Request

Sent: 04 April 2022 16:08
Subject: UCU Freedom of Information Request- England 2020/21

Dear Jason Austin,

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 the University and
College Union (UCU) under the Freedom of Information Act, and you have 20 working days to
respond to it.

I'm aware that this period covers the Easter break so let me know if you'll need an extension to
complete the request.

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.

We are working with the Department for Education and other stakeholders to ensure the new FE
workforce data collection removes the need for regular FOI requests in future.

Please click on this link to respond to this request: UCU FOI request

If you would like a copy of your responses from last year to assist with completing the request, or if
you have any other queries, please do get in touch.

Further Education Freedom of Information Request- England 2020/21

Request for data under the Freedom of Information Act

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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
Accrington and Rossendale College
Activate Learning
Activate Learning - Bracknell & Wokingham College
Activate Learning – Guildford College
Askham Bryan College
Barking and Dagenham College
Barnet and Southgate College (Barnet Campus and Southgate Campus)
Barnsley College
Basingstoke College
Bath College
BCA
Bedford College Group, The
Birmingham Metropolitan College
Bishop Auckland College
Bishop Burton College
Blackburn College
Blackpool & The Fylde College
Bolton College
Boston College
Bournemouth & Poole College
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 (Camre)
Capel Manor College
Capital City College Group, City and Islington College
Capital City College Group, College of Haringey, Enfield & NE London (CHENEL)
Capital City College Group, Westminster Kingsway College
Central Bedfordshire College
Chelmsford College
Cheshire College South & West
Chesterfield College
Chichester College Group
Cirencester College
City College Norwich
City College Plymouth
City of Bristol College
City of Liverpool College
City of Wolverhampton College
Colchester Institute
College of West Anglia
Cornwall College
Coventry College
Craven College
Croydon College
Darlington College
Derby College
Derwentside College
DN Colleges Group (Doncaster College and North Lindsey College)
Doncaster College
Dorton College
Dudley College
Ealing, Hammersmith & West London College
East Coast College
East Durham College
East Riding College
East Sussex College Group
Eastleigh College
Education Training Collective (ETC)
EKC Group
Exeter College
Fareham College
Farnborough College of Technology
Furness College
Gateshead College
Gloucestershire College
Grantham College
Greater Brighton Metropolitan College (Brighton)
Greater Brighton Metropolitan College (Northbrook)
Grimsby Institute
Halesowen College
Harlow College
Hartlepool College

Hartpury College
Havant and South Downs College
HCUC
Heart of Worcestershire College
Henley College
Hereford College of Art
Herefordshire, Ludlow & North Shropshire College
Hereward College
Hertford Regional College
Highbury College
Hopwood Hall College
Hugh Baird College
Hull College
Inspire Education – Peterborough
Inspire Education – Stamford Campus
Inspire Education -Stamford
INTO University Partnerships
Isle of Wight College
Kendal College
Kingston Maurwood
Kirklees College
Lakes College West Cumbria
Lambeth College
Lancaster & Morecambe College
Leeds College of Building
Leicester College
Lincoln College
London South East Colleges
Loughborough College
Luminate Education Group (Harrogate)
Luminate Education Group (Leeds City)
Macclesfield College
Manchester College, The
Middlesbrough College
MidKent College
Milton Keynes College
Milton Keynes Prison
Moulton College
Myerscough College
Nelson & Colne College Group
New City College (Epping Forest)
New City College (Hackney)
New City College (Havering)
New City College (Redbridge)
New City College (THC Arbour Square)
New City College (THC Poplar Centre)
New College Durham
Newbury College
Newcastle and Stafford Colleges Group
Newcastle College Group, Carlisle College,
Newcastle College Group, Kidderminster College
Newcastle College Group, Lewisham Southwark College
Newcastle College Group, Newcastle College
Newcastle College Group, West Lancashire College

Newcastle College Group, West Lancashire College
Newham College
North East Surrey College of Technology NESCOT
North Hertfordshire College
North Kent College Group (NKC, Hadlow & West Kent)
North Lindsey College
North Warwickshire and South Leicestershire College
Northampton College
Northern School of Art
Northumberland College
Nottingham College
NOVUS
Novus Cambria Prison Education
Oaklands College
Oldham College
Orbital South Colleges
Petroc
Plumpton College
Plymouth College of Art
Preston's College
Queen Alexandra College
Reaseheath College
Richmond Upon Thames College
Riverside College
Rotherham North Notts Group (RNN Group)
Runshaw College
Salford City College
Sandwell College of F & HE
Scarborough TEC
Selby College
Sheffield College
Shipley College
Shrewsbury Colleges Group
SK College Group
SMB Colleges
Solihull College & University Centre
South & City College Birmingham and Bournville College of FE
South Devon College
South Essex College
South Gloucestershire and Stroud College
South Staffordshire College
South Thames College Group
Southampton City College
Southport College
Sparsholt College
Stanmore College
Stoke-on-Trent College
Strode College
Suffolk New College
Sunderland College Group
Swindon New College
Tameside College
Telford College
The Trafford College Group

