

Reed  
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Further education

# Salary guide 2024



# The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE  
Chairman and Chief Executive, Reed

# Why use Reed's further education salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



## Extensive view

This guide covers a wide range of jobs at all seniorities across the further education sector. Whether you're a seasoned professional or just starting out, you'll find valuable insights to help you succeed.



## Superior insight

Our further education experts provide key insight into the sector, with Reed's practice specialists discussing the job landscape at a deeper level. This means you'll get a unique perspective on the job market that is not available elsewhere.



## Stay well informed

The data in this guide is based on salaries expected today, so you can use the information to steer your decisions and make informed choices on the salaries you offer your employees or accept yourself. You'll be able to stay up to date on the latest trends and developments in the sector.

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# Hiring managers must keep up with further education sector growth this year



**Lucie Daluiso**

Divisional Managing Director – Further Education, Reed

## **In 2024, the UK's further education (FE) sector finds itself at a crossroads, undergoing transformative changes amid intricate challenges posed by the labour market.**

On the one hand, the sector is expected to benefit from the increased National Skills Fund for adult skills this coming academic year. The Department for Education has also announced an additional £111 per person for students aged 16–17 (and 18+ if they have high needs). A Lifelong Learning Loan is also being introduced to boost adult skills and qualifications, support regional development, and promote social mobility.

On the other hand, the sector continues to face significant pressures and uncertainties as the labour market demands higher and more diverse skills, the workforce ages and shrinks, and the economy undergoes rapid and disruptive changes due to automation and digitalisation.

Alongside this, according to the government website, student numbers have increased for the last two academic years. We expect numbers to be on the up again this year, which will be fantastic progress for the sector, but will continue to add to the current recruitment challenges we are facing nationally in FE.

At the heart of our sector's challenges, colleges and prisons alike are struggling to attract and retain skilled educators. The allure of higher salaries in outside industries, including higher and mainstream education, still diverts talented professionals away from the rewarding role of teaching in further education, necessitating the urgency for change.

## **↓ Declining proficiency in English and maths**

Around 91% of colleges said they have seen a significant increase in their enrolment number for English and maths retakes over the last year, according to a survey by the Association of Colleges.

This demand is putting the sector under immense pressure, intensified by the well-documented limited resources across the board. As such, we have seen greater need for English and maths lecturers, with many colleges having to teach larger groups and seeking a higher number of flexible agency workers from their recruitment partners.

While the immediate task is to tackle the rise in students retaking GCSEs in English and maths, a long-term solution could be found in the adoption of the Advanced British Standard (ABS). Under the ABS, students will study a minimum of five subjects, with more teaching time allocated than under the current scheme. This approach allows students the flexibility to choose subjects they wish to 'major' and 'minor' in. It also enables students to take a mix of technical and academic subjects, providing more flexibility to support their career options.

To facilitate the ABS, English and maths teachers will be in even greater demand. Under the proposed government plans, the UK will invest £600 million to enhance capacity over the next two years – including an annual allocation of approximately £100 million to double the levelling-up premium payments for teachers. As a result, those teaching subjects with a shortage of staff in the levelling-up areas will receive tax-free bonuses of £30,000 over a span of five years. This benefit will also be extended to lecturers in further education colleges. However, all this change will come

with much upheaval and reform for the sector which will, inevitably, cost money and time to implement.

### ↓ **Prison education reforms**

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The low level of maths and English education also exists within prisons, with over 60% of those in custody having achieved only the level expected of an 11-year-old, or lower.

Learners who attend classes while in custody will be nine per cent less likely to reoffend and more likely to find a job upon release. That's why His Majesty's Prison and Probation Service (HMPPS) has begun implementing reforms such as the introduction of a head of education, skills and work leadership role in prisons across the country. Early research suggests that prisoners who had never engaged with classes previously are now attending, encouraged to learn and improve their prospects upon release. This has a knock-on effect on how many prison educators are needed, in a wealth of industry subjects.

The current shortage of prison tutors can be exacerbated by misconceptions of risk associated with prisons, and owing to higher learner numbers, is expected to worsen. This will necessitate prison leaders demonstrating the safety of the institution, and its dedication to wellbeing, in the first instance. There are high security measures in place to keep personnel safe and given that, for most prisons, the learners are there by choice, it can be a great place to work. There is, in fact, a camaraderie that comes with being a prison tutor, as each person in these typically small teams has a shared goal, and the work is highly rewarding.

### ↓ **SEN provision in higher demand**

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Across the country, we are seeing higher numbers of students with special educational needs (SEN) in FE – in colleges, sixth forms and prisons alike. SEN roles have become vital to ensuring FE is accessible to everyone. People with special educational needs, in recent years, have been provided far better support in schools, and are more likely than ever to reach FE stage.

Leaders should focus on retaining their existing SEN professionals this year. Those already in the SEN sector have a wealth of knowledge that isn't widely known. They may feel additional pressure this year, due to the higher volume of students needing specialised, tailored support, and would appreciate support for their own wellbeing. Hiring more SEN employees to even out the workload will show how much you value them and help retain their precious knowledge within your team.

Overall, the sector is growing and evolving rapidly this year, and employers will need to do more to attract and retain the best talent. Optimising your salary and benefits package is the most important factor of a competitive recruitment strategy, but adding value for your employees, and developing a strong employee value proposition, is the best long-term approach.



