The Education & Training Foundation

SIR Interim Dashboard - Offender Learning - 2015

Methodology

The data provided in this report is based on data returns covering a total of 117 prisons. Of these prisons, 111 were covered by one of four OLASS contractors. Of a possible nine private prisons that were contacted, six provided data that could be included in this report. In addition, one private prison provided some information, but it was not in a form which meant it could be included. Prisons and contractors were contacted by the Ministry of Justice as part of the Coates Review of Offender Learning during November 2015 and asked to provide data to the Education and Training Foundation. Data was requested in a form similar to that of the Staff Individualised Record which covers workforce data for the education and training sector.

Data is based on the academic year 2014/15. Where appropriate, we have provided data from general Further Education (FE) Colleges for context. This data are provisional from the Staff Individualised Record for 2014/15. The full report will be published by the Education and Training Foundation in April 2016, and previous reports can be found on our website here: http://www.et-foundation.co.uk/research/fe-workforce-data-reports-2013-14/.

Summary

The data cover 3929 staff working in prisons. If we assume a similar pattern of workforce size in the remaining three private prisons, then we come to a total workforce size of 4,019 staff. We have given the number of individual staff rather than full time equivalent figure as the data given in the fields setting out the proportion of full time were of variable quality, particularly around casual staff and those on a zero-hours contract (the request here was for an average based on the hours they worked). We are confident that the staff figure is correct, although given the high proportions of staff working part time, this number should be used with caution.

Staff turnover in both public and private prisons appears to be lower than in general FE colleges, as can be seen in chart 2.

In general, both public and private prisons employ more teachers in offender learning as a proportion of their workforce than in general FE Colleges. Some data from private prisons suggests that teaching staff in private prisons are being used to cover administrative and other functions such as being the IT support or organising exams for learners, so the proportion of teachers in private prisons may not reflect the work being completed. This is likely to be less of an issue for public prisons, where the OLASS contractors are larger organisations, and will only have provided data for staff directly involved in offender learning and not core staff covering areas like human resources. So the comparison with general FE colleges may not entirely reflect the work needed to support offender learning.

Chart four shows the pay of full time equivalent teaching staff in offender learning in public and private prisons, as well as in general FE colleges. This shows that teachers in private prisons are in general lower paid than those in public prisons, while both are paid less than those in general FE colleges. However, the distribution in public and private prisons is more concentrated, suggesting that more staff are paid within a narrower band than in other parts of the FE sector. It should be noted that general FE college teaching staff includes a range of teachers, including those with responsibility for specific subject areas, and as a result, there is a wider distribution of pay.

More staff work full time in private prisons than in general FE colleges, as well as the overall picture that offender learning staff are more likely to be working full time than general FE colleges. If we compare private prisons with private training providers, our work-based learning workforce survey from 2013/14 suggested that 77% of staff in these organisations worked full time, which is very similar to the figure given here for private prisons.

In terms of subject taught, we had one OLASS provider return data with high levels of 'unknown' as a subject, so the chart does not reflect all the possible data. It does however show that there is a focus around maths and English teaching staff, as well as 'Foundation Programmes' – this is also known as 'Preparation for Life and Work'. There is also a general range of vocational and academic programmes, although proportionally fewer staff involved in these than would be in a general FE college.

Regarding gender, those working in private prisons were more likely to be male than staff in general FE colleges, with those working in public prisons showing a similar, albeit less pronounced, pattern.

Staff by age provides a division amongst offender learning staff working in private prisons, as compared with public prisons and general FE colleges. Those in private prisons appear to be younger than those in public prisons, with the most common age ranges being both 30-34 and 50-54 in private prisons. The most common age range in public prisons is 50-54, but is closely followed by the 45-49 age band. It is noteworthy that staff in public prisons are older on average than staff in general FE colleges, although this is not the case for offender learning staff in private prisons.

Staff in private prisons are more likely to disclose data on ethnicity and disability, while those in public prisons have similar issues to general FE colleges in terms of providing data for these fields. In general, there seem to be fewer staff with a disability and more staff who are white British working in private prisons, but the high levels of non-disclosure or unknown data in public prisons and general FE colleges makes it difficult to come to any conclusions.

On qualifications, staff in private prisons appear to be well-qualified, with over 34% of staff having a Level 7 teaching qualification, and nearly 34% of staff having at least a degree (level 6 and above) in the subject they are teaching. The data we have suggests the picture is slightly lower in public prisons, but there are much higher levels of unknown data in public prisons. Unfortunately, we cannot currently provide a comparison with general FE colleges on qualification data, although this will be possible in September 2016. Data from the Foundation's surveys on the qualifications of English and maths teachers in 2013 suggested that over 40% of staff teaching GCSE maths had only a level 2 qualification (including GCSE) themselves (no question about teaching qualification was included). Reports from the Gatsby Foundation on maths and science teachers in 2015 suggest that approximately 80% of staff have a teaching qualification at Level 5 or above (the maths report can be found here: http://www.gatsby.org.uk/uploads/education/reports/pdf/profile-of-the-maths-teaching-workforce.pdf) and only 4% have no formal teaching qualifications. Unfortunately, only maths and science teachers were included in the analysis for these reports. This would suggest that although staff in offender learning have high levels of qualification, particularly at level 7, they are less well qualified than maths and science teachers teaching learners aged 16-18. Until we have robust data from the Staff Individualised Record in September 2016, it is difficult to draw any further conclusions.

