

Request

Sent: 22 February 2021 16:01

Subject: Freedom of Information request- England 2019/20

22 February 2021

Dear [REDACTED]

Please find below a request for information on staff contracts, working hours and pay at Rotherham North Notts Group (RNN Group). This request is being made by [REDACTED] under the Freedom of Information Act, and you have 20 working days to respond to it.

The purpose of this request is to gather up to date information on staff salaries and contracts at Rotherham North Notts Group (RNN Group) in order to improve our understanding of the terms and conditions experienced by our members.

Please click on this link to respond to this request: [REDACTED]

Further Education Freedom of Information Request- England 2019/20

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.

- Abingdon and Witney College
- Activate Learning
- Askham Bryan College
- Barking and Dagenham College
- Barnet and Southgate College
- Barnfield College
- Barnsley College
- Basingstoke College of Technology
- Bath College
- Berkshire College of Agriculture
- Birmingham Metropolitan College
- Bishop Auckland College
- Bishop Burton College
- Blackburn College
- Blackpool and The Fylde College
- Bolton College
- Boston College
- Bournemouth and Poole College
- Bournville College of FE
- Bradford College
- Bridgwater and Taunton College
- Brockenhurst College
- Brooklands College

Buckinghamshire College Group
Burnley College
Burton and South Derbyshire College
Bury College
Calderdale College
Cambridge Regional College
Capel Manor College
Capital City College Group
Carlisle College
Central Bedfordshire College
Chelmsford College
Cheshire College South and West
Chesterfield College
Chichester College Group
Cirencester College
City College Norwich
City College Plymouth
City Lit Institute
City of Bristol College
City of Sunderland College
City of Wolverhampton College
Colchester Institute
College of West Anglia
Cornwall College
Coventry College
Craven College
Croydon College
Darlington College
Dearne Valley College
Derby College
Derwentside College
DN Colleges Group
Dorton College
Dudley College of Technology
Ealing, Hammersmith and West London College
East Coast College
East Durham College
East Kent College Group
East Riding College
East Sussex College Group
Eastleigh College
Exeter College
Fareham College
Farnborough College of Technology

... and ... College of Technology,

Fashion Retail Academy
Fircroft College of Adult Education
Furness College
Gateshead College
Gloucestershire College
Grantham College
Greater Brighton Metropolitan College
Grimsby Institute of FHE
Guernsey College of FE
Hadlow & West Kent
Halesowen College
Harlow College
Hartlepool College of Further Education
Hartpury College
Havant & South Downs College
HCUC
Heart of Worcestershire College
Henshaws College
Hereford College of Arts
Herefordshire and Ludlow College
Hereward College of FE
Hertford Regional College
Highbury College Portsmouth
Highlands College
Hillcroft College
Hopwood Hall College
Hugh Baird College
Hull College
Inspire Education
INTO Manchester
Isle of Wight College
Kendal College
Kensington and Chelsea College
Kidderminster College
Kingston Maurward College
Kirklees College
Lakes College West Cumbria
Lambeth College
Lancaster and Morecambe College
Leeds City College
Leeds College of Building
Leicester College
Lewisham College

Lincoln College
London South East Colleges
Loughborough College
Macclesfield College
Mary Ward Centre
Mid Kent College
Middlesbrough College
Milton Keynes College
Morley College
Moulton College
Myerscough College
Nelson and Colne College
New City College
New College Durham
New College Swindon
Newbury College
Newcastle and Stafford Colleges Group
Newcastle College
Newham College of FE
North East Surrey College of Technology (Nescot)
North Hertfordshire College
North Kent College
North Nottinghamshire College
North Shropshire College
North Warwickshire & Hinckley College
Northampton College
Northumberland College
Nottingham College
Oaklands College
Oldham College
Orbital South Colleges
Orchard Hill Academy Trust
Petroc
Plumpton College
Plymouth College of Art
Preston College
Queen Alexandra College
Reaseheath College
Redcar and Cleveland College
Richmond Upon Thames College
Riverside College Halton
RNIB Vocational College
Rotherham College
Royal National College for the Blind

Royal National College for the Blind

Runshaw College

Salford City College

Sandwell College of FHE

Scarborough TEC

Selby College

ShIPLEY College

Shrewsbury Colleges Group

SMB Colleges

Solihull College and University Centre

South & City College Birmingham

South Devon College

South Essex College

South Gloucestershire and Stroud College

South Leicestershire College

South Staffordshire College

South Thames College Group

Southampton City College

Southport College

Southwark College

Sparsholt College Hampshire (inc Andover College)

St Helens College Group

Stanmore College

Stockton Riverside College

Stoke-On-Trent College

Strode College

Suffolk New College

Swindon College

Tameside College

Telford College

The Bedford College Group

The City of Liverpool College

The Henley College

The Manchester College

The Northern School of Art

The Sheffield College

The Trafford College Group

The Working Men's College

Truro and Penwith College

Tyne Coast College

United College

University College Isle of Man

Wakefield College

Walsall College

Waltham Forest College
Warrington & Vale Royal College
Warwickshire College Group
West Herts College
West Lancashire College
West Nottinghamshire College
West Suffolk College
West Thames College
Weston College
Weymouth College
Wigan and Leigh College
Wiltshire College
Windsor Forest Colleges Group
Wirral Metropolitan College
Yeovil College
York College



We are now RNN Group rather than 3 seperate colleges

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

- Yes
- No

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

- Yes
- No

5. 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.

