

Request

Sent: 14 June 2024 15:01

Subject: Freedom of Information Request - FE England workforce 2022-23

Please find below a request for information on staff contracts, working hours and pay at RNN Group. This request is being made under the Freedom of Information Act. You have 20 working days to respond to the request.

ONLINE SUBMISSION

1. Request for data under the Freedom of Information Act

1. Please enter your details in the space below.

Name : ██████████
 Job title : ██████████
 Email address : ██████████

2. Please select your college from the drop down list.

Rotherham North Notts Group (RNN Group)

3. Does your college operate more than one site or centre?

Yes

4. Do staff salaries and contractual terms and conditions vary across your college's sites or centres?

No

You have indicated that staff terms and conditions vary between your college's sites/centres.

Due to this variation, please complete this Freedom of Information Request separately for each college or site.

Please specify the site or centre that you are referring to in this response.

3. Staff headcount and contract type

5. Please enter the total headcount of each type of staff who worked at your college during the period 1/8/2022 to 31/7/2023 on each specified contract type. Please enter 0 where there are no staff of a particular job and contract type.

	Permanent Full Time	Fixed term Full Time	Permanent Part time (fractional)	Fixed Term Part time (fractional)	Hourly Paid (variable hours with guaranteed minimum)	Zero Hours Contract (hourly paid with no set minimum hours)
Leadership and Management	45	1	0	1	0	0
Advanced teaching and training	59	2	7	0	0	0
Lecturers	85	2	49	7	0	2
Trainers / Instructors / Assessors / Verifiers	45	9	32	11	0	0
Support staff	212	19	210	9	0	21

6. Please enter the total FTE of each type of staff who worked at your college during the period 1/8/2022 to 31/7/2023 on each specified contract type. Please enter 0 where there are no staff of a particular job and contract type.

	Permanent Full Time	Fixed Term Full Time	Permanent Part Time (fractional)	Fixed Term Part time (fractional)	Hourly Paid (variable hours with guaranteed minimum)	Zero Hours contract (hourly paid with no set minimum hours)
Leadership and Management	45	1	0	0.43	0	0
Advanced Teaching and Training	57.92	2	5.47	0	0	0
Lecturers	82.35	2	29.09	4.28	0	0
Trainers / Instructors / Assessors / Verifiers	43.68	9	20.04	7.73	0	0
Support staff	206.98	19	124.09	5.77	0	0

4. Agency staff

7. Please enter the total headcount of agency staff currently engaged by your college, and the total engaged over the last twelve months, for each staff type.

	Current agency staff	Agency staff over the period 1/8/2022 to 31/7/2023
Leadership and Management	0	0
Advanced teaching and training	1	0
Lecturers	17	17
Trainers / Instructors / Assessors / Verifiers	2	8
Support staff	3	23

8. Please enter the total FTE of agency staff currently engaged by your college, and the total engaged over the last twelve months, for each staff type.

	Current agency staff	Agency staff over the period 1/8/2022 to 31/7/2023
Leadership and Management	0	0
Advanced teaching and training	1	0
Lecturers	11.05	12.77
Trainers / Instructors / Assessors / Verifiers	0.73	5.77
Support staff	3	21.99

5. Staff working hours

9. Please enter the contractual weekly full time working hours for each staff type

Leadership and management : 37
Advanced teaching and training : 37
Lecturer : 37
Trainers / Instructors / Assessors / Verifiers : 37
Support staff : 37

10. Please enter annual maximum teaching hours for full time teaching staff.

900

11. Please enter the maximum weekly full time direct contact teaching and non-teaching hours for each staff type listed below.

	Direct contact teaching hours	Non-teaching hours
Advanced teaching and training	23	14
Lecturers	25	12
Trainers / Instructors / Assessors / Verifiers		

6. Teaching hours

12. Is there a limit on the total number of direct contact teaching hours allowed over specific time periods?

No

Please indicate the maximum hours allowed over a one week and a six week period.

13. Which of the following activities are included in non-teaching hours?

	Yes	No
Preparation	X	
Research	X	
Marking	X	
Invigilation		X
Personal tutorials		X
Recruitment activities	X	
Supervised learning		X
Other activities not listed above	X	

14. Please specify any other activities included in non-teaching hours

n/a

7. Pay award & pay spine

15. What was the annual pay award at your college over the last three years?

	% pay award	other awards (living wage, fixed £ amount etc.)
2020/21	0	living wage
2021/22	1% or £250	living wage
2022/23	2.5%	One off pay award £500 or £750, living wage

16. Please indicate below whether a harmonised pay spine is applied to salaries for different staff types at your college.

	Yes	No
Leadership and management	X	X
Advanced teaching and training	X	
Lecturer	X	
Trainers / Instructors / Assessors / Verifiers	X	
Support staff	X	

17. Further information on pay spines (please specify staff type)

Some management roles are on a pay spine, but most leadership roles are not

18. Please enter (in days) the contractual annual leave entitlement for full time staff of each staff type.

Leadership and management : 33-43

Advanced teaching and training : 43

Lecturer : 43

Trainers / Instructors / Assessors / Verifiers : 33-37

Support staff : 30-37

8. Minimum and maximum pay

19. Please enter the minimum and maximum annual full time pay (excluding any London weighting) for each staff type at your college. Please enter this information as a number (e.g. enter £20,153 as 20153).