Note on data quality

Our data requests covered key data around the diversity of the workforce, pay and qualifications, and although most providers were able to generate most of this information for us, there are a few areas where the data is based on a smaller number of providers. These are:

- Teaching staff by pay band – participation here was 5 private and 100 public prisons.
- Staff by main subject taught – participation here was 6 private and 80 public prisons.
- Highest teaching qualification and highest qualification in main subject taught – participation here was 6 private and 69 public prisons.

We had hoped to provide data on type of contract (permanent, casual, zero-hours etc.) and some of the data returns we received included this information. However, having compared the picture with existing knowledge about the education and training sector workforce from the Staff Individualised Record, we do not believe the data in this field was high quality and have not provided a chart or table. The initial estimates suggested that at least 5.6% of staff in public prisons were employed on zero-hours contracts, and an additional 5% were employed on casual contracts. This compares with approximately 13% of staff in General FE and sixth form colleges employed on fixed term or casual contracts in 2014/15.
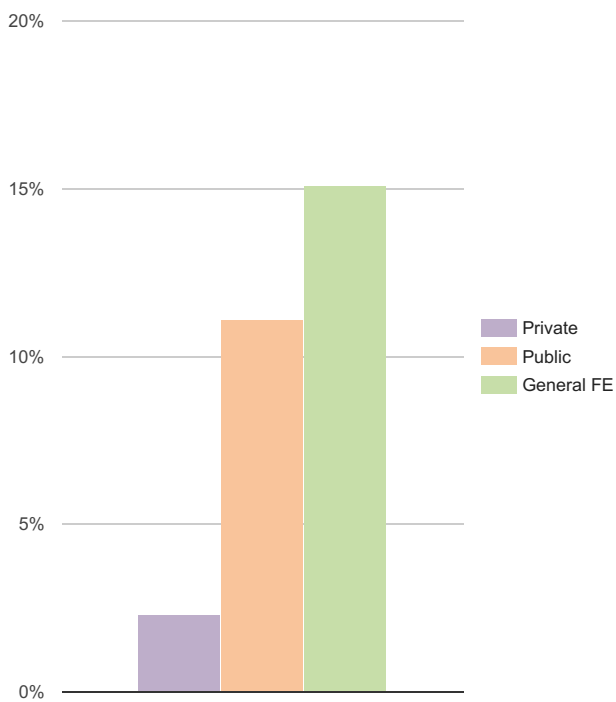
1. Number of Staff
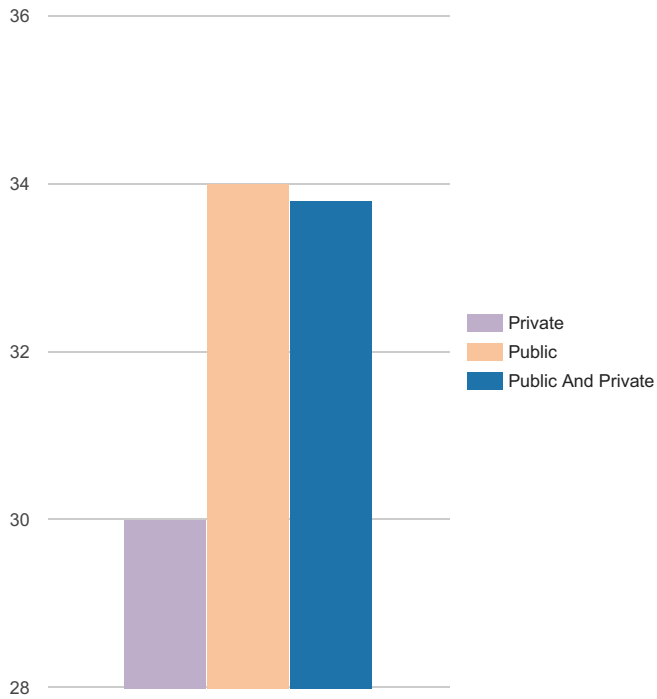
This chart shows the average number of staff engaged in offender learning at each institution.
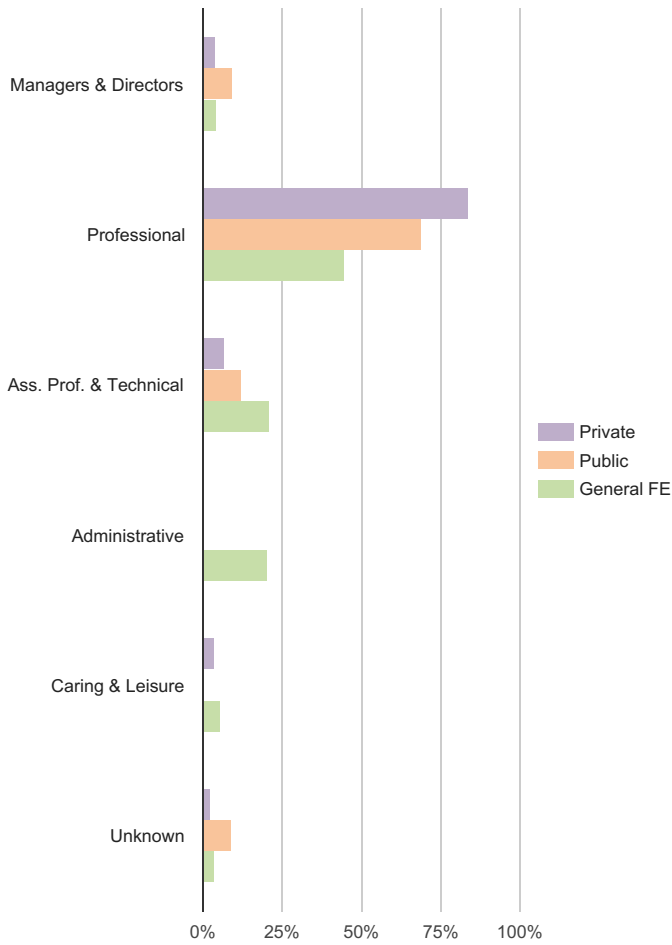
Private: 30
Public: 34
Public And Private: 33.8