# Our **survey** says...

At the end of 2023, Reed conducted its annual snap survey of 5,000 professionals. The research asked UK workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



## Salaries

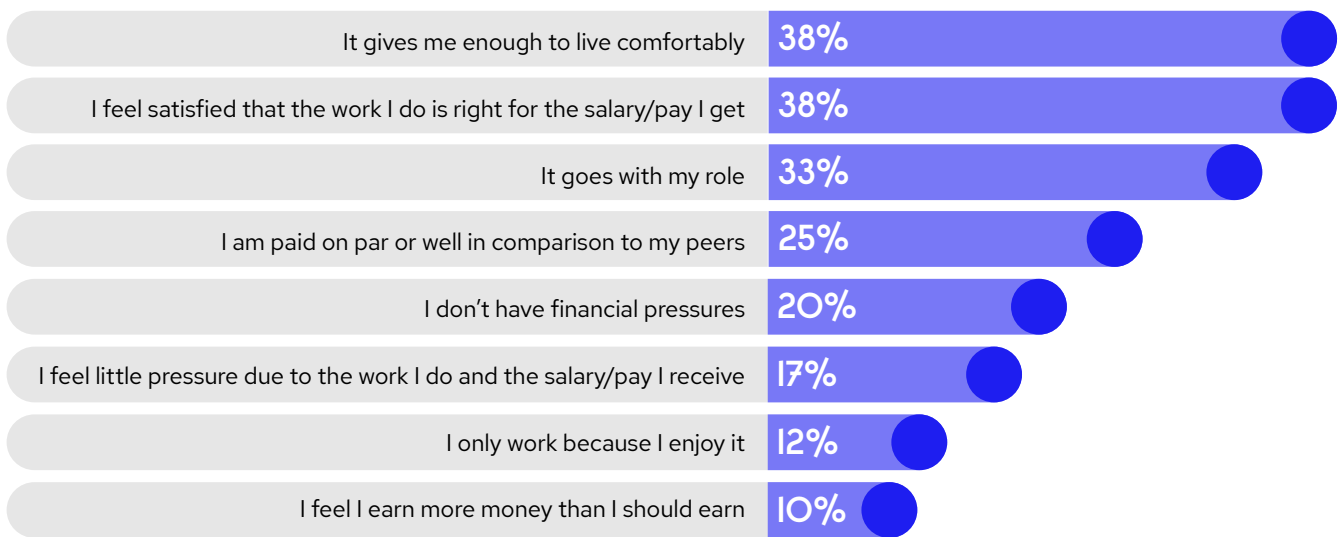
**With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.**

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

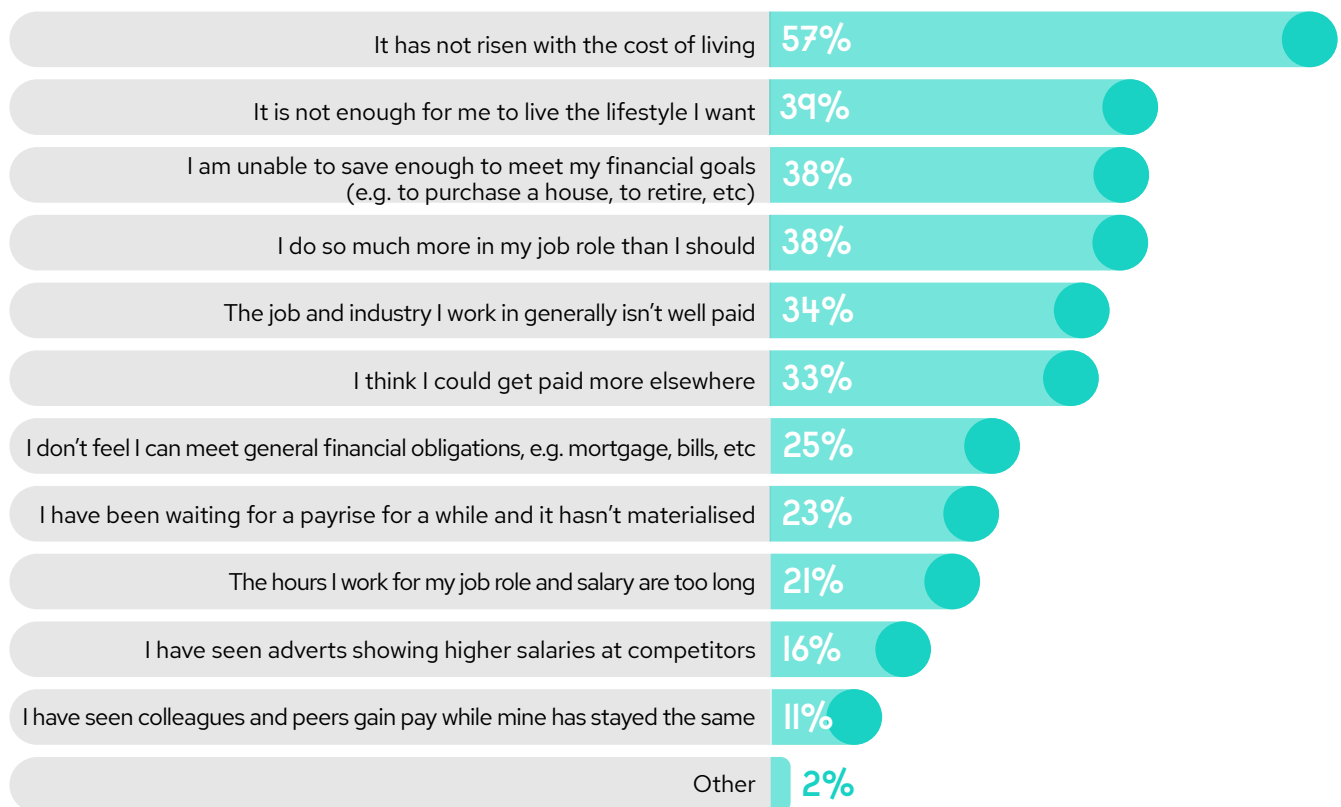
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

