



Department
for Education

Revised subnational school workforce census data, 2010 to 2018

September 2019

Contents

1. Summary	3
2. File contents	3
3. Changes to the information since original publication	4
4. File format	5
Annex A – Field Listing	6
Annex B – How to use the underlying data files	11

1. Summary

In each school workforce in England publication from 2010 to 2018 a file of underlying data at school, local authority and regional level was published in addition to standard national tables. In order to allow users to make multi-year and geographical comparisons more easily we are now publishing an all years file at local authority (LA), and regional level. This file will include estimates to account for schools who did not provide information in a given year for the staff headcount and full-time equivalent numbers, (FTE) so that year on year figures are comparable. In addition further work has been done since the initial publication to improve the quality of the data upon which some of the other indicators were based.

2. File contents

Annex A has a description of the data items included in the file. The following data items have been revised for 2010 to 2017 from those originally published:

- school staff headcounts;
- full-time equivalent numbers (FTE);
- percentages of teachers who work part-time;
- the ratio of teaching assistants to all teachers;
- the mean average salary of all teachers;
- the proportion of teachers on the leadership scale;
- the percentage of teachers with qualified teacher status.

The information is published in tidy data format which is the new standard that the Department is introducing for all its statistical publications. This allows a single file to hold information for all years and geographies with easy filtering of the required information and is machine readable. Please see Annex B for how to manipulate the data.

IMPORTANT NOTES:

A small number of cells have been suppressed in the file as the information is based on a small number of cases typically less than three.

Pupil to Teacher Ratios (PTRs) are not currently included in the file. These will be added shortly once the revised methodology has been finalised. PTRs can continue to be found in individual year subnational files.

Rounding may vary in a small number of cells from that previously published due to improved methodology.

A small amount of information is not available. In particular hours worked for teaching assistants, other support staff and auxiliary staff was not collected in 2010 and therefore the FTE number of these staff is not available in this year or overall FTE staff numbers. In addition the proportion of schools with a vacancy or temporarily filled posts are not available prior to 2016.

3. Changes to the information since original publication

The new multi-year file agrees at the national level with the information published in the national level tables in the November 2018 statistical publication. The production is consistent between the two as detailed in the methodology document. There are key differences between this methodology and that originally used in the underlying data in earlier years publications (2010 to 2017) as follows:

- The staff headcount and full-time equivalent (FTE) figures for all years have been taken from the linked data source and adjusted to account for schools that did not make a return. This approach is described in section 4.1 and 4.2 of the methodology document and makes comparisons between years more reliable. This adjustment was **not** made to the LA and regional figures in the 2010 to 2017 publications (note no FTE figures for non-teaching staff are available for 2010 because the hours worked for these categories were not collected in that year). The following charts 1 and 2 show the effect of scaling on FTE teacher numbers in England and in a typical local authority area:

Chart 1: FTE teacher numbers in England 2010 – 2018, scaled vs. unadjusted

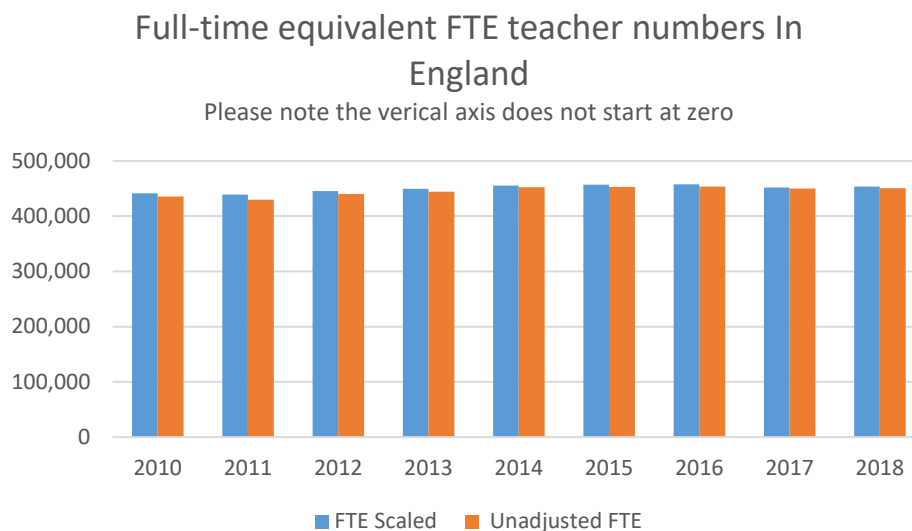
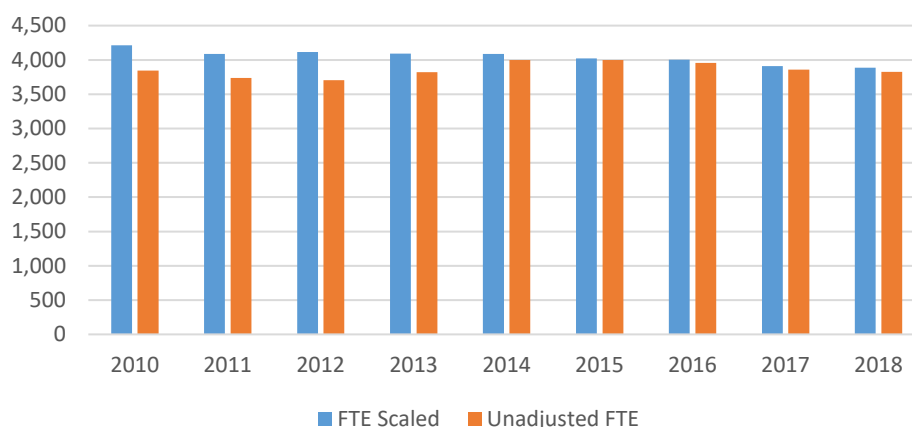