Legend:
- Private
- Public
- Public And Private

2. Staff Turnover

This chart shows the average turnover (staff leaving) as a percentage of staff.

Legend:
- Private
- Public
- General FE

3. Staff by Category of Work

This chart shows the average proportion of staff by category of work. The categories are based on classifications provided by the Office for National Statistics.

These higher level categories of work are based on classifications provided by the Office for National Statistics and are mapped to the categories of work used in SIR24.

Staff by Category of Work Data Table

Category Of Work	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
Managers, Directors and Senior Officials (formerly Senior Manager)	7	4.0	349	9.3	2,186	4.2
Professional Occupations	148	83.6	2,587	68.9	23,402	44.5
Associate Professional and Technical Occupations	12	6.8	463	12.3	11,106	21.1
Administrative and Secretarial Occupations	-	-	7	0.2	10,844	20.6
Skilled Trades Occupations	-	-	1	0.0	222	0.4
Caring, Leisure and Other Service Occupations	6	3.4	4	0.1	2,953	5.6
Sales and Customer Service Occupations	-	-	-	-	-	-
Process, Plant and Machine Operatives	-	-	-	-	-	-
Unknown	4	2.3	341	9.1	1,862	3.6
	177		3,753		52,575	

4. FTE Teaching Staff by Pay band

This chart shows the average percentage of FTE (full time equivalent) teaching staff in different pay bands.
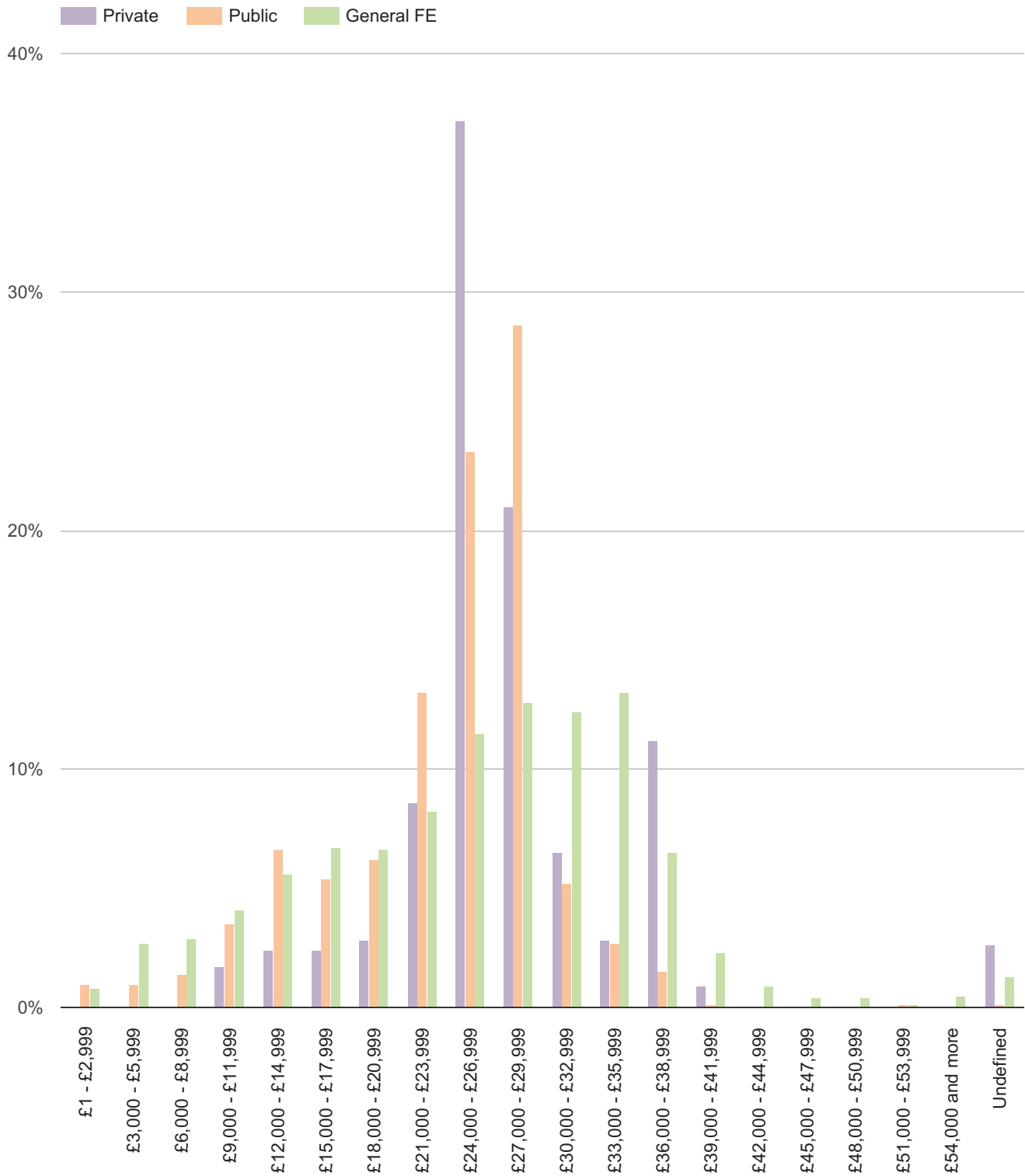
Staff by Pay Band Data Table

