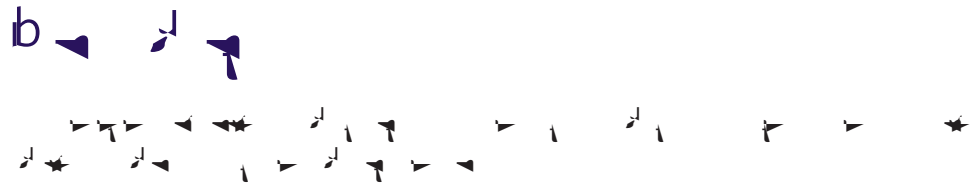


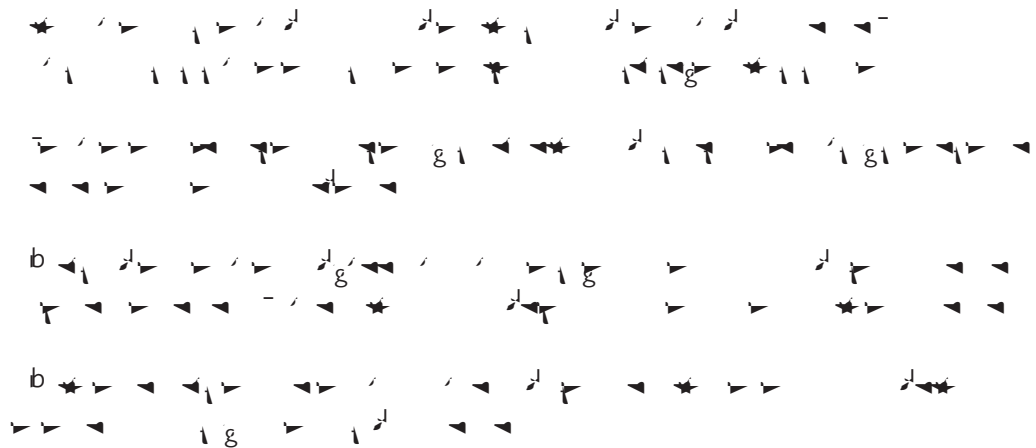




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I am committed to our fantastic students and love teaching and being part of their journey. However I feel very undervalued in terms of zero-hour contract and all the unpaid hours I have to do to do my job well and give the students the best possible learning experiences that they deserve.

Contracts are renewed in August, but as it is a one-year fixed term contract, by March the following year I begin to panic in regards to my contract and looking for work elsewhere

I can only afford to do this job because it is a second salary in the household.

I am employed and paid dependent on sessions I work and receive no pay during term breaks. I do not receive payment if sessions are cancelled, either class is cancelled, or student fails to attend.

Budgeting for holiday periods - when I am effectively laid off - means running up debt or asking family for help.

Being paid on an hourly basis greatly impacts my wages from month to month. I get paid for hours worked in June at the end of July. Most of my teaching responsibilities finish in May. I am expected to mark exams and lengthy coursework and drafts but these are counted as part of my teaching responsibilities so I am not paid anything extra for these, even though I then often have to pay for childcare to allow me to get this done.

Our culture of work is very slanted against tutors. We are treated with the same low regard as Deliveroo riders.

Negatives of a casualised contract: always working through an unpaid lunch break, my pay slip is regularly incorrect with hours missing due to ineffective systems, I never know how many hours (if at all) I am going to get at the beginning of an academic year. Holiday pay is 'built in' to my hourly rate - but because my hours fluctuate (or are miscalculated) - inevitably I spend this, leaving the summer/winter break with little/nothing to live on. My partner has to pick up the cost of this. I am excluded from staff professional development sessions as these aren't contracted hours.