## ↓ Why are workers happy with their current salary/earnings?



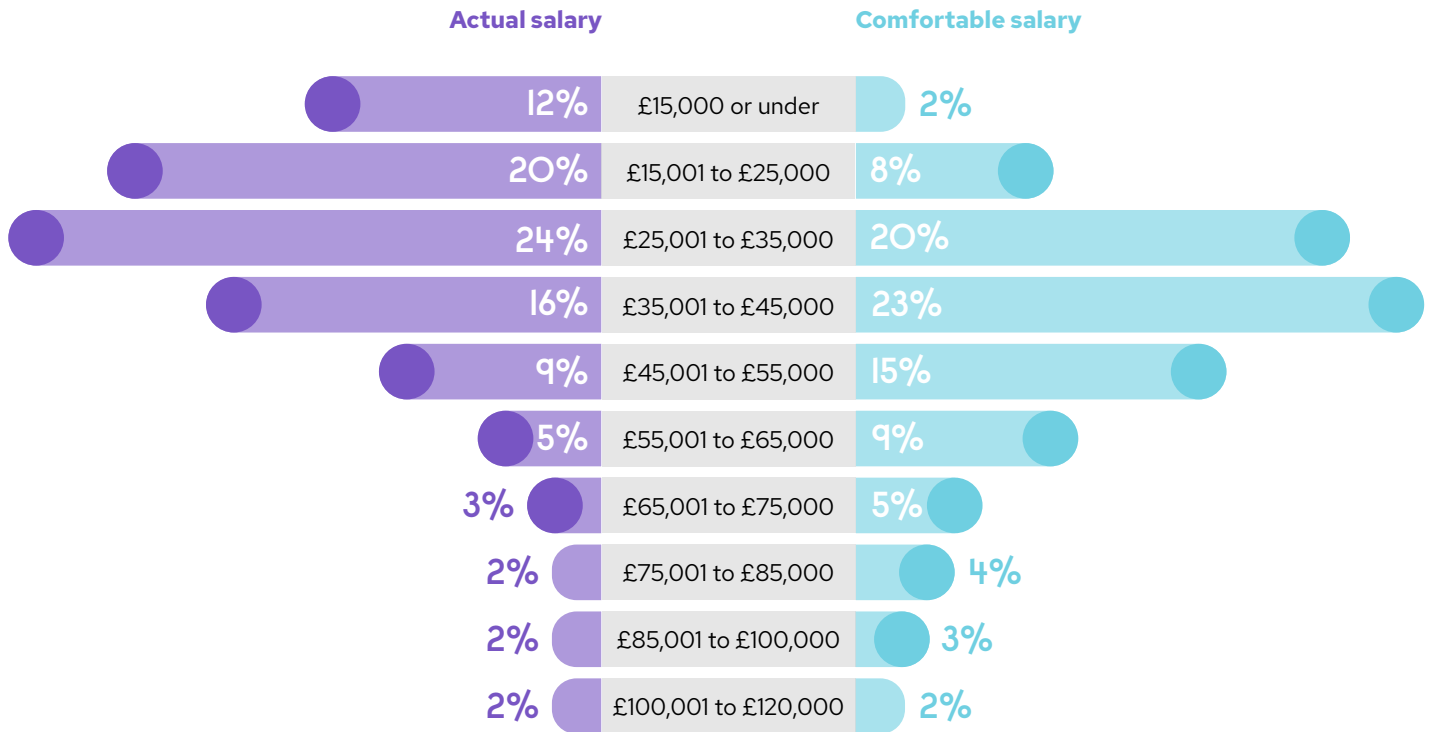
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

## ↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

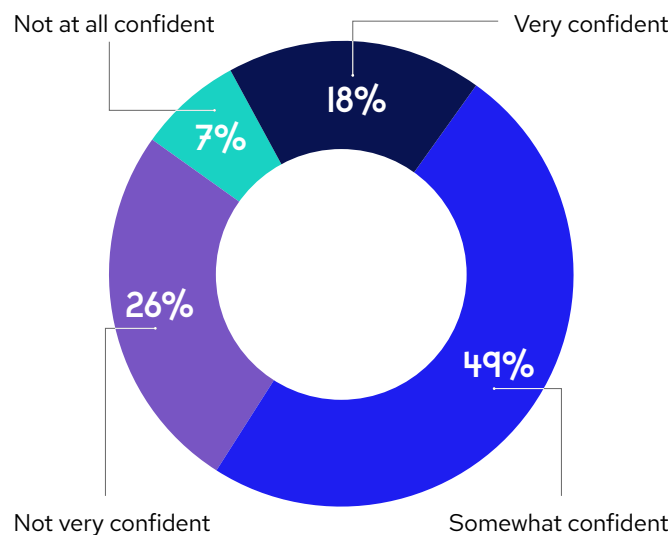
### ↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

### ↓ Confidence in achieving financial goals in time





As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases – including bills, mortgages, food, etc – with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that’s an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren’t saving any of their salary because they can’t afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women – they are more likely to say they can’t afford to save money – 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women’s mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

## All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn’t viable for every business, as they are also battling rising bills and tighter overheads.