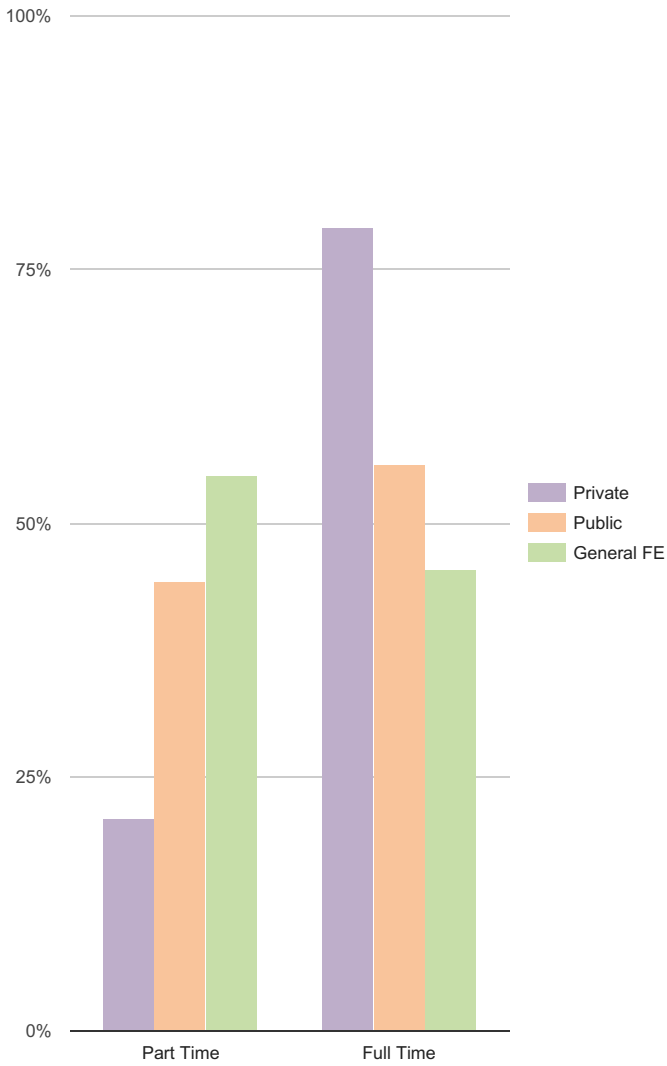| Pay Band	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
£1 - £2,999	-	-	15.3	1.0	108.8	0.8
£3,000 - £5,999	-	-	15.5	1.0	371.7	2.7
£6,000 - £8,999	-	-	21.7	1.4	397.7	2.9
£9,000 - £11,999	1.8	1.7	55.1	3.5	567.4	4.1
£12,000 - £14,999	2.6	2.4	103.4	6.6	775.0	5.6
£15,000 - £17,999	2.6	2.4	84.3	5.4	924.3	6.7
£18,000 - £20,999	3.0	2.8	97.5	6.2	910.9	6.6
£21,000 - £23,999	9.2	8.6	207.6	13.2	1,131.5	8.2
£24,000 - £26,999	40.0	37.2	366.0	23.3	1,581.2	11.5
£27,000 - £29,999	22.6	21.0	448.9	28.6	1,757.4	12.8
£30,000 - £32,999	7.0	6.5	82.2	5.2	1,712.7	12.4
£33,000 - £35,999	3.0	2.8	42.4	2.7	1,822.2	13.2
£36,000 - £38,999	12.0	11.2	23.3	1.5	895.5	6.5
£39,000 - £41,999	1.0	0.9	1.3	0.1	323.4	2.3
£42,000 - £44,999	-	-	-	-	124.4	0.9
£45,000 - £47,999	-	-	-	-	55.8	0.4
£48,000 - £50,999	-	-	-	-	51.3	0.4
£51,000 - £53,999	-	-	1.0	0.1	15.1	0.1
£54,000 - £56,999	-	-	-	-	9.6	0.1
£57,000 - £59,999	-	-	-	-	5.0	0.0
£60,000 - £62,999	-	-	-	-	7.0	0.1
£63,000 - £65,999	-	-	-	-	9.5	0.1
£66,000 - £68,999	-	-	-	-	1.0	0.0
£69,000 - £71,999	-	-	-	-	2.4	0.0
£72,000 - £74,999	-	-	-	-	-	-
£75,000 - £77,999	-	-	-	-	3.0	0.0
£78,000 - £80,999	-	-	-	-	1.0	0.0
£81,000 - £83,999	-	-	-	-	-	-
£84,000 - £86,999	-	-	-	-	-	-
£87,000 - £89,999	-	-	-	-	1.0	0.0
£90,000 - £92,999	-	-	-	-	-	-
£93,000 - £95,999	-	-	-	-	1.6	0.0
£96,000 - £98,999	-	-	-	-	-	-
£99,000 - £99,999	-	-	-	-	33.2	0.2
£100,000 or more	-	-	-	-	-	-
Undefined	2.8	2.6	1.0	0.1	172.6	1.3
	107.6		1566.5		13,773.2	

5. Staff by Full Time or Part Time

This chart shows the average proportion of full and part time staff.