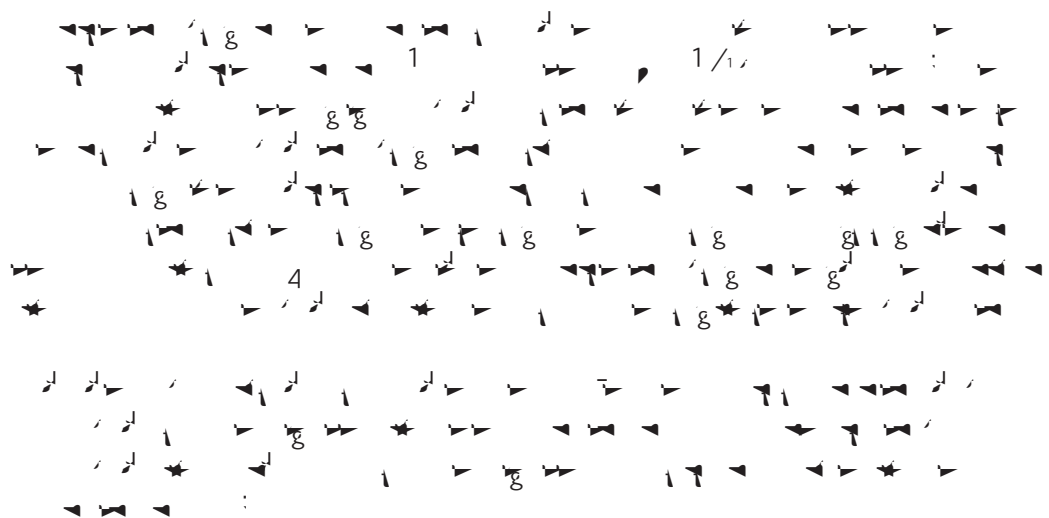
Table 1: Estimate your average monthly take home pay

VALUE	PERCENTAGE	COUNT
Less than £500	12.9%	81
£500-£999	23.2%	146
£1000 – £1,499	33.1%	208
£1,500 - £1,999	18.5%	116
£2000 – £2,499	7.8%	49
£2,500 - £2,999	0.5%	3
It varies too much to say	3.8%	24
Don't know	0.2%	1
Totals		628

Figure 1: Estimate your average monthly take home pay



CONTRACTED AND ACTUAL HOURS OF WORK



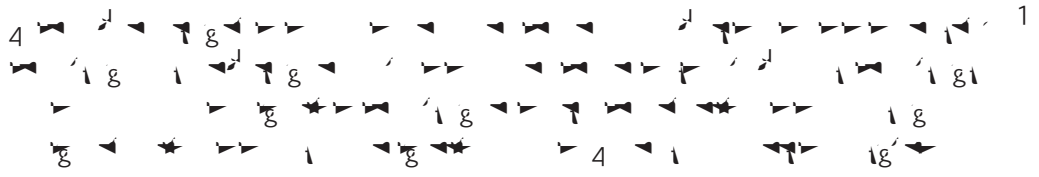




Table 3: Pay and hours - To what extent do you agree with the following statements?

	STRONGLY AGREE	AGREE	UNDECIDED	DISAGREE	STRONGLY DISAGREE	RESPONSES
I am paid fairly for the work I do	10 (1.5%)	86 (13.2%)	92 (14.1%)	247 (37.9%)	216 (33.2%)	651
I regularly have to work beyond the hours I am paid for to do my job properly	396 (61.0%)	144 (22.2%)	31 (4.8%)	46 (7.1%)	32 (4.9%)	649

MULTIPLE JOBS

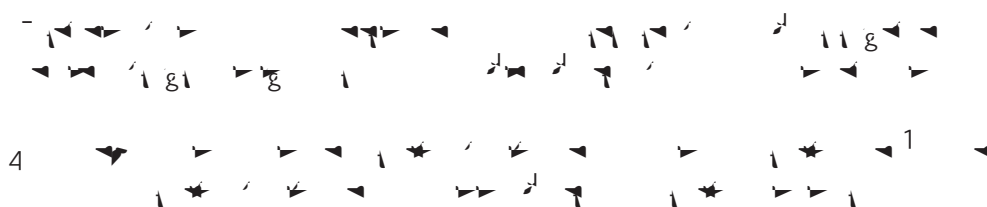


Table 4: Staff with more than one job in the last 12 months

TOTAL RESPONDENTS	TWO OR MORE JOBS IN EDUCATION	% WITH TWO OR MORE JOBS IN EDUCATION	TWO OR MORE JOBS IN TOTAL	% WITH TWO OR MORE JOBS IN TOTAL
531	205	38.6	297	55.9

I have to take on marking in January and June and teaching in a revision school to make sure I have enough money to cover things like car insurance and rates.

I frequently have to accept courses far from home, which means many unpaid hours travelling, often without reimbursement of expenses. If I turn down a contract with a college because I have already accepted another elsewhere, I can find myself at the bottom of the list of casual lecturers when it comes to the next offer of work, so I don't get any offer for several months.

I was unable to afford to move out of my parents' house for years. I am now working seven days a week for other employers to make ends meet.

