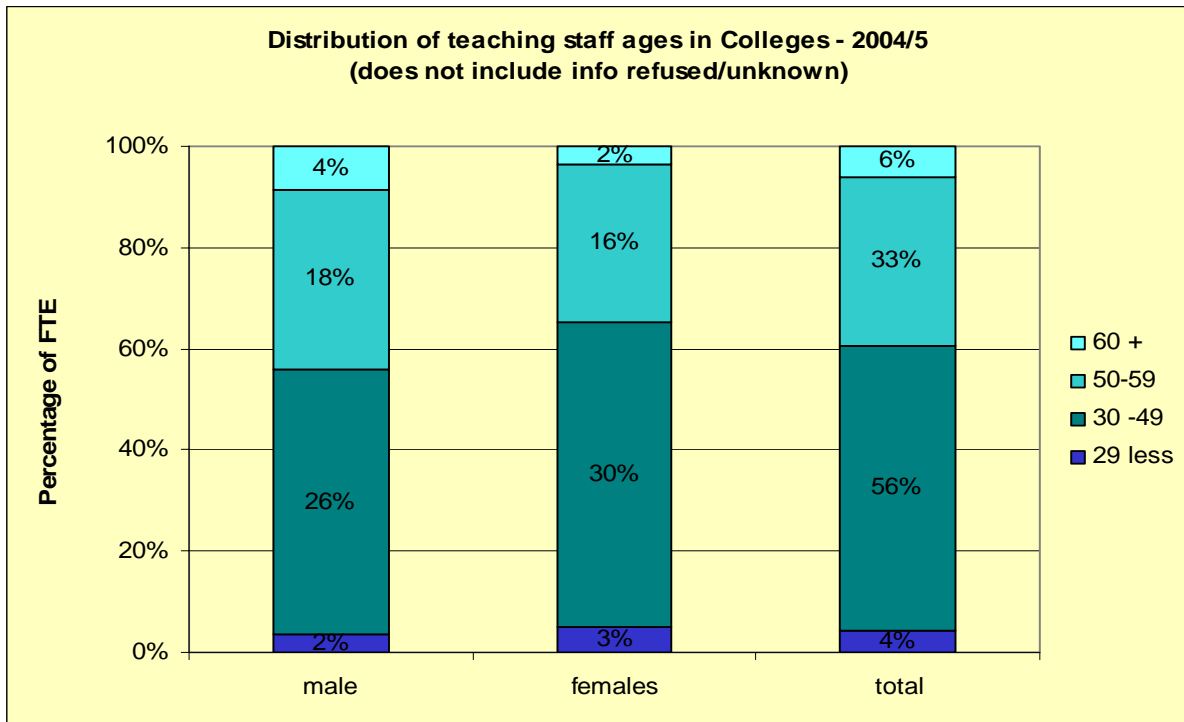
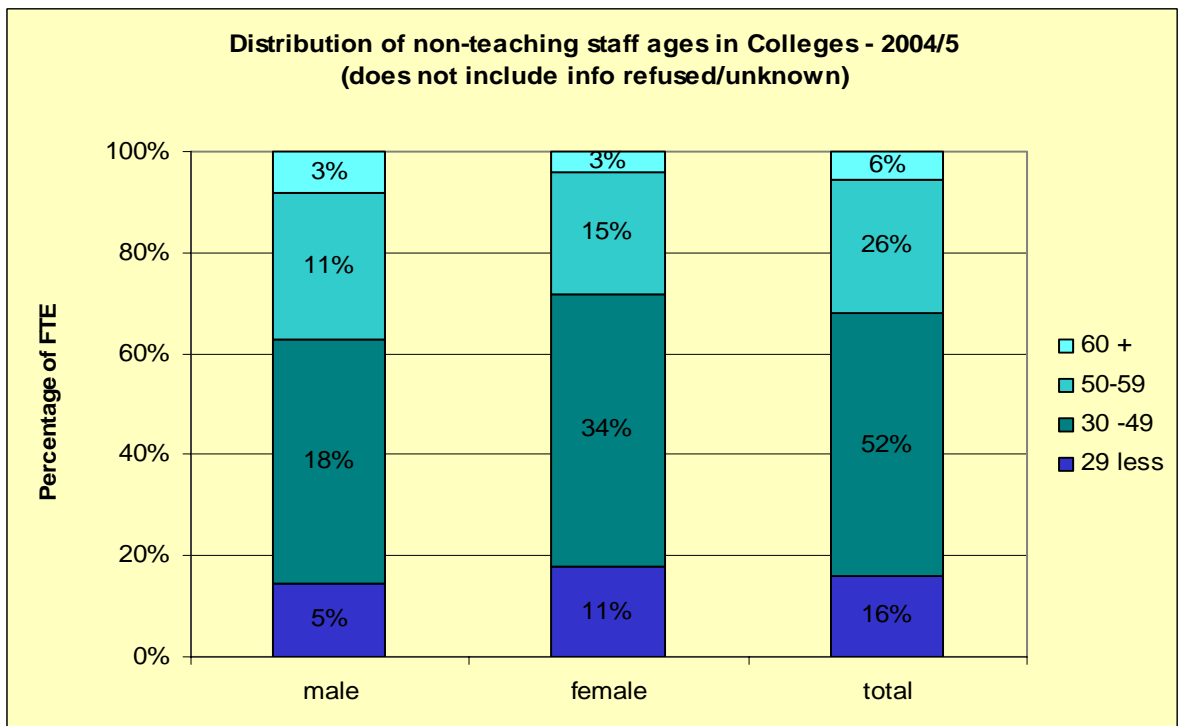