Staff by Part Time or Full Time Data Table

Type	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
Part Time	37	20.9	1,663	44.3	28,697	54.6
Full Time	140	79.1	2,089	55.7	23,878	45.4
	177		3,753		52,575	

6. Staff by Main Subject Taught

This chart shows the average proportion of staff in each subject area.

Legend:
- Private
- Public
- General FE

Categories (top to bottom):
- Agric. hortic. & animal care
- Construction & planning
- Eng. & mfg technology
- Business, administration and law
- ICT
- Retail & commercial enterprise
- Leisure, travel and tourism
- Health, public services and care
- Arts, media and publishing
- Humanities
- English, Languages and Commu…
- Foundation Programmes
- Science
- Mathematics
- Education and Training (includin…
- Family learning
- Community development
- Unknown

X-axis: 0%, 10%, 20%, 30%, 40%

Staff by Main Subject Taught Data Table

Main Subject Taught	Private Number	Private Percent	Public Number	Public Percent	General FE Number	General FE Percent
Agriculture, horticulture and animal care	1	0.7	17	0.9	328	1.5
Construction, planning and the built environment	9	6.4	150	7.8	1,293	5.9
Engineering and manufacturing technologies	1	0.7	27	1.4	1,678	7.6
Business, administration and law	8	5.7	66	3.4	1,738	7.9
Information and communication technology (ICT)	12	8.6	151	7.9	890	4.1
Retail and commercial enterprise	3	2.1	51	2.7	1,337	6.1
Leisure, travel and tourism	3	2.1	33	1.7	1,739	7.9
Health, public services and care	2	1.4	69	3.6	2,377	10.8
Arts, media and publishing	22	15.7	90	4.7	2,354	10.7
Humanities	5	3.6	21	1.1	1,051	4.8
English, Languages and Communication	27	19.3	280	14.6	2,291	10.4
Foundation Programmes	8	5.7	182	9.5	2,206	10.0
Science	-	-	2	0.1	465	2.2
Mathematics	17	12.1	146	7.6	385	1.8
Preparation for life and work	-	-	-	-	-	-
Education and Training (including initial teacher education)	19	13.6	7	0.4	86	0.4
Family learning	1	0.7	1	0.1	-	-
Community development	-	-	3	0.2	-	-
Unknown	2	1.4	620	32.4	1,745	7.9
	140		**1,917**		**21,963**	

7. Staff by Gender
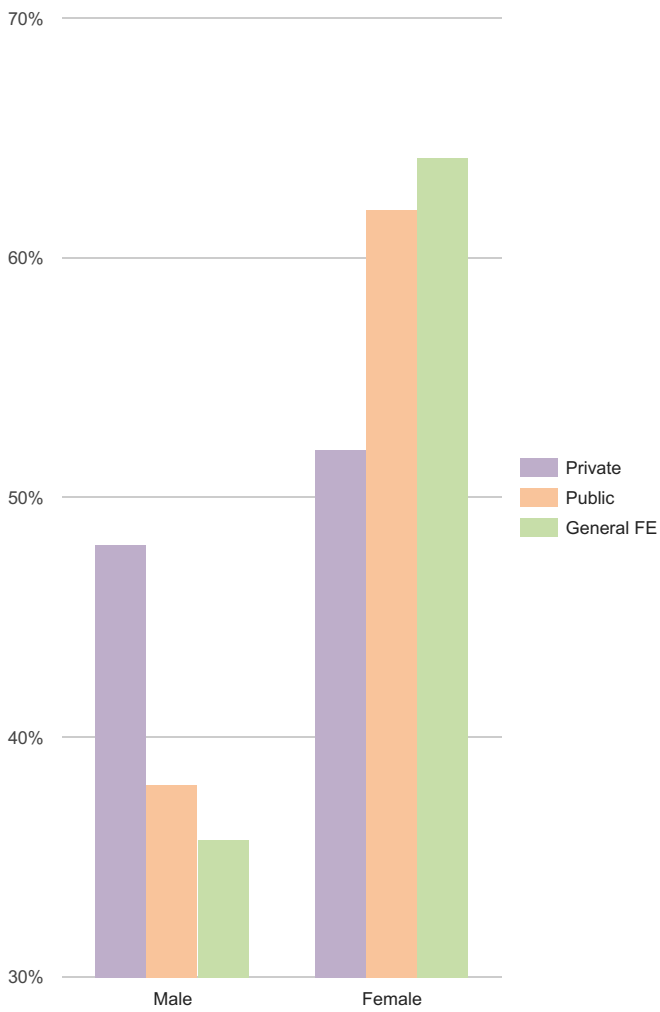
This chart shows the average proportion of staff broken down by gender. This chart only shows respondents classified as male or female for General FE.