The Trafford College Group
Truro & Penwith College
Tyne Coast College
United Colleges Group
Vision West Nottinghamshire College
Wakefield College
Walsall College
Waltham Forest College
Warrington & Vale Royal College
Warwickshire College Group
West Suffolk College
West Thames College
Weston College
Weston College Prison

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.

n/a

6. Please enter the total **headcount** of each type of staff who worked at your college during the period 1/8/2020 to 31/7/2021 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	44	1	2			
Advanced teaching and training	0	0	0	0	0	0
Lecturers	128	4	77	5		5
Trainers / Instructors / Assessors / Verifiers	35	14	48	6		
Support staff	196	16	205	9	7	17

Type text here

7. Please enter the total **FTE** of each type of staff who worked at your college during the period 1/8/2020 to 31/7/2021 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	44	1	1.47			
Advanced Teaching and Training						
Lecturers	128	4	45.27	2.33		
Trainers / Instructors / Assessors / Verifiers	35	14	32.41	3.79		
Support staff	196	16	115.93	4.95	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 1/8/2020 to 31/7/2021
Leadership and Management		4
Advanced teaching and training		
Lecturers	6	11
Trainers / Instructors / Assessors / Verifiers	6	8
Support staff	4	10

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 1/8/2020 to 31/7/2021
Leadership and Management		3.62
Advanced teaching and training		
Lecturers	3.31	7.99
Trainers / Instructors / Assessors / Verifiers	5.22	6.01
Support staff	3.39	8.45

Staff working hours

10. 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

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

900

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	23	14
Lecturers	25	12
Trainers / Instructors / Assessors / Verifiers	Variable	Variable

(untitled)

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 [   ]

n/a

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

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

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

[   ]   n/a

(untitled)

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

	% pay award	other awards (living wage, fixed £ amount etc.)
2018/19	0%	
2019/20	0%	
2020/21	0%	

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	☐	☑
Advanced teaching and training	☑	☐
Lecturer	☑	☐
Trainers / Instructors / Assessors / Verifiers	☑	☐
Support staff	☑	☐

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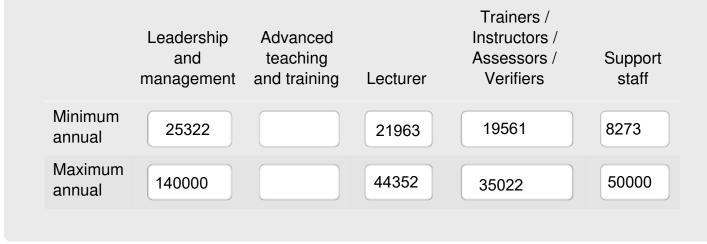
n/a

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	25322		21963	19561	8273
Maximum annual	140000		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	13.16		11.42	10.16	4.30
Maximum hourly	72.76		23.05	18.20	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	25
Advanced teaching and training	
Lecturer	24
Trainers / Instructors / Assessors / Verifiers	23
Support staff	443152 ~~Type text here~~ 37

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 progession

○ 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	[ ]
Advanced teaching and learning	[ ]
Lecturer	[ ] n/a
Trainers / Instructors / Assessors / Verifiers	[ ]
Support staff	[ ]

Salary range by staff type

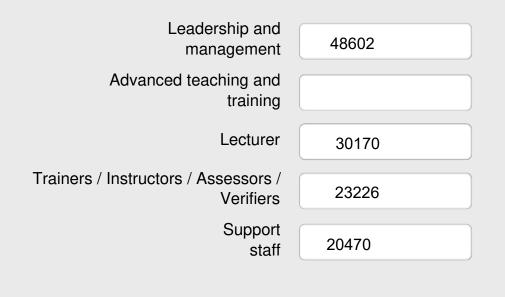29. Please enter the **mean average** annual salary for each staff type listed below (excluding any London weighting that may apply).

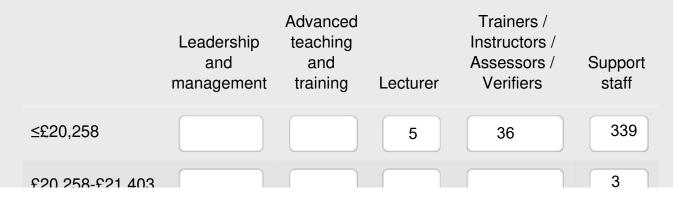Please use the **FTE salary for part time staff** and enter as a number (e.g. £29,534 as 29534).