Chart 2: FTE teacher numbers in Cumbria 2010 – 2018, scaled vs. unadjusted

Full-time equivalent teacher numbers in Cumbria LA



- This scaling has also been applied to the percentages of teachers who work part-time and the ratio of teaching assistants to all teachers,
- The mean gross average salary is calculated on a consistent basis for all years as described in section 4.7 of the methodology document to include both full and part-time teachers. Previously, for years 2010 to 2012 the measure were calculated using full-time teachers only.
- The percentage of teacher with qualified teacher status is calculated using information supplied by the School Workforce Census with the addition of information from the Database of Qualified Teachers where schools did not know this information. In the LA and regional figures breakdown published between 2010 and 2017 this information was based on the information supplied by the school workforce census only.

4. File format

The underlying data contains the following file:

File and description	Geographic levels	Time period
Workforce_2010-2018_nat_reg_la.csv	National Regional Local authority	November 2010 – 2018 inclusive

File notation:

NA = Not available
SUPP = Suppressed

Annex A – Field Listing

A full list of fields used in the school workforce underlying data files is given below.

Variable name	Variable description
time_period	Academic year the workforce information is applicable to
time_identifier	November (census date) the workforce information is applicable to
geographic_level	Geographical level i.e. national; regional; local authority district; local authority; school
country_code	Office of National Statistics, (ONS) Country code – 9 digit code
country_name	Country name
region_code	ONS Region code (Government Office Region) – 9 digit code
region_name	Region name (Government Office Region)
old_la_code	Local authority code (old)
new_la_code	Local authority code (new) – 9 digit code
la_name	Local authority name
FTEWorkforce	Total regular full-time equivalent (FTE) workforce in all state-funded schools. Excludes third party support staff and the headcount of occasional teachers (Note that for 2011 onwards include auxiliary staff which are not present for earlier years. Total workforce has been suppressed for 2010 due to no teaching assistant figures available).
FTEClassroomTeachers	FTE of classroom teachers in all state-funded schools. Includes Leading Practitioners (a teacher that has the primary purpose of modelling and leading improvement of teaching skills) and post-threshold teachers (a teacher employed on the upper pay scale). FTE is calculated as a proportion of the full-time hours that part-time teachers have worked.
FTELeadershipTeachers	FTE of leadership teachers in all state-funded schools. Includes heads, deputy, assistant heads and advisory teachers. FTE is calculated as a proportion of the full-time hours that part-time teachers have worked.
FTETeachers	FTE of all teachers in all state-funded schools. FTE is calculated as a proportion of the full-time hours that part-time teachers have worked.
FTETeachingAssistants	FTE of teaching assistants in all state-funded schools. Includes higher level teaching assistants, special needs, minority ethnic pupils support staff and other staff with pupil support roles. (Note that the published number of full-time equivalent teaching assistants was estimated for November 2010 due to 15% of teaching assistants having missing "hours worked" data. To produce this