Staff by Gender Data Table

Gender	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
Male	85	48.0	1,424	38.0	18,815	35.7
Female	92	52.0	2,328	62.0	33,753	64.2
	177		**3,753**		**52,568**	

8. Staff by Age Band
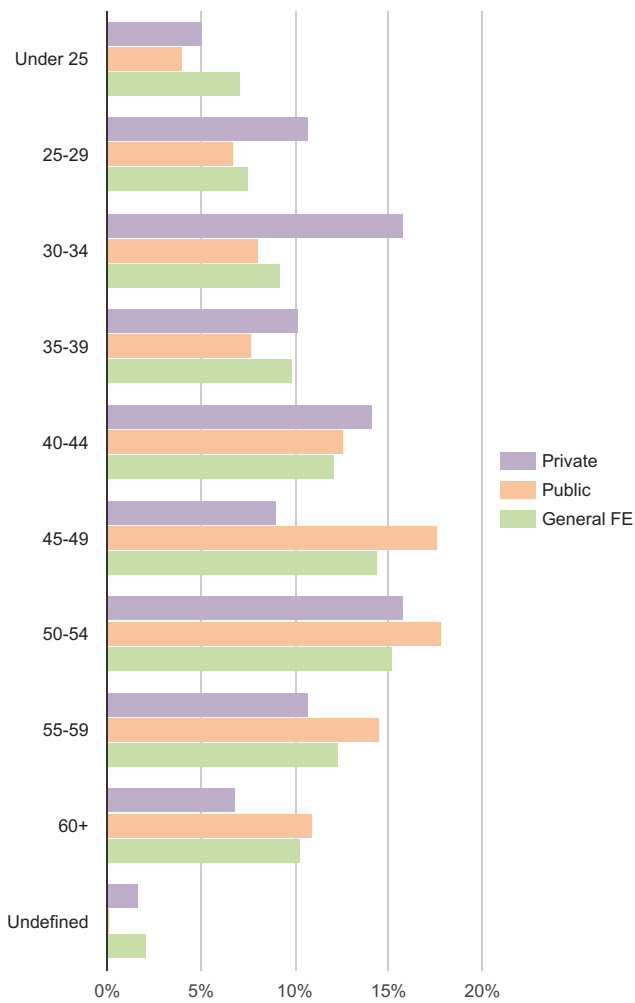
This chart shows the average proportion of staff by age band.

Staff by Age Band Data Table

Age Band	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
Under 25	9	5.1	150	4.0	3,720	7.1
25-29	19	10.7	252	6.7	3,947	7.5
30-34	28	15.8	302	8.0	4,852	9.2
35-39	18	10.2	289	7.7	5,128	9.8
40-44	25	14.1	473	12.6	6,370	12.1
45-49	16	9.0	661	17.6	7,574	14.4
50-54	28	15.8	668	17.8	7,988	15.2
55-59	19	10.7	545	14.5	6,449	12.3
60+	12	6.8	409	10.9	5,426	10.3
Undefined	3	1.7	3	0.1	1,121	2.1
	177		**3,753**		**52,575**	

9. Staff with Disability
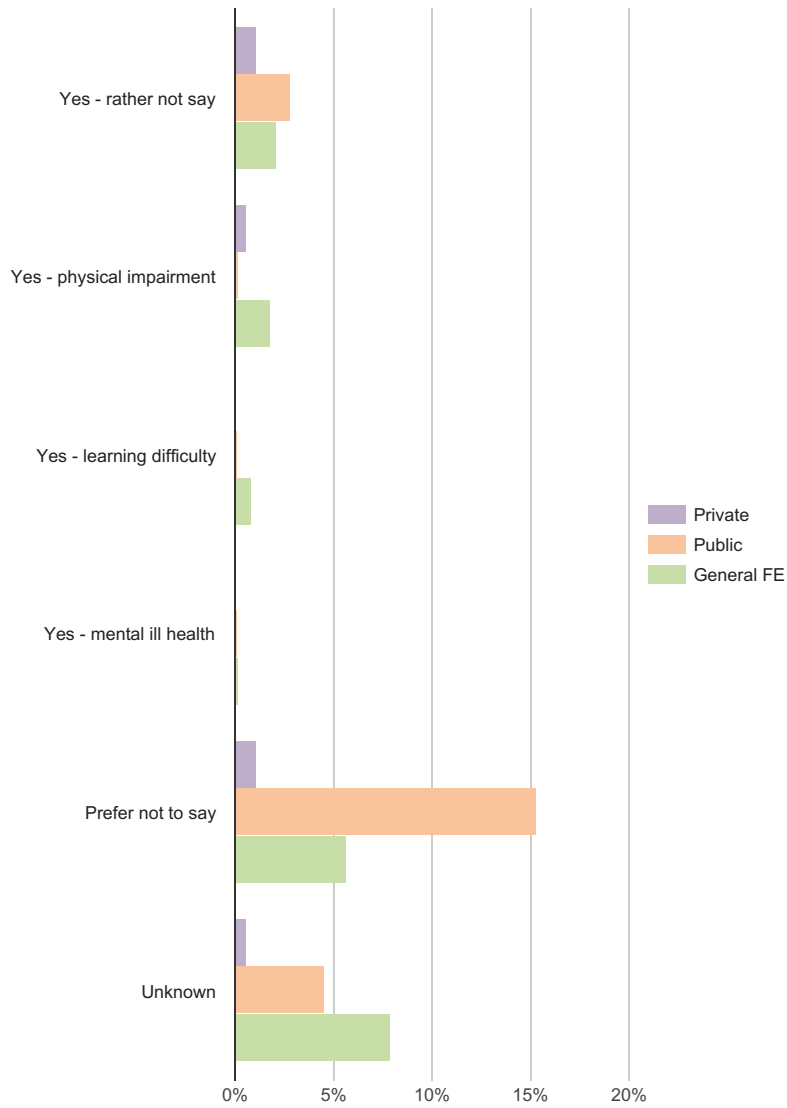
This chart shows the average proportion of staff with disabilities.

