

From: Edinburgh College Freedom of Information

Sent: 09 October 2018 17:02

To: [REDACTED]

Subject: RE: FOI

Dear [REDACTED]

Our Ref: 046/18

As of 1 October 2012, Edinburgh's Telford College, Jewel & Esk College and Stevenson College merged to create a single college called Edinburgh College.

We refer to your request for information dated 07 September 2018. The College has considered your request as a request for information under section 1 of the Freedom of Information (Scotland) Act 2002 ("FOISA"):

046/18: 1 What is the number and percentage of a) men and b) women currently employed in your college who work under zero-hours contracts between April 2011 to April 2018. Please break down the information by year.

Thank you for confirming you are seeking the percentage based on the entire workforce. Please find figures detailed below:

Year	Number		Percentage	
	Men	Women	Men	Women
2014-15	14	20	0.83%	1.18 %
2015-16	9	10	0.55%	0.61%
2016-17	6	5	0.37%	0.31%
2017-18	1	0	0.06%	0.00%

The college's records held prior to 1 April 2014 are stored on three legacy HR systems. We have undertaken a search of the three legacy systems and have identified only one of the legacy systems recorded information relating to zero-hours contracts. We are therefore unable to provide the requested information prior to 1 April 2014.

046/18: 2 What is the average number of hours that a) men and b) women currently employed in your college who work under zero-hours contracts work a) per week b) per month.

The college does not currently employ any staff on a zero-hours contract.

046/18: 3 What is the number and percentage of a) men and b) women currently employed in your college who work under temporary contracts between April 2011 to April 2018. Please break down the information by year.

Thank you for confirming you are seeking the percentage based on the entire workforce. Please find figures detailed below:

Year	Number		Percentage	
	Men	Women	Men	Women
2014-15	72	106	4.25%	6.25%

2015-16	86	111	5.23%	6.75%
2016-17	85	115	5.26%	7.12%
2017-18	66	140	4.28%	9.07%

The college's records held prior to 1 April 2014 are stored on three legacy HR systems. We have undertaken a search of the three legacy systems and have identified that none of the legacy systems recorded information relating to temporary contracts. We are therefore unable to provide the requested information prior to 1 April 2014.

046/18: 4 What is the number and percentage of a) men and b) women currently employed in your college who earned and earn less than the Scottish median annual wage between April 2011 to April 2018. Please break down the information by year.

- a. Scottish median annual wage year 2018: (data not collected yet) use latest available data of year 2017: £28,354
- b. Scottish median annual wage year 2017: £28,354
- c. Scottish median annual wage year 2016: £27,925
- d. Scottish median annual wage year 2015: £27,687
- e. Scottish median annual wage year 2014: £27,038
- f. Scottish median annual wage year 2013: £26,489
- g. Scottish median annual wage year 2012: £25,780
- h. Scottish median annual wage year 2011: £25,291

Thank you for confirming these figures relate to the financial year and that you are seeking the percentage on the entire workforce. Please find figures detailed below:

Year	Number		Percentage	
	Men	Women	Men	Women
2014-15	235	430	13.9%	25.4%
2015-16	258	423	15.7%	25.7%
2016-17	240	412	14.9%	25.5%
2017-18	219	393	14.2%	25.5%

The college moved across to a new payroll system on 1 April 2014. We have reviewed the data extracted from the three legacy payroll systems and it does not provide enough detail to allow the college to identify which employees earned and earned less than the Scottish median annual wage. We are therefore unable to provide the requested information prior to 1 April 2014.

Edinburgh College is subject to the provisions of the Freedom of Information (Scotland) Act (FOISA) 2002. If you are dissatisfied with this response, you may ask the college to review this decision. To do this, please contact the Head of Corporate Development at the postal address below or e-mail the Head of Corporate Development at governance@edinburghcollege.ac.uk describing your original request and explaining your grounds for dissatisfaction. (Please include in your review request, your name and home address for correspondence).

You have 40 working days from receipt of this letter to submit a review request to:

Head of Corporate Development

4th Floor

Edinburgh College (Milton Road Campus)

24 Milton Road East

Edinburgh

EH15 2PP

When the review process has been completed and if you are still dissatisfied, you may ask the Scottish Information Commissioner to intervene.

The Commissioner's online appeal service is available from their website:

www.itspublicknowledge.info/Appeal

The online appeal service is available 24/7 and offers you real time help and advice about your appeal.

You must appeal to the Commissioner within six months of receiving the review decision.

You also have the right to appeal to the Court of Session on a point of law following a decision of the Commissioner.

Regards

FOI Team