Variable name	Variable description
	estimate it has been assumed the teaching assistants with missing data have similar hours worked to those for whom we received data. We have suppressed these figures in the subnational table).
FTEOtherEducationSupportStaff	FTE of other education support staff in all state-funded schools. Includes administrative staff, technicians and other school support staff. (Note that the actual hours worked which is used to calculate the FTE of support staff was not collected in the November 2010 census and therefore this figure is not available in 2010).
FTEAuxiliaryStaff	FTE of auxiliary staff in all state-funded schools. Includes staff such as those employed in catering and school maintenance. These were not available in 2010.
HCWorkforce	Total headcount workforce in all state-funded schools. Excludes third party support staff and the headcount of occasional teachers. (Note 2011 onwards include auxiliary staff which are not present for earlier years).
HCClassroomTeachers	Headcount of classroom teachers in all state-funded schools. Includes Leading Practitioners (a teacher that has the primary purpose of modelling and leading improvement of teaching skills) and post-threshold teachers (a teacher employed on the upper pay scale).
HCLeadershipTeachers	Headcount of leadership teachers in all state-funded schools. Includes heads, deputy, assistant heads and advisory teachers.
HCTeachers	Headcount of all teachers in all state-funded schools. Includes heads, deputy, assistant heads and advisory teachers.
HCTeachingAssistants	Headcount of teaching assistants in all state-funded schools. Includes higher level teaching assistants, special needs, minority ethnic pupils support staff and other staff with pupil support roles.
HCOtherEducationSupportStaff	Headcount of other education support staff in all state-funded schools. Includes administrative staff, technicians and other school support staff.
HCAuxiliaryStaff	Headcount of auxiliary staff in all state-funded schools. Includes staff such as those employed in catering and school maintenance.
PercentPTTeacher	Percentage of all teachers that work part-time.
RatioOfTeachingAssistantsToAllTeachers	The ratio of FTE teaching assistants to the FTE of all teachers. It is calculated by dividing the FTE of teaching assistants by the FTE of all teachers.
Proportion of All Teachers who Are Male (%)	This is the total number of Male teachers divided by the number of all teachers in the school. (FTE). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
All Teachers from Minority Ethnic Groups	This is the total number of Non-White-British teachers divided by the total number of teachers where the

Variable name	Variable description
(i.e. Non-white British) (%)	ethnicity details are known in the school. (Headcount). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
Teachers Aged 50 or over (%)	This is the total number of teachers aged 50 and over divided by the total number of teachers in the school. (FTE). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
Teachers with Qualified Teacher Status (QTS) (%)	This is the number of teachers with QTS divided by the total number of teachers in the school. (FTE)
Unqualified Teachers on a QTS Route as a Proportion of the Total Number of Unqualified Teachers (%)	This is the total number of unqualified teachers working towards QTS divided by the total number of unqualified teachers in the school. (FTE). This information is not available prior to 2018.
All Teaching Assistants who Are Male (%)	This is the total number of Male teaching assistants divided by the total number of teaching assistants in the school. (FTE). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
All Teaching Assistants from Minority Ethnic Groups (i.e. Non-white British) (%)	This is the total number of none White-British teaching assistants divided by the total number of teaching assistants (for whom ethnicity details are known) in the school. (Headcount). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
All Teaching Assistants with HLTA Status (%)	This is the total number of teaching assistants with HLTA status divided by the total number of teaching assistants in the school. (Headcount) (FTE). (This excludes staff with HLTA status who are not employed specifically as a teaching assistant, e.g. minority ethnic pupil and special needs support staff)-. This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
All Non-classroom Based School Support Staff who Are Male (%)	This is the total number of Male non-classroom based support staff divided by the total number of none classroom based support staff. (FTE). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
All Non-classroom Based School Support Staff from Minority Ethnic Groups (ie Non-white British) (%)	This is the total number of non-classroom based staff from minority ethnic groups divided by the total number of none classroom based support staff (for whom ethnicity details are known). (Headcount). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
Auxiliary Staff who are Male (%)	This is the total number of Male auxiliary staff divided by the total number of auxiliary staff in the school. (FTE). This is rounded to 1 decimal place for years 2011 to