Staff headcount and contract type

6. Please enter the total **headcount** of each type of staff who worked at your college during the period 1/8/2019 to 31/7/2020 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	74	0	9	1	0	0
Advanced teaching and training	0	0	0	0	0	0
Lecturers	177	4	81	3	0	4
Trainers / Instructors / Assessors / Verifiers	52	1	41	5	0	0
Support staff	317	29	323	15	0	8

7. Please enter the total **FTE** of each type of staff who worked at your college during the period 1/8/2019 to 31/7/2020 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	74		5.4	0.81	0	0
Advanced Teaching and Training	0	0	0	0	0	0
Lecturers	177	4	46.42	1.19	0	0
Trainers / Instructors / Assessors / Verifiers	52	1	28.57	3.13	0	0
Support staff	317	29	179.54	9.38	0	0

Agency staff

8. 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 1/8/2019 to 31/7/2020
Leadership and Management	2	0
Advanced teaching and training	0	0
Lecturers	5	9
Trainers / Instructors / Assessors / Verifiers	4	1
Support staff	4	5

9. 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 1/8/2019 to 31/7/2020
Leadership and Management	2	0
Advanced teaching and training	0	0
Lecturers	4.4054	5.7351
Trainers / Instructors / Assessors / Verifiers	3.1891	1
Support staff	4	3.4864

Staff working hours

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

Leadership and management	<input type="text" value="37"/>
Advanced teaching and training	<input type="text" value="37"/>
Lecturer	<input type="text" value="37"/>
Trainers / Instructors / Assessors / Verifiers	<input type="text" value="37"/>
Support staff	<input type="text" value="37"/>

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

12. 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	<input type="text" value="23"/>	<input type="text" value="14"/>
Lecturers	<input type="text" value="25"/>	<input type="text" value="12"/>
Trainers / Instructors / Assessors / Verifiers	<input type="text" value="Variable"/>	<input type="text" value="Variable"/>

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

Yes

No

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

One week maximum

Six week maximum

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

	Yes	No
Preparation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Research	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marking	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Invigilation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Personal tutorials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recruitment activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervised learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other activities not listed above	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

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

	% pay award	other awards (living wage, fixed £ amount etc.)
2017/18	<input type="text" value="0%"/>	<input type="text"/>
2018/19	<input type="text" value="0%"/>	<input type="text"/>
2019/20	<input type="text" value="0%"/>	<input type="text"/>

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

	Yes	No
Leadership and management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Advanced teaching and training	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lecturer	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trainers / Instructors / Assessors / Verifiers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Support staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

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

Leadership and management	33 - 43 days
Advanced teaching and training	43 days
Lecturer	43 days
Trainers / Instructors / Assessors / Verifiers	33-37 days
Support staff	30 - 37 days

Minimum and maximum pay

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

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
Minimum annual	18250	0	22466	16168	6734
Maximum annual	140000	0	44352	35022	50000

22. Please enter the minimum and maximum **hourly** full time pay (excluding any London weighting) for each staff type at your college (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	9.88		11.68	9.24	3.90
Maximum hourly	72.77		23.05	14.85	25.99

23. 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	21
Advanced teaching and training	
Lecturer	21
Trainers / Instructors / Assessors / Verifiers	19
Support staff	39

Pay progression

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

- Yes
 No

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

- College discretion
- Objective criteria
- No progression
- Other (please specify)

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

- No
- Yes (please provide details)

London weighting

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

- Yes
- No

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

Leadership and management	<input type="text"/>
Advanced teaching and learning	<input type="text"/>
Lecturer	<input type="text"/>
Trainers / Instructors / Assessors / Verifiers	<input type="text"/>
Support staff	<input type="text"/>

Salary range by staff type

29. 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 1/8/2019 to 31/7/2020.

Leadership and management	<input type="text" value="44885"/>
Advanced teaching and training	<input type="text"/>
Lecturer	<input type="text" value="30054"/>
Trainers / Instructors / Assessors / Verifiers	<input type="text" value="24084"/>
Support staff	<input type="text" value="19314"/>

30. Please list the total **headcount** of staff members of each type at each pay point in the table below (excluding any London weighting that may apply).