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
Minimum annual	26216	30379	20048.08	20307	9254.44
Maximum annual	144935	38466	45916	31290	51763

20. Please enter the minimum and maximum hourly full time pay (excluding any London weighting) for each staff type at your college. Please enter this information as a number (e.g. enter £8.65 per hour as 8.65).

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
Minimum hourly	13.63	15.79	10.42	10.55	4.81
Maximum hourly	75.33	19.99	23.86	16.26	26.90

21. Please enter the total number of increments between the minimum and maximum full time pay for each staff type at

your college.

Leadership and management : 30
Advanced teaching and training : 6
Lecturer : 15
Trainers / Instructors / Assessors / Verifiers : 15
Support staff : 37

9. Pay progression

22. Is annual progression within a pay scale automatic (subject to satisfactory performance)?

No

23. If progression is not automatic, what other criteria apply?

No progression

24. Does your college apply threshold progression criteria to access upper grades?

No

10. London weighting

25. Does your college apply London weighting in addition to the pay rates outlined above?

No

Please specify the amount of London weighting paid for each staff type below. Please enter this information as a number (e.g. enter £3,200 as 3200).

11. Salary range by staff type

26. Please enter the mean average annual salary for each staff type listed below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter as a number (e.g. £29,534 as 29534).

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

Leadership and management : 52451
Advanced teaching and training : 35545
Lecturer : 29319
Trainers / Instructors / Assessors / Verifiers : 24604
Support staff : 22607

27. Please list the total headcount of staff members of each type at each pay point in the table below.

Please use the FTE salary for part time staff and enter 0 if your college does not have any staff of that job type at a particular pay point.

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
Less than £21,021	0	0	2	32	314
£21,021 -£22,194	0	0	0	0	6
£22,195 -£23,437	0	0	0	6	27
£23,438 -£24,676	0	0	0	0	14
£24,677 -£26,089	0	0	12	26	25
£26,090 -£27,624	1	0	12	6	23
£27,625 -£29,301	0	0	94	24	25
£29,302 -£31,087	0	8	6	2	7
£31,088 -£32,967	1	1	0	1	4
£32,968 -£34,971	0	1	0	0	7
£34,972 -£37,093	3	54	12	0	6
£37,094 -£39,346	7	4	3	0	4
£39,347 -£41,745	6	0	1	0	4
£41,746 -£44,277	7	0	0	0	0
£44,278 -£46,974	4	0	3	0	4
£46,975 -£49,824	0	0	0	0	0
£49,825 -£52,849	0	0	0	0	1
£52,850 -£56,064	1	0	0	0	0
£56,065 -£64,982	9	0	0	0	0
£64,983 -£75,303	3	0	0	0	0
£75,304 -£87,284	2	0	0	0	0
£87,285 -£98,221	1	0	0	0	0
£98,222 or higher	2	0	0	0	0

12. Gender- pay and representation

28. Please enter the mean average annual salary for staff of each gender and role combination listed below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter as a number (e.g. £29,534 as 29534).

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

Note: If any salary figures relate to fewer than 3 people then please leave blank to avoid disclosing personal information

	Male	Female	Non-binary or other gender identity
Leadership and management	53953	51239	0
Advanced teaching and training	36056	35091	0
Lecturer	29829	28788	0
Trainers / Instructors / Assessors / Verifiers	26051	23824	0
Support staff	24258	21977	0

29. Please enter the headcount for staff of each gender and role combination listed below.

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

	Male	Female	Non-binary or other gender identity
Leadership and management	21	26	0
Advanced teaching and training	32	36	0
Lecturer	74	71	0
Trainers / Instructors / Assessors / Verifiers	34	63	0
Support staff	130	341	0

13. Ethnicity- pay and representation

30. Please enter the mean average annual salary for staff of each ethnicity and role combination listed below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter as a number (e.g. £29,534 as 29534).

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

Note: If any salary figures relate to fewer than 3 people then please leave blank to avoid disclosing personal information

	White	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple & Other ethnic groups
Leadership and management	53652	0	0	43917
Advanced teaching and training	35761	36258	0	0
Lecturer	29491	28152	28004	28639
Trainers / Instructors / Assessors / Verifiers	24635	22555	29495	28639
Support staff	22851	23248	21807	21669

31. Please enter the headcount for staff of each ethnicity and role combination listed below.

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

	White	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple & Other ethnic groups
Leadership and management	42	0	0	
Advanced teaching and training	62		0	0
Lecturer	108	8	5	
Trainers / Instructors / Assessors / Verifiers	66	6		
Support staff	376	15	4	4

14. Disability- pay and representation

32. Please enter the mean average annual salary staff of each role type & disability status listed below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter as a number (e.g. £29,534 as 29534).

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

Please exclude anyone whose disability status is unknown

Note: If any salary figures relate to fewer than 3 people then please leave blank to avoid disclosing personal information

	Disabled	Not disabled
Leadership and management	0	54878
Advanced teaching and training	35747	35418
Lecturer	28380	29483
Trainers / Instructors / Assessors / Verifiers	22473	24540
Support staff	22847	23187

33. Please enter the headcount for staff of each disability status & role combination listed below.

Please answer all questions for staff employed during the period of 1/8/2022 to 31/7/2023.

	Disabled	Not disabled
Leadership and management	0	33
Advanced teaching and training	6	37
Lecturer	7	78
Trainers / Instructors / Assessors / Verifiers	4	51
Support staff	22	253