I am able to support myself because I have another job with fixed hours and a permanent contract in community learning. Surviving on the insecure FE contract alone would not be possible.



Only able to buy a house and have kids because my partner has a 'proper' job, despite me being nearly 40 and a highly qualified and experienced teacher.

I sometimes feel overwhelmed by what I need to do in order to get enough money to meet my financial commitments. I worry when I open my pay slip as to what it will contain. Every month it varies and I cannot be sure what I will get.

I am always applying for jobs in the hope of securing a more stable contract. I like my job but I can't afford to keep doing it!

Employment varies at different times of the year, from 3 days a week to 1 day a week and with no pay during educational holidays. This makes budgeting impossible, even if pay was higher.

Having enough money to buy substantial and healthy food once the bills are paid is



I live from week to week, I don't make any long term plans in my own life.

There is absolutely no way I would get a mortgage with this contract. In any event, I have not been able to save anything like enough on these poverty wages.

I struggle immensely in the summer month when I don't get paid. This has affected making long term plans for the past eight years.

It is hard to know from year to year what arrangements will be necessary with regards to childcare, for example, as my timetable has changed significantly from year to year depending on need within the college.

My income (sessionally paid variable teaching hours) is not recognised by the mortgage providers.

You only look ahead for twelve months (the length of my contract).

I never know how many hours I am going to get. My hours change weekly, monthly, termly. My lessons can be cancelled without notice. I cannot plan anything and I never know how much money I am going to earn. How are you supposed to manage your finances?

I have had trouble securing rental accommodation because I can't prove my income over a full year.

I just can't even begin to imagine planning anything.

There is no job security and I never know how much work I can get. This makes it impossible to get a mortgage and buy my own property although I do not want to live in rented accommodation and especially not in a shared house for the rest of my life.



WELLBEING

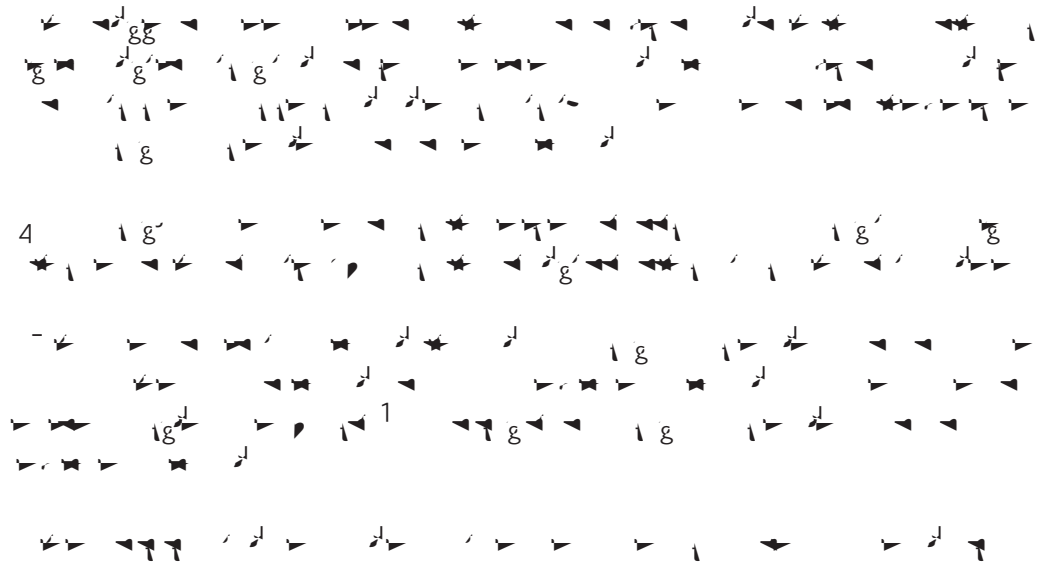


Table 7: Would you say that your mental health has been affected by working on an insecure contract?



It's has caused lots of stress and illness which affects pay. Can't make any plans, living hand to mouth and hoping class doesn't get cancelled.

There is always anxiety about whether there will be enough enrolments to give me work every September.

The stress caused me to collapse at work. I was taken to A&E. Management never contacted me to see how I was doing nor did they send wishes for a recovery. I was abandoned and ignored by management.

It made me feel I have to prove myself in a way that I've not felt in other jobs. It made me feel undervalued and stressed about what will happen at the end of the contract. These things affected my morale and ability to concentrate on the job at hand.

