Request

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

Dear

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 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.

Please click on this link to respond to this request: 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

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 Nouroatla Callana Craun Maat Lanaaahira Callana

newcastie 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 Cellege** 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

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?



O No

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

Yes

No 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

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?

- O 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

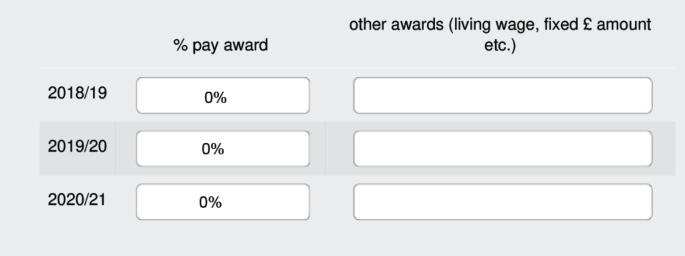
15. Which of the following activities are included in non-teaching hours?

	Yes	No
Preparation	\checkmark	0
Research	\checkmark	0
Marking	\checkmark	0
Invigilation	0	\checkmark
Personal tutorials	0	\checkmark
Recruitment activities	\checkmark	0
Supervised learning	0	\checkmark
Other activities not listed above	\checkmark	o

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

(untitled)

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



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		\checkmark
Advanced teaching and training	\checkmark	
Lecturer	\sim	
Trainers / Instructors / Assessors / Verifiers	\checkmark	
Support staff	\checkmark	

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

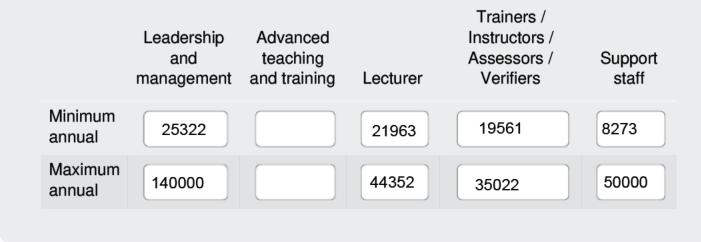
	n/a	
	n <i>u</i> d	

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

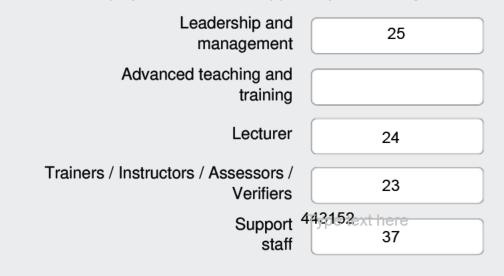
21. Please enter the minimum and maximum **annual** full time pay (excluding any London weighting) for each staff type at your college (e.g. enter \pounds 20,153 as 20153)



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.



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

C Yes (please provide details)

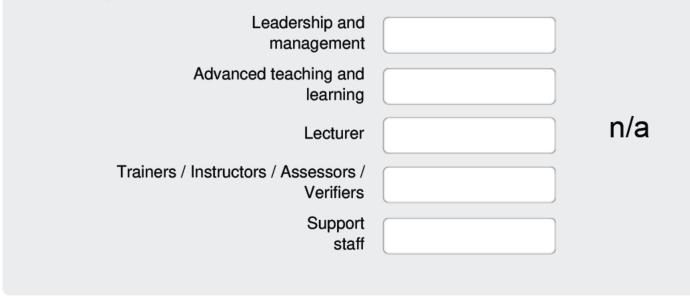
London weighting

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

o Yes

🗸 No

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

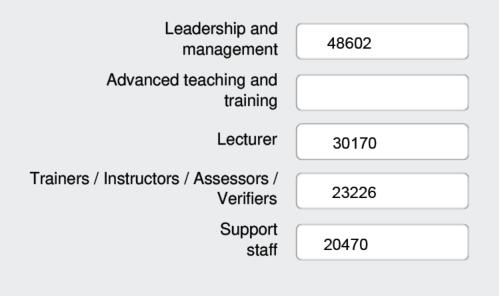


Salary range by staff type

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. $\pounds 29,534$ as 29534).

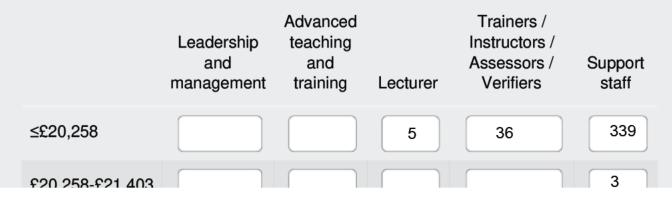
Please answer all questions for staff employed during the period of 1/8/2020 to 31/7/2021.



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.



20,200 221,700				
£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			



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. $\pounds 29,534$ as 29534).

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

	Male	Female	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.

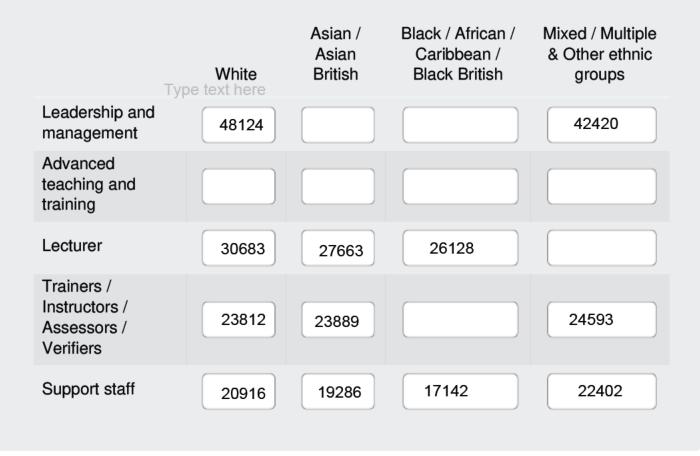
	Male	Female	Non-binary or other gender identity
Leadership and management	20	27	
Advanced teaching and training			
Lecturer	107	112	
Trainers / Instructors / Assessors / Verifiers	33	69	
Support staff	116	335	

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. $\pounds 29,534$ as 29534).

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



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. $\pounds 29,534$ 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