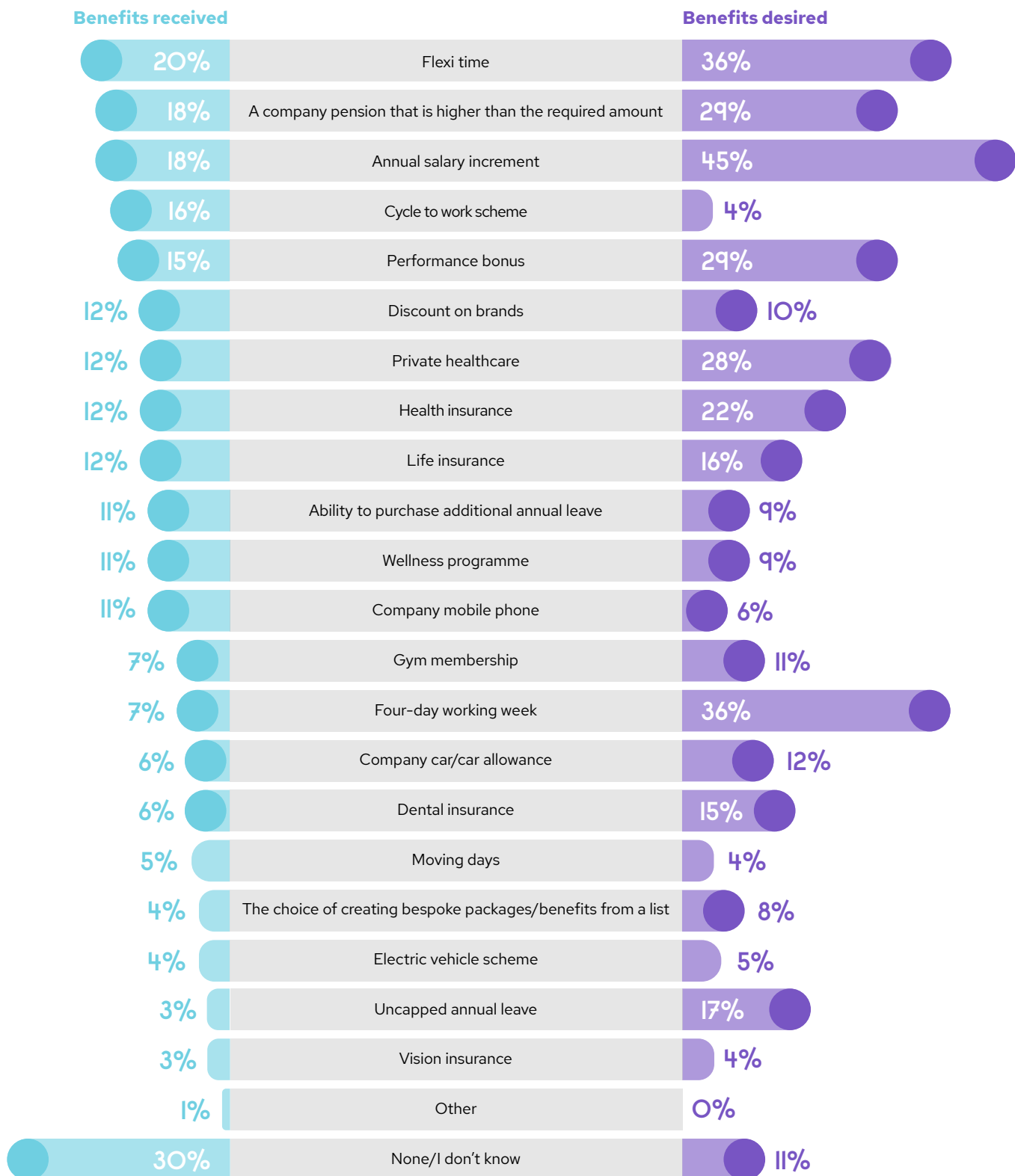
Where raising salaries isn’t an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don’t receive any workplace benefits at all.

There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there’s a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There’s a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit – a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary – and they are most interested in flexi time.

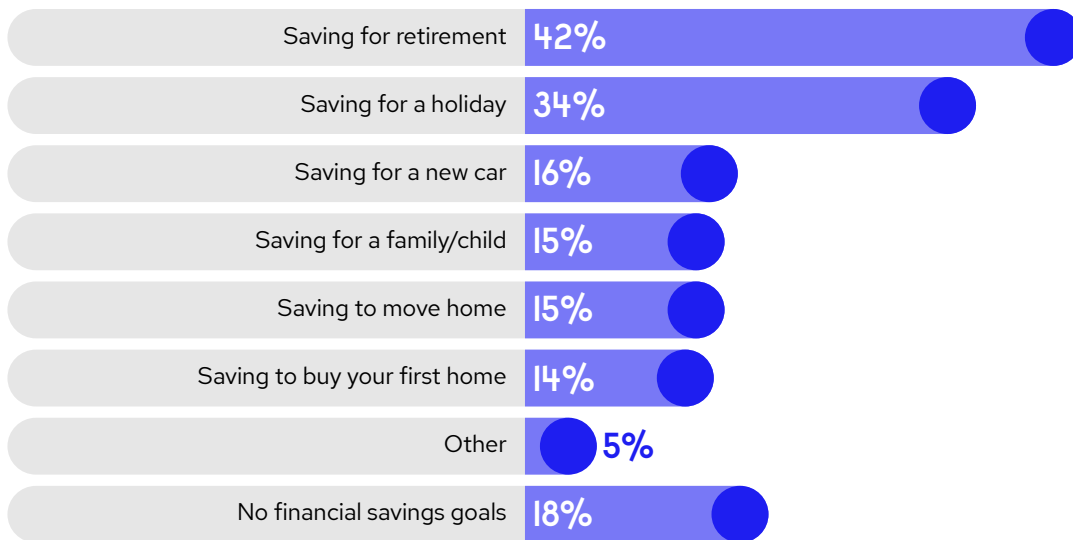
## ↓ Company benefits - received vs desired