Working on insecure contracts has led to anxiety attacks and constant stress. The uncertainty whether I will be retained in my role, whether it will still be there tomorrow.

I am feeling anxious and burnt out and can't face the pressures that have been imposed by poor management, a deficit in staff structure, poor marketing, poor support and a total lack of transparencyMchdnkmfgand hd and sttrueMwvYgiMWe mlhcYoMWeopaepJZ/doned ar

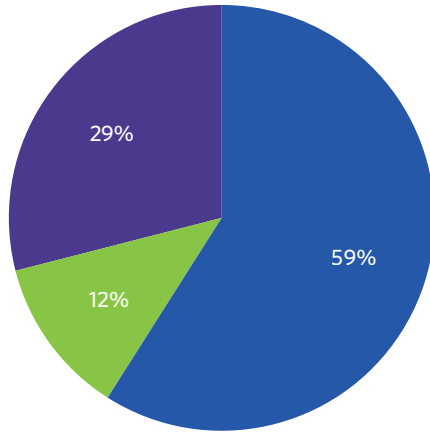


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Figure 4: Would you like to stay in the education sector?



	PERCENTAGE	COUNT
Yes	84.2%	454
No	15.8%	85
Totals		539





Regular hours means I could manage my finances better. It would give me some security and make me feel more valued.

Flexibility is just a code-word for managers to say zero-hour or casual contract because I still do not get a choice as to when I want to work.

I would like to know that I will definitely have work after each holiday.

I do appreciate being able to work term time only as I am a single parent but I constantly worry about taking time off sick, having very low pension contributions as I have to add lots of hourly paid jobs together and 2 of my 3 jobs have no pension scheme.

It would be great to think of this contract as a part time guaranteed income - it would make me feel more relaxed.

I would prefer guaranteed hours with one employer.

I love my job and want stability.

I don't feel by not having a contract gives me more flexibility, it just feels like more insecurity.

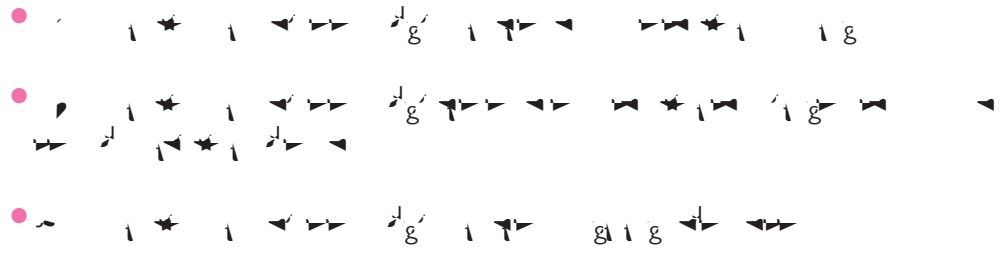


Table 14: Please indicate to what extent you agree or disagree with the following statements

	STRONGLY AGREE	AGREE	UNDECIDED	DISAGREE	STRONGLY DISAGREE	RESPONSES
I have enough paid time to enable me to prepare adequately for my classes	1 0.2%	41 9.2%	33 7.4%	140 31.5%	230 51.7%	445
I have enough paid time to allow	3	32	35	137	216	445



I have to work in an administrative role to make ends meet. This often means I am emotionally exhausted by the time I have to step into the classroom. The more classes I take on as a result means I am not able to provide my students with the best education they deserve. Not enough time to plan classes, organise ILPs and targets and to mark student work.

Divide within staff teams. Hourly paid are regarded as not really belonging to the team. Not offered opportunities for development. Expected to show commitment by attending meetings but not paid for it. Sometimes hours are promised and then when the work is done or the meeting attended, the hours somehow evaporate.

I am not paid for travel or for travel time, and the office has now moved to the other side of the county. If I need to access course books, resources or meet other staff I have to travel there, unpaid, in my own time. It is not sustainable for me.

Not treated the same as contract 'Staff', not given same resources, or poor resources, lack of information, means I am at a disadvantage and teaching suffers as a result.

I am constantly looking for better, more stable options which eats into the time I have to teach and prepare. This generally makes me stressed, tired and less able to function well as a teacher in the classroom.