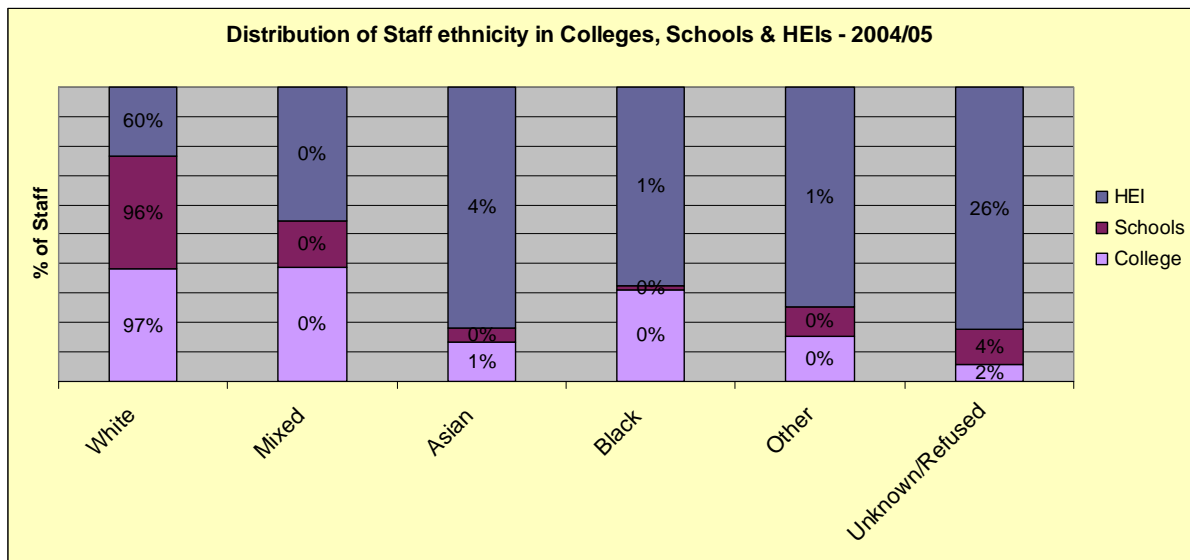
Table 15



**Figures on the ethnicity of staff in colleges, schools and HEIs.**

18. As demonstrated by the statistics contained in Table 16, the majority of staff who work in colleges, schools and HEIs are from the white ethnic group. HEIs in comparison to the other two sectors have the highest percentage of staff who are either Asian, Black or from another ethnic minority. HEIs also have by far the highest number of staff whose ethnicity is unknown/refused.

Table 16



19. Tables 17 and 18 provide a comparison between the ethnicity of teaching and non-teaching staff in colleges and HEIs. These statistics show that in colleges there is an even balance between the percentage of white staff in teaching and non-teaching posts. This finding is repeated across the other two ethnicity categories. Although in HEIs it appears that there are more white staff in teaching posts than non-teaching posts this percentage is possibly skewed as the ethnicity of 37% of non teaching staff is unknown/refused.