Staff with No Disability:
Private: 96.6%
Public: 77%
General FE: 81.5%

Legend:
- Private
- Public
- General FE

Staff by Disability Data Table

Disability	Private		Public		General FE	
	Number	Percent	Number	Percent	Number	Percent
Yes - rather not say	2	1.1	105	2.8	1,109	2.1
Yes - physical impairment	1	0.6	6	0.2	944	1.8
No	171	96.6	2,888	77.0	42,850	81.5
Yes - learning difficulty	-	-	5	0.1	400	0.8
Yes - mental ill health	-	-	4	0.1	125	0.2
Prefer not to say	2	1.1	575	15.3	2,985	5.7
Unknown	1	0.6	169	4.5	4,162	7.9
	177		**3,753**		**52,575**	

10. Staff by Ethnicity (excluding White - British and Not provided)

This chart shows the average proportion of staff within the different ethnic groups excluding White - British and Not provided.

White - British Ethnicity:
Private: 89.3%
Public: 68.4%
General FE: 82.7%

Not Provided:
Private: 2.8%
Public: 23.2%
General FE: 3.8%

Legend:
- Private
- Public
- General FE

Categories (top to bottom):
- White - Irish
- White - Gypsy or Irish Traveller
- White - Any other
- White and Black Caribbean
- White and Black African
- White and Asian
- Mixed/Multiple - Any other
- Asian/Asian British - Indian
- Asian/Asian British - Pakistani
- Asian/Asian British - Bangladeshi
- Asian/Asian British - Chinese
- Asian/Asian British - Any other
- Black/Black British - African
- Black/Black British - Caribbean
- Black/Black British - Any other
- Other - Arab
- Other

X-axis: 0%, 1%, 2%, 3%, 4%

Staff by Ethnicity Data Table

| Ethnicity	Private Number	Private Percent	Public Number	Public Percent	General FE Number	General FE Percent
White - English/Welsh/Scottish/Northern Irish/British	158	89.3	2,568	68.4	43,488	82.7
White - Irish	-	-	21	0.6	471	0.9
White - Gypsy or Irish Traveller	-	-	-	-	1	0.0
White - Any other	3	1.7	77	2.1	1,773	3.4
Mixed/Multiple ethnic groups - White and Black Caribbean	1	0.6	8	0.2	232	0.4
Mixed/Multiple ethnic groups - White and Black African	-	-	6	0.2	79	0.2
Mixed/Multiple ethnic groups - White and Asian	-	-	10	0.3	124	0.2
Mixed/Multiple ethnic groups - Any other	-	-	9	0.2	220	0.4
Asian/Asian British - Indian	2	1.1	40	1.1	1,081	2.1
Asian/Asian British - Pakistani	2	1.1	18	0.5	485	0.9
Asian/Asian British - Bangladeshi	-	-	4	0.1	134	0.3
Asian/Asian British - Chinese	-	-	3	0.1	120	0.2
Asian/Asian British - Any other	2	1.1	14	0.4	370	0.7
Black/African/Caribbean/Black British - African	2	1.1	38	1.0	536	1.0
Black/African/Caribbean/Black British - Caribbean	1	0.6	39	1.0	926	1.8
Black/African/Caribbean/Black British - Any other	-	-	14	0.4	157	0.3
Other ethnic group - Arab	1	0.6	-	-	11	0.0
Other ethnic group - Any other	-	-	14	0.4	371	0.7
Not provided	5	2.8	869	23.2	1,996	3.8
	177		3,753		52,575	