Looking into people’s savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

### ↓ What are your financial savings goals?



## In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn’t sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren’t as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can’t be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





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# Senior leadership and support

## Colleges (north)

### Annual salary

### Hourly or daily rate

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
CEO / COO	£150,000	£200,000	£250,000	£500 daily	£600 daily	£750 daily
Principal	£80,000	£105,000	£140,000	£450 daily	£575 daily	£625 daily
Vice Principal	£60,000	£75,000	£90,000	£425 daily	£475 daily	£500 daily
Assistant Principal	£50,000	£65,000	£80,000	£375 daily	£400 daily	£425 daily
Executive Director of HR / Finance / Estates / Quality	£65,000	£82,000	£90,000	£400 daily	£475 daily	£550 daily
Director of Finance	£50,000	£57,500	£75,000	£400 daily	£450 daily	£500 daily
Finance Manager	£37,000	£43,000	£49,000	£300 daily	£350 daily	£400 daily
Facilities Manager	£45,000	£50,000	£55,000	£250 daily	£300 daily	£350 daily
Director of Estates	£40,000	£45,000	£50,000	£300 daily	£350 daily	£400 daily
HR Director	£45,000	£50,000	£75,000	£450 daily	£500 daily	£550 daily
HR Manager	£35,000	£38,000	£42,000	£300 daily	£350 daily	£400 daily
IT Director	£48,000	£58,000	£68,000	£450 daily	£500 daily	£550 daily
IT Manager	£35,000	£42,000	£49,000	£400 daily	£450 daily	£500 daily
MIS Director	£55,000	£62,000	£70,000	£500 daily	£550 daily	£600 daily
MIS Manager	£38,000	£43,000	£48,000	£400 daily	£450 daily	£500 daily
MIS Officer	£30,000	£35,000	£40,000	£350 daily	£400 daily	£450 daily
Equality and Diversity Lead	£45,000	£55,000	£65,000	£200 daily	£250 daily	£300 daily
Director of Marketing	£45,000	£55,000	£65,000	£350 daily	£450 daily	£475 daily
Marketing Manager	£38,000	£42,000	£48,000	£300 daily	£375 daily	£450 daily
Administrator	£21,000	£23,000	£25,000	£13 per hour	£14 per hour	£15 per hour
HR Business Partner	£29,000	£33,000	£36,000	£20 per hour	£25 per hour	£30 per hour
Finance Officer / Finance Assistant	£21,500	£23,000	£29,000	£16 per hour	£21 per hour	£26 per hour
Exams Manager	£24,000	£30,000	£40,000	£17 per hour	£22 per hour	£30 per hour
Exams Co-ordinator	£21,500	£23,000	£27,000	£14 per hour	£16 per hour	£18 per hour



# Senior leadership and support

## Colleges (Midlands)

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
CEO / COO	£150,000	£200,000	£250,000	£500 daily	£600 daily	£750 daily
Principal	£80,000	£105,000	£150,000	£450 daily	£575 daily	£625 daily
Vice Principal	£60,000	£75,000	£90,000	£425 daily	£475 daily	£500 daily
Assistant Principal	£50,000	£65,000	£80,000	£375 daily	£400 daily	£425 daily
Executive Director of HR / Finance / Estates / Quality	£65,000	£82,000	£90,000	£400 daily	£475 daily	£550 daily
Director of Finance	£50,000	£57,500	£75,000	£400 daily	£450 daily	£500 daily
Finance Manager	£37,000	£43,000	£49,000	£300 daily	£350 daily	£400 daily
Facilities Manager	£45,000	£50,000	£55,000	£300 daily	£375 daily	£450 daily
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Exams Co-ordinator	£21,000	£23,000	£27,000	£14 per hour	£16 per hour	£18 per hour



# Senior leadership and support

## Colleges (south)

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
CEO / COO	£150,000	£200,000	£250,000	£500 daily	£600 daily	£750 daily
Principal	£90,000	£105,000	£150,000	£450 daily	£575 daily	£625 daily
Vice Principal	£60,000	£75,000	£90,000	£425 daily	£475 daily	£500 daily
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# Senior leadership insight

**Bharvi Patel**

Senior Leadership Expert, Reed



“ The demand for interim senior leaders in colleges has increased in the past year, due to several factors including challenges in permanent recruitment, government funding and an increased number of students.

The government allocated £14 million last year to support mentoring programmes for new further education teachers, and development for leaders and governors. This should go some way towards attracting new talent to the sector and enhancing the careers of existing lecturing and support staff in colleges.