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 1/8/2019 to 31/7/2020.

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
≤£20,258	3			42	469
£20,258-£21,403	0			3	16
£21,404-£22,615	0		2	18	46
£22,616-£23,824	0			7	8
£23,825-£25,201	1		21	7	48
£25,202-£26,683	7		15	6	16
£26,684-£28,303	4		98	12	25
£28,304-£30,028	3		25	1	17
£30,029-£31,844	2		3		5
£31,845-£33,780	5		2	1	7
£33,781-£35,830	14		84	1	4
£35,831-£38,006	2		3		1

£38,007-£40,323	6		2		1
£40,324-£42,769	12		0		1
£42,770-£45,374	6		4		7
£45,375-£48,128	3				0
£48,129-£51,049	0				2
£51,050-£55,773	2				0
£55,774-£62,769	5				0
£62,770-£72,739	4				0
£72,740-£84,312	1				0
£84,313-£94,877	2				0
≥£94,877	2				0

Hourly pay rates

31. We are looking to understand hourly pay rates.

Please give the **FTE number of staff** in each hourly pay range below. We have listed the equivalent full-time salary for each hourly pay range.

Please enter 0 if your college does not have any staff in a particular hourly pay range.

Please answer all questions for staff employed during the period of 1/8/2019 to 31/7/2020.

£8.72 - £9.00ph (£16,776 - £17,324 FTE)

£9.01 - £9.50ph (£17,325 - £18,286 FTE)

32. **This question is for London colleges only.**

Please give the **FTE number of staff** in each hourly pay range below. We have listed the equivalent full-time salary for each hourly pay range.

Please enter 0 if your college does not have any staff in a particular hourly pay range.

Please answer all questions for staff employed during the period of 1/8/2019 to 31/7/2020.

£9.51 - £10.00ph (£18,287 - £19,249 FTE)

£10.01 - £10.25ph (£19,250 - £19,730 FTE)

£10.26 - £10.85ph (£19,731 - £20,874 FTE)

Gender by salary range and staff type

33. Please enter the **mean average** annual salary for **female staff** of each 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 1/8/2019 to 31/7/2020.

Leadership and management	<input type="text" value="42606"/>
Advanced teaching and training	<input type="text"/>
Lecturer	<input type="text" value="29864"/>
Trainers / Instructors / Assessors / Verifiers	<input type="text" value="23846"/>
Support staff	<input type="text" value="18873"/>

34. Please list the total headcount of **female** staff members of each type at each pay point in the table below (excluding any London weighting that may apply).

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

Please answer all questions for staff employed during the period of 1/8/2019 to 31/7/2020.

Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
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≤£20,258				32	380
£20,258-£21,403				3	14
£21,404-£22,615			1	9	38
£22,616-£23,824				5	6
£23,825-£25,201			10	5	40
£25,202-£26,683	5		9	5	14
£26,684-£28,303	3		48	6	16
£28,304-£30,028	2		14		12
£30,029-£31,844	1		1		1
£31,845-£33,780	4		2		6
£33,781-£35,830	9		43		3
£35,831-£38,006			3		1
£38,007-£40,323	3				
£40,324-£42,769	7				1
£42,770-£45,374	3				1
£45,375-£48,128	2				
£48,129-£51,049					1
£51,050-£55,773	1				
£55,774-£60,700					

£55,774-£62,769	4				
£62,770-£72,739	2				
£72,740-£84,312	1				
£84,313-£94,877	1				
≥£94,877	1				

(untitled)

35. Please enter the **mean average** annual salary for **male staff** of each 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 1/8/2019 to 31/7/2020.

Leadership and management	43800
Advanced teaching and training	
Lecturer	30249
Trainers / Instructors / Assessors / Verifiers	24866
Support staff	21008

36. Please list the total headcount of **male** staff members of each type at each pay point in the table below (excluding any London weighting that may apply).

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

Please answer all questions for staff employed during the period of 1/8/2019 to 31/7/2020.

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
≤£20,258	1			10	89
£20,258-£21,403					2
£21,404-£22,615			1	9	8
£22,616-£23,824				1	2
£23,825-£25,201	1		11	3	8
£25,202-£26,683	3		6	1	2
£26,684-£28,303			50	6	9
£28,304-£30,028	1		11	1	5
£30,029-£31,844	1		2		4
£31,845-£33,780	1			1	1
£33,781-£35,830	5		41	1	1
£35,831-£38,006	2				
£38,007-£40,323	3		2		1

£40,324-£42,769

5

£42,770-£45,374

3

4

6

£45,375-£48,128

1

£48,129-£51,049

1

£51,050-£55,773

1

£55,774-£62,769

1

£62,770-£72,739

2

£72,740-£84,312

£84,313-£94,877

1

≥£94,877

1