11. Highest Teaching Qualification Held

This chart shows the % of staff by level of the highest teaching qualification held.
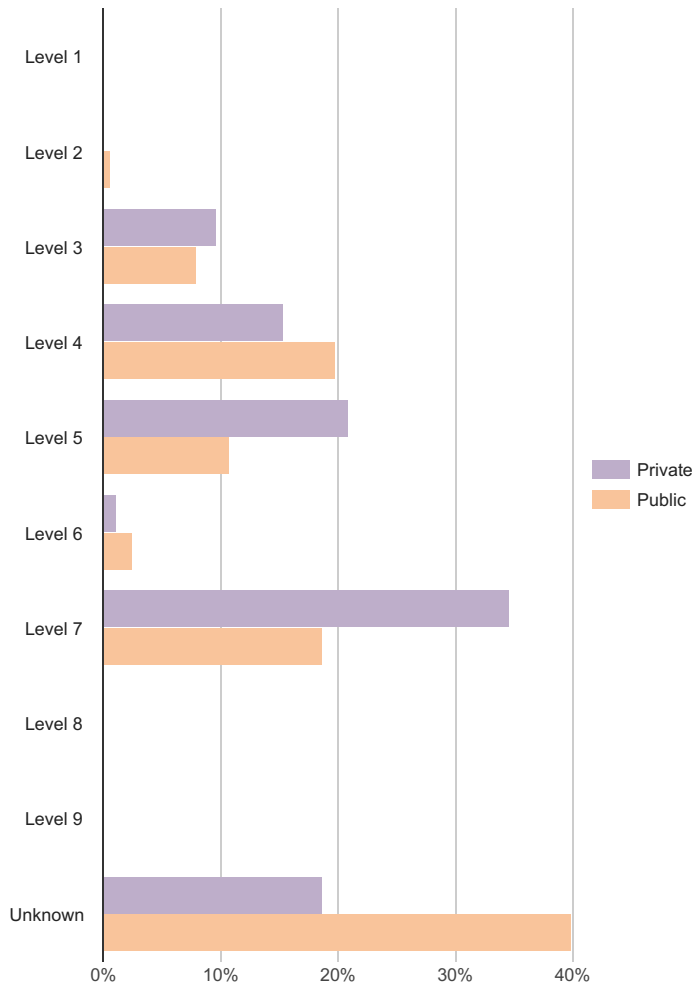
Staff by Highest Teaching Qualification Held Data Table

Highest Teaching Qualification Held	Private		Public	
	Number	Percent	Number	Percent
Level 1	-	-	-	-
Level 2	-	-	14	0.5
Level 3	17	9.6	213	7.9
Level 4	27	15.3	532	19.8
Level 5	37	20.9	287	10.7
Level 6	2	1.1	67	2.5
Level 7	61	34.5	499	18.6
Level 8	-	-	-	-
Level 9	-	-	-	-
Unknown	33	18.6	1,069	39.9
	177		**2,681**	

12. Highest Qualification Held In The Main Area Of Teaching
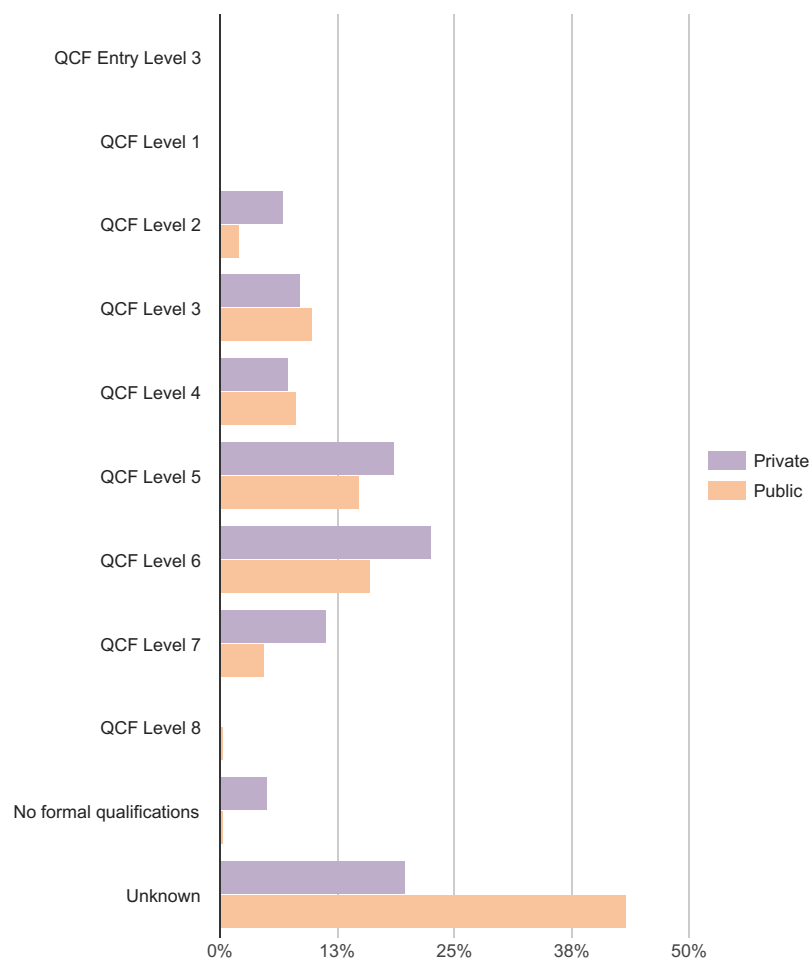
This chart shows the average proportion of staff by highest qualification held in the main area of teaching.

Staff by Highest Qualification Held In The Main Area Of Teaching Data Table

Highest Qualification Held In The Main Area Of Teaching	Private		Public	
	Number	Percent	Number	Percent
QCF Entry Level 3	-	-	-	-
QCF Level 1	-	-	1	0.0
QCF Level 2	12	6.8	58	2.2
QCF Level 3	15	8.5	265	9.9
QCF Level 4	13	7.3	217	8.1
QCF Level 5	33	18.6	397	14.8
QCF Level 6	40	22.6	431	16.1
QCF Level 7	20	11.3	128	4.8
QCF Level 8	-	-	12	0.4
No formal qualifications	9	5.1	11	0.4
Unknown	35	19.8	1,161	43.3
	177		2,681	