Upskilling professionals can lead to an increase in engagement and loyalty, as they feel supported to excel and grow. Lecturers have the chance to advance

to senior leadership positions, as the sector needs strong figureheads who can demonstrate their dedication to FE, their college and student success.

Professional development can also improve the diversity of senior leadership teams, as it enables people from different backgrounds and experiences to join the sector and use their transferable skills.

College leaders in further education have a unique opportunity to demonstrate the value of the learning environment and showcase an inclusive and engaging learning culture. Unlike in mainstream compulsory education, post-16 learners in colleges have more say in the courses they choose to study. And, for many

adult learners, aged 19 and above this is a second opportunity to enhance future job prospects, which means they are more likely to be responsive to their lecturers. It is a very rewarding sector to work in, with excellent development opportunities for students, lecturers and leaders.

With the rising cost of living, and parents finding it hard to cover the expenses of their children attending university, more students are opting for vocational courses to boost their career options after post-16 education. This means many students are foregoing higher education and A-Levels in favour of practical/vocational courses at their local further education or post-16 provider, where they have greater choice in their studies. //







# Academic

## Colleges (north)

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
Director of Curriculum	£48,000	£55,000	£65,000	£350 daily	£375 daily	£450 daily
Head of Department / Head of School	£43,000	£46,000	£49,000	£350 daily	£400 daily	£425 daily
Deputy Head of Curriculum / Deputy Director of Curriculum	£40,000	£44,000	£46,000	£350 daily	£400 daily	£450 daily
Curriculum Manager / Programme Manager	£34,000	£37,000	£40,000	£280 daily	£325 daily	£400 daily
Academic Lecturer / Tutor	£28,000	£34,000	£39,000	£21 per hour	£27 per hour	£34 per hour
Technician	£21,000	£24,000	£28,000	£15 per hour	£17 per hour	£21 per hour
Instructor	£23,000	£25,000	£30,000	£18 per hour	£20 per hour	£25 per hour
Assessor	£23,500	£28,500	£34,000	£20 per hour	£25 per hour	£34 per hour
Vocational Lecturer / Tutor	£24,500	£30,000	£36,000	£24 per hour	£26 per hour	£30 per hour
STEM Lecturer / Tutor	£29,000	£34,000	£42,000	£26 per hour	£32 per hour	£40 per hour
English and Maths Lecturer / Tutor	£26,000	£32,000	£34,500	£23 per hour	£25 per hour	£30 per hour
Invigilator	£21,000	£22,000	£24,000	£13 per hour	£14 per hour	£15 per hour

# Academic insight (north)

**Lewis McGrath-Paterson**  
Academic Expert, Reed



“ The lecturing shortage within further education continues to present a variety of challenges, as colleges and training providers look to prioritise adaptability and innovation in their strategies. Institutions across the north are increasingly focused on integrating technology into their curriculum, promoting inclusivity, and addressing the evolving needs of diverse student populations to ensure high levels of education are maintained.

Heading further into 2024, colleges are placing a premium on professional development for educators. Continuous learning opportunities, both in pedagogy and technology, are at the forefront of demand. Institutions continue to recognise the pivotal role teachers play in shaping the educational experience, and investing

in their growth ensures a high-quality learning environment.

For employers seeking to attract top-tier educators, a refined approach is hugely beneficial. Beyond competitive salaries, offering comprehensive professional development programmes, flexible work arrangements, and emphasising a supportive workplace culture are all key elements when exploring the candidate market. As the demand for skilled educators rises, offering a setting that values work-life balance and prioritises mental health becomes a powerful recruitment tool.

The job landscape for lecturers and support staff is expanding, as colleges across the region benefit from a skills training boost. College professionals continue to find themselves in high

demand helping to bridge the gap between traditional education and the skills demanded by the modern workforce.

Jobseekers should approach negotiations with a strategic mindset. Alongside salary, aspiring educators should seek opportunities for professional development, as well as avenues for creative expression within the curriculum. Emphasising the importance of their role in shaping the next generation, candidates can position themselves not just as instructors but as leaders contributing to the holistic development of students. Most colleges offer upskilling opportunities, especially to professionals from other industries who have what it takes to teach, and will encourage professional development to enhance career prospects. ”





# Academic

## Colleges (Midlands)

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
Director of Curriculum	£48,000	£55,000	£63,000	£350 daily	£375 daily	£450 daily
Head of Department / Head of School	£42,000	£45,000	£48,000	£350 daily	£400 daily	£425 daily
Deputy Head of Curriculum / Deputy Director of Curriculum	£40,000	£44,000	£45,000	£350 daily	£400 daily	£450 daily
Curriculum Manager / Programme Manager	£34,000	£37,000	£40,000	£280 daily	£325 daily	£400 daily
Academic Lecturer / Tutor	£28,000	£34,000	£39,000	£21 per hour	£27 per hour	£36 per hour
Technician	£22,000	£25,000	£28,000	£15 per hour	£18 per hour	£22 per hour
Instructor	£23,000	£25,000	£30,000	£18 per hour	£20 per hour	£25 per hour
Assessor	£23,000	£25,500	£32,000	£20 per hour	£25 per hour	£34 per hour
Vocational Lecturer / Tutor	£28,000	£34,000	£35,000	£24 per hour	£26 per hour	£32 per hour
STEM Lecturer / Tutor	£32,000	£36,000	£40,000	£26 per hour	£32 per hour	£40 per hour
English and Maths Lecturer / Tutor	£29,000	£32,000	£35,000	£23 per hour	£25 per hour	£30 per hour
Invigilator	£21,000	£22,000	£23,000	£13 per hour	£14 per hour	£15 per hour

# Academic insight (Midlands)



**Debbie Hill**

Academic Expert, Reed

“ Colleges and training providers across the Midlands are increasingly prioritising digital integration and enhancing inclusivity in order to better equip students for the demands of a rapidly changing world. As technological advancements continue to reshape the industry, further education providers are leveraging cutting-edge tools and platforms to deliver comprehensive and adaptable courses to an array of students.