Table 17

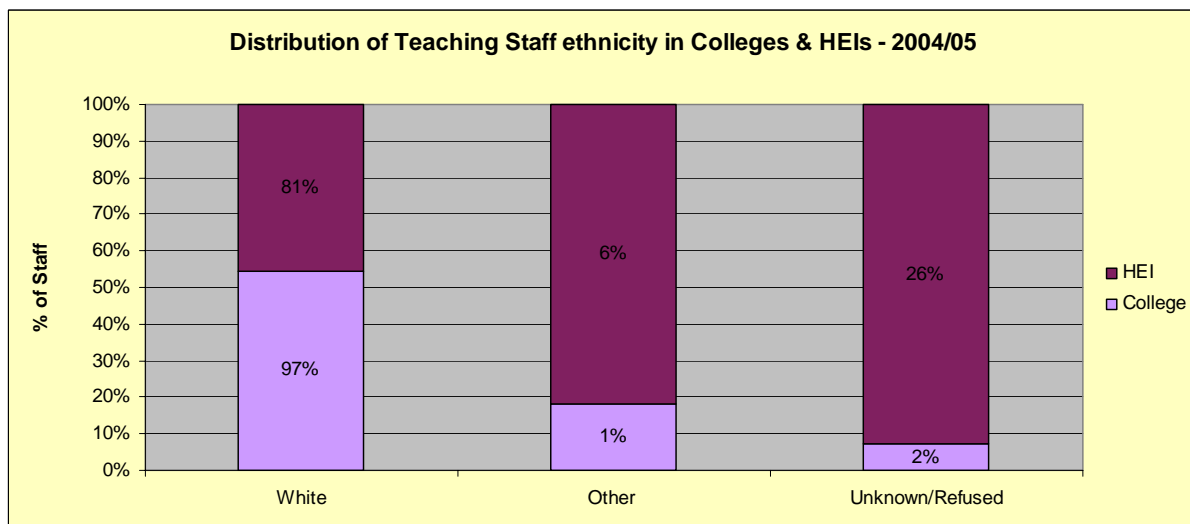
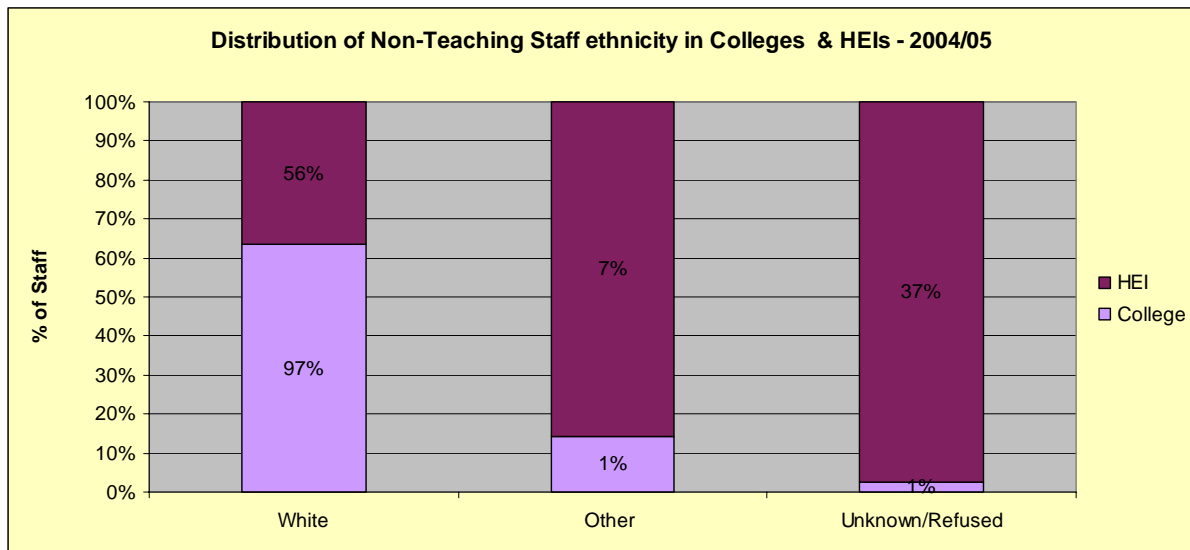


Table 18



20. Copies of the data tables used to produce these graphs are available on request.

Reviews Team  
September 2006