Variable name	Variable description
	2018, but to the nearest whole number for 2010.
Auxiliary Staff from Minority Ethnic Groups (i.e. Non-white British) (%)	This is the total number of Non-White-British auxiliary staff divided by the total number of auxiliary staff (for whom ethnicity details are known). (headcount). This is rounded to 1 decimal place for years 2011 to 2018, but to the nearest whole number for 2010.
Mean Gross FTE Salary of All Teachers	This is the mean of the gross salary including allowances for all teachers (full and part-time, qualified and unqualified). This is calculated from the base salary provided by schools, grossed to the full-time equivalent amount in the case of part-time teachers. Any additional allowances are then added.
Classroom Teachers on the Main Pay Scales (%)	This is the total number of classroom teachers recorded as on the main pay scale divided by the total number of classroom teachers in the school including those where the pay scale is not known or is not applicable. (Headcount)
Classroom Teachers on the Upper Pay and/or Leading Practitioner Pay Scales (%)	This is the number of classroom teachers on the upper or Leading Practitioner pay scale divided by the total number classroom teachers in the school including those where the pay scale is not known or is not applicable. (Headcount)
All Qualified Classroom Teachers Receiving Any Allowance (%)	This is the number of all teachers in receipt of an allowance divided by the total number of teachers in the school, (Headcount)
Teachers on the Leadership Pay Scale (%)	This is the number of leadership teacher in the school as a proportion of all teachers. (Headcount)
Teachers with at Least One Period of Sickness Absence (%)	This is the total number of teachers taking sickness absence in periods of 0.5 days or more in each school in the academic year divided by the total number of teachers employed in the same school during that period. Excludes schools that were not open in the same format throughout the full academic year.
Total Number of Days Lost to Sickness Absence	This is a sum of the working days taken in periods of sickness absence of 0.5 days or more by all teachers employed in the school for any period in the academic year. Excludes schools that were not open in the same format throughout the full academic year.
Average (Mean) Number of Days Lost to Teacher Sickness Absence (only Teachers in School Taking Sickness Absence)	This is a count of any period of sickness absence of 0.5 days or more in each school in the academic year divided by the number of teachers in the same school taking sickness absence. Excludes schools that were not open in the same format throughout the full academic year.
Average Number of Days Lost to Teacher Sickness Absence (All	This is a count of any period of sickness absence of 0.5 days or more in each school in academic year divided by the number of teachers in the same school. Excludes

Variable name	Variable description
Teachers in School)	schools that were not open in the same format throughout the full academic year.
Total Number of Qualified Teachers (Headcount)	Number of full-time qualified teachers (Unscaled) as used in the calculation of vacancy rates. This information is not available prior to 2017.
Number of Vacant Posts	Total number of teaching posts in a school declared vacant at the November census date.
Posts Vacant (%)	Total number of teaching posts in a school declared vacant November census date divided by the number of full-time qualified teachers in the school. A vacant post is one that is not filled temporarily by a teacher with a contract of a term or more which has been advertised and the school still intends to fill.
Number of Temporarily Filled Posts	Total number of teaching posts in a school declared temporarily filled November census date. A temporary filled post is one filed by a teacher won a contract of a term or more and less than a year.
Temporarily Filled Posts (%)	Total number of teaching posts in a school declared temporarily filled November census date divided by the number of full-time qualified teachers in the school.
Percentage of schools in the region reporting a vacancy.	Percentage of schools that were open on the school workforce census date where a vacancy was reported. This information is not available prior to 2016.
Percentage of schools in the region reporting either a vacancy or a temporarily filled post.	Percentage of schools that were open on the census date where a vacancy or a temporarily filled post was reported. This information is not available prior to 2016.

Annex B – How to use the underlying data files

Underlying data files can be filtered by column to pull out the level of information requested. Examples are given in this annex to assist users.

Details on how to filter datasets can be found online. Please see, for example, the Microsoft Excel Office Support page for instructions on how to filter data in a range or table.

Example: retrieve data for a specific local authority

The 'level' column in underlying data files allows users to choose whether they want the information displayed at national, regional, local authority, school, or any other geographical level. To look for data for a specific local authority, filter this column to local authority and search the local authority either by code or by name.

The example below relates to the underlying data file workforce_2010-2018_nat_reg_la.csv.

To search for 2017 workforce data in Hackney and Islington local authorities, the following filters should be set: 'time_period' to 2017, 'level' to Local authority, 'la_name' to Hackney and Islington. The relevant workforce figures will be shown in columns K to BB.

Table 1: Example of underlying data

	A	B	C	D	E	F	G	H	I	J	K	L
1	time_peri	time_identif	geographic_lev	country_cd	country_n	region_code	region_name	old_la_code	new_la_co	la_name	FTEWorkforce	FTEClassroom
179	2017	November	Local authority	E92000001	England	E13000001	Inner London	204	E09000012	Hackney	4642.61	1876.47
181	2017	November	Local authority	E92000001	England	E13000001	Inner London	206	E09000019	Islington	3302.83667	1315.126667



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