To attract teaching and support staff, employers need to recognise the importance of cultivating a supportive work environment. Competitive compensation packages, professional development opportunities, and a commitment to work-

life balance are key factors that can tip the scales in favour of attracting and retaining qualified educators and supporting functions. As the demand for skilled professionals in further education rises, employers must also emphasise the value of their institutions in contributing to the broader community and societal progress.

Amid these developments, job opportunities for college professionals are readily available. Roles from tutors and lecturers to student support services are in high demand as the sector struggles with talent shortages. That said, increases in funding pots and partnerships between colleges and industries are creating openings for professionals with

real-world expertise, which is helping to bridge the divide between academia and practical application. Most colleges will offer training and development opportunities for these professionals.

For jobseekers navigating this landscape, negotiating roles in further education requires a tailored approach. Beyond salary considerations, candidates should explore opportunities for ongoing professional development, mentorship programmes, and collaborative research initiatives to excel in their careers. In an era where adaptability is paramount, demonstrating a commitment to lifelong learning and a passion for student success can set candidates apart. ”





# Academic

## Colleges (south)

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
Director of Curriculum	£48,000	£55,000	£65,000	£350 daily	£375 daily	£450 daily
Head of Department / Head of School	£44,000	£48,000	£55,000	£350 daily	£400 daily	£425 daily
Deputy Head of Curriculum / Deputy Director of Curriculum	£43,000	£46,000	£48,000	£350 daily	£400 daily	£450 daily
Curriculum Manager / Programme Manager	£36,000	£39,000	£45,000	£300 daily	£325 daily	£400 daily
Academic Lecturer / Tutor	£28,000	£34,000	£39,000	£25 per hour	£30 per hour	£38 per hour
Technician	£21,000	£25,000	£28,000	£13 per hour	£15 per hour	£18 per hour
Instructor	£23,000	£25,000	£30,000	£16 per hour	£20 per hour	£25 per hour
Assessor	£24,000	£27,000	£32,000	£22 per hour	£26 per hour	£30 per hour
Vocational Lecturer / Tutor	£29,000	£35,000	£40,000	£25 per hour	£30 per hour	£38 per hour
STEM Lecturer / Tutor	£32,000	£36,000	£45,000	£27 per hour	£30 per hour	£35 per hour
English and Maths Lecturer / Tutor	£28,000	£35,000	£38,000	£27 per hour	£30 per hour	£38 per hour
Invigilator	£21,000	£22,000	£23,000	£13 per hour	£14 per hour	£15 per hour

# Academic insight (south)

**Charlotte Wilson**  
Academic Expert, Reed



“ The continued impact of the cost of living on professionals, coupled with budget constraints on further education colleges, is at the forefront of the further education sector. Colleges are continuing to feel the pressure, even in light of funding announcements, and are finding it challenging to offer the salaries needed to offset the impact of rising inflation. Because of this, further education professionals are still hesitant to leave their current roles, favouring job security, meaning the number of vacancies continues to outweigh the number of jobseekers.

Attracting and retaining qualified lecturers, assessors and learning support staff is a priority. Colleges must focus on providing

attractive professional development opportunities alongside competitive compensation and innovative teaching methodologies. With colleges engaging with new technological integration inside and outside the classroom setting, education professionals and jobseekers alike must cultivate a forward-thinking mindset to navigate this landscape successfully.

Despite obvious challenges, exciting job opportunities are still available for further education professionals. The surge in demand for digital literacy, vocational skills, and industry-specific expertise, such as T-levels, has created a variety of roles, from academic lecturing positions to curriculum design specialists. Professionals choosing to

join the sector should position themselves as adaptable, tech-savvy innovators, ready to adapt to an ever-changing environment, from traditional teaching methods to modern educational technologies.

When applying for roles across the sector, it's highly beneficial for professionals to consider more than just the salary on offer. Think about the bigger picture: the long-term benefits the employer provides, the working environment, the demographics the college represents, and the opportunities for progression and development. Colleges are diverse and inclusive places, and the work can be very rewarding for those looking to inspire the future workforce. //





# SEN support

## Colleges (south)

### Annual salary

Role	Min	Mid point	Max
Learning Support Assistant / Worker / Practitioner (LSA / LSW)	£21,000	£22,500	£24,000
CSW / Communication Support Worker	£27,000	£30,000	£33,000
BSL Lecturer	£30,000	£33,000	£35,000
Learning Support Coordinator	£27,000	£29,000	£31,000
SEN Tutor	£30,000	£33,000	£35,000
Progress Coach	£24,500	£26,000	£27,500
Exam Access Arrangement Assessor	£34,000	£38,000	£43,000
EHCP Coordinator	£27,000	£29,000	£32,000

### Hourly or daily rate

Min	Average	Max
£13 per hour	£13 per hour	£15 per hour
£25 per hour	£28 per hour	£35 per hour
£28 per hour	£32 per hour	£40 per hour
£18 per hour	£22 per hour	£26 per hour
£27 per hour	£30 per hour	£35 per hour
£15 per hour	£16 per hour	£19 per hour
£30 per hour	£35 per hour	£40 per hour
£18 per hour	£22 per hour	£26 per hour