Please answer all questions for staff employed during the period of 1/8/2020 to 31/7/2021.

Leadership and management	48602
Advanced teaching and training	
Lecturer	30170
Trainers / Instructors / Assessors / Verifiers	23226
Support staff	20470

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 1/8/2020 to 31/7/2021.

	Leadership and management	Advanced teaching and training	Lecturer	Trainers / Instructors / Assessors / Verifiers	Support staff
≤£20,258			5	36	339
£20,258-£21,403					3

Range	Col1	Col2	Col3	Col4	Col5
£20,258-£21,403					
£21,404-£22,615			2	12	22
£22,616-£23,824					3
£23,825-£25,201			12	32	25
£25,202-£26,683	4		3	4	6
£26,684-£28,303			93	16	22
£28,304-£30,028			21	1	6
£30,029-£31,844	1				6
£31,845-£33,780	1		2		4
£33,781-£35,830	5		72	1	6
£35,831-£38,006	2		7		1
£38,007-£40,323	1				2
£40,324-£42,769	13				
£42,770-£45,374	5		2		4
£45,375-£48,128					
£48,129-£51,049	2				1
£51,050-£55,773	1				
£55,774-£62,769	7				
£62,770-£72,739	1				

£72,740-£84,312	1				1
£84,313-£94,877					
≥£94,877	3				

Gender- pay and representation

31. 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 1/8/2020 to 31/7/2021.

	Male	Female	Non-binary or other gender identity
Leadership and management	47928	49102	
Advanced teaching and training			
Lecturer	30173	30166	
Trainers / Instructors / Assessors / Verifiers	24867	22441	
Support staff	22058	19920	

32. Please enter the **headcount** for staff of each gender and role combination listed below (excluding any London weighting that may apply).

Please answer all questions for staff employed during the period of 1/8/2020 to 31/7/2021.
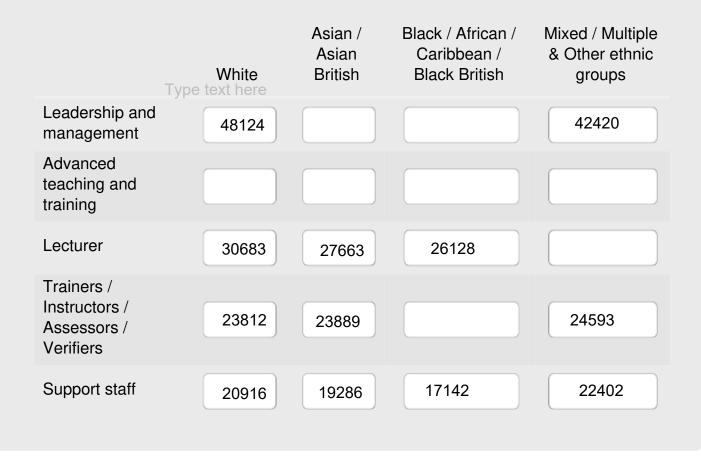
	Male	Female	Non-binary or other gender identity
Leadership and management	20	27	
Advanced teaching and training			
Lecturer	107	112	
Trainers / Instructors / Assessors / Verifiers	33	69	
Support staff	116	335	

Ethnicity- pay and representation

33. 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 1/8/2020 to 31/7/2021.

	White	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple & Other ethnic groups
Leadership and management	48124			42420
Advanced teaching and training				
Lecturer	30683	27663	26128	
Trainers / Instructors / Assessors / Verifiers	23812	23889		24593
Support staff	20916	19286	17142	22402

34. Please enter the **headcount** for staff of each ethnicity and role combination listed below (excluding any London weighting that may apply).

Please answer all questions for staff employed during the period of 1/8/2020 to 31/7/2021.

	White	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple & Other ethnic groups
Leadership and management	9			
Advanced teaching and training				
Lecturer	174	2	2	
Trainers / Instructors / Assessors / Verifiers	59	2		1
Support staff	342	9	1	2

Disability- pay and representation

35. 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 1/8/2020 to 31/7/2021

Please exclude anyone whose disability status is unknown

	Disabled	Not disabled
Leadership and management	57176	48221
Advanced teaching and training		
Lecturer	31064	30122
Trainers / Instructors / Assessors / Verifiers	23557	23216
Support staff	19185	20505

36. Please enter the **headcount** for staff of each disability status & role combination listed below (excluding any London weighting that may apply).

Please answer all questions for staff employed during the period of 1/8/2020 to 31/7/2021.

	Disabled	Not disabled
Leadership and management	2	45
Advanced teaching and training		
Lecturer	11	208
Trainers / Instructors / Assessors / Verifiers	3	99
Support staff	12	439