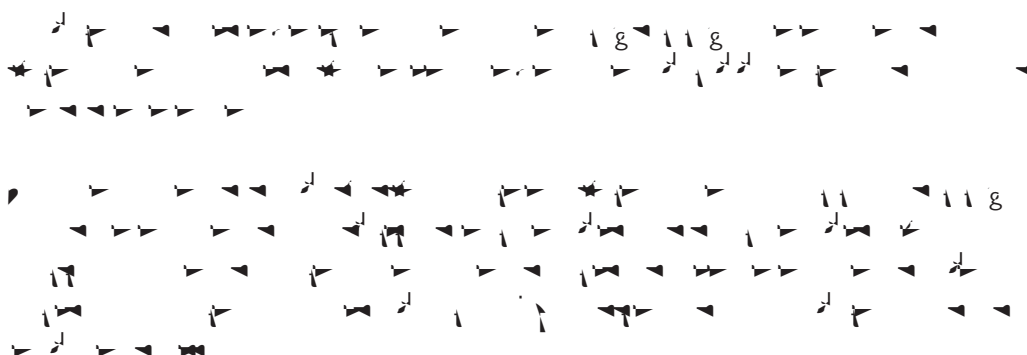


Table 15 and Figure 8: How would you rate your access to training and staff development opportunities?

VALUE	PERCENTAGE	COUNT
Very good	7.4%	42
Fairly good	35.0%	199
Inadequate	40.8%	232
Totally inadequate	16.9%	96
Totals		569



My employers put on a lot of training for tutors but this is mostly to prepare for Ofsted visits and not as professional development.

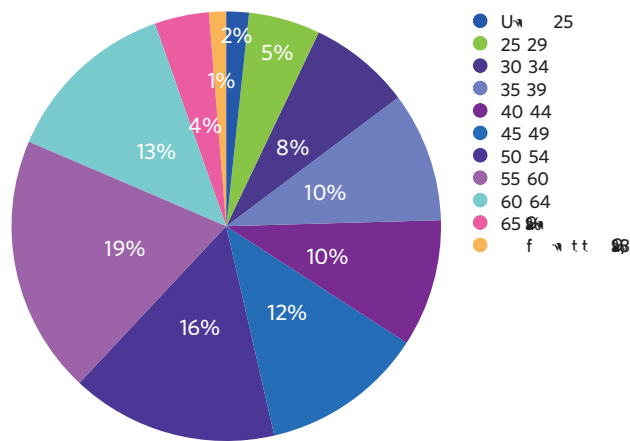






Your age

	PERCENTAGE	COUNT
Under 25	1.7%	13
25-29	5.4%	42
30-34	7.7%	60
35-39	9.8%	77
40-44	9.6%	75
45-49	12.3%	96
50-54	15.6%	122
55-60	19.5%	153
60-64	13.2%	103
65 and over	4.1%	32
Prefer not to say	1.3%	10
Totals		783



Ethnicity







Role







Greater Brighton Metropolitan College (Northbrook)	0.3%	2
Grimsby Institute/Yorkshire Coast College	0.3%	2
Grwp Llandrillo Menai (GLLM)	1.1%	7
Grwp NPTC	0.3%	2
Hadlow College Group	0.2%	1
Halesowen College	0.2%	1
Harlow College	0.6%	4
Havant and South Downs College	0.2%	1
HCUC, Harrow College	0.3%	2
Heart of Worcestershire College	0.3%	2
Henley College	0.2%	1
Hopwood Hall College	0.5%	3
Hugh Baird College	0.3%	2
Hull College (inc. Harrogate)	0.5%	3
Kensington & Chelsea College	0.5%	3
Kingston Maurwood	0.3%	2
Kirklees College	0.8%	5
Lakes College West Cumbria	0.2%	1
Lambeth College	0.2%	1
Leeds City College	0.5%	3
Leicester College	1.3%	8
Lincoln College	0.3%	2
London South East Colleges	0.5%	3
Loughborough College	0.8%	5
Manchester College, The	0.9%	6
Merthyr Tydfil College	0.3%	2
Middlesbrough College	0.3%	2
MidKent College	0.2%	1
Milton Keynes College	0.5%	3
Morley College	1.1%	7
Nelson & Colne College	0.9%	6
New City College	0.2%	1
New City College (Hackney)	0.3%	2
New City College (THC Poplar Centre)	0.3%	2
New College Durham	0.8%	5
New College Swindon	0.2%	1
Newcastle and Stafford Colleges Group	0.2%	1
Newcastle College Group, Lewisham Southwark College	0.2%	1
Newcastle College Group, Kidderminster College	0.5%	3
Newcastle College Group, Newcastle College	0.9%	6