## Colleges (Midlands)

### Annual salary

Role	Min	Mid point	Max
Learning Support Assistant / Worker / Practitioner (LSA / LSW)	£21,000	£22,500	£24,000
CSW / Communication Support Worker	£27,000	£30,000	£33,000
BSL Lecturer	£30,000	£33,000	£35,000
Learning Support Coordinator	£27,000	£29,000	£31,000
SEN Tutor	£30,000	£33,000	£35,000
Progress Coach	£24,500	£26,000	£27,500
Exam Access Arrangement Assessor	£34,000	£38,000	£43,000
EHCP Coordinator	£27,000	£29,000	£32,000

### Hourly or daily rate

Min	Average	Max
£13 per hour	£13 per hour	£15 per hour
£20 per hour	£23 per hour	£27 per hour
£27 per hour	£30 per hour	£38 per hour
£18 per hour	£22 per hour	£26 per hour
£27 per hour	£30 per hour	£34 per hour
£15 per hour	£16 per hour	£19 per hour
£28 per hour	£32 per hour	£38 per hour
£18 per hour	£22 per hour	£26 per hour



# SEN support

## Colleges (north)

### Annual salary

### Hourly or daily rate

Role	Annual salary			Hourly or daily rate		
	Min	Mid point	Max	Min	Average	Max
Learning Support Assistant / Worker / Practitioner (LSA / LSW)	£21,000	£22,500	£24,000	£13 per hour	£14 per hour	£15 per hour
CSW / Communication Support Worker	£27,000	£30,000	£33,000	£20 per hour	£23 per hour	£27 per hour
BSL Lecturer	£30,000	£33,000	£35,000	£27 per hour	£30 per hour	£38 per hour
Learning Support Coordinator	£27,000	£29,000	£31,000	£18 per hour	£22 per hour	£26 per hour
SEN Tutor	£30,000	£33,000	£35,000	£27 per hour	£30 per hour	£36 per hour
Progress Coach	£24,500	£26,000	£27,500	£15 per hour	£16 per hour	£19 per hour
Exam Access Arrangement Assessor	£34,000	£38,000	£43,000	£28 per hour	£32 per hour	£40 per hour
EHCP Coordinator	£27,000	£29,000	£32,000	£18 per hour	£22 per hour	£26 per hour



# SEN insight

**Victoria Watkins**  
SEN Expert, Reed



“ Across the UK, more people are receiving diagnoses for conditions and disabilities, such as autism, ADHD and dyslexia, which can directly and indirectly impact their learning. In the past, it was much more challenging for young people with special educational needs (SEN) to even reach the further education stage. However, technological advancements and a growing awareness and understanding of such conditions have led to significant improvements for learners. As a result, we have seen a marked increase in enrolled learners with SEN, sparking demand for specialists in the discipline, especially SEN co-ordinators (SENCOs), learning support assistants, specialist support workers and SEN teachers.

The government is providing funding for learning institutions to ensure they can

provide the right support for students with SEN, to help them succeed in their academic and professional lives, but this doesn't necessarily match demand. Those with the right expertise and experience in SEN roles will have plenty of opportunities this year and are highly sought after, and leaders must ensure salaries reflect the value of these professionals. Where these skills are scarce, it would benefit institutions to optimise their learning and development provision for those aspiring to take on SEN roles.

We've seen an increase in a 'grow your own workforce' approach in some organisations we work with. Student support roles draw on many transferable skills from other sectors such as youth work, healthcare, community roles and even personal experience. These are invaluable for

supporting young people in education, but employers tend to be inflexible with their idea of the perfect candidate and are more likely to reject them. This rigid thinking can lead to suitable candidates with great potential being overlooked.

Realistically, it is unlikely that your ideal candidate will be available just when you need them. In these cases, I recommend considering a professional who doesn't necessarily tick all your boxes but shows the willingness to learn the skill of in-class support. By working with someone at the start of their student support career, you can instil best working practice from day one, to ensure that students with additional needs thrive in the next step of their education. ”



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# Prison education

## Annual salary

## Hourly rate

Role	UK excluding London			London			Nationally		
	Min	Mid point	Max	Min	Mid point	Max	Min	Average	Max
Senco Co-ordinator	£34,000	£36,000	£42,500	£38,500	£39,600	£46,700	N/A	N/A	N/A
Deputy Education Manager	£36,500	£41,000	£46,000	£37,500	£45,100	£50,600	N/A	N/A	N/A
Hub Manager	£34,000	£35,000	£42,000	£38,000	£39,000	£46,000	N/A	N/A	N/A
English Lecturer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£31
Maths Lecturer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£31
Business and IT Tutor	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£31
Sports Trainer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£31
Construction Trainer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£30	£34
Cleaning and Waste Management Trainer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£30
Barbering Trainer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£30
Electrical Trainer	£25,000	£30,000	£37,000	£27,500	£33,000	£40,700	£26	£29	£30
Student Support Worker	£21,000	£23,000	£25,000	£22,550	£25,300	£27,500	£12	£14	£17
Information and Guidance Worker	£22,000	£25,000	£28,000	£24,200	£27,500	£30,800	£12	£15	£17

# Prison education insight

**Alanya Kilroy**

Prison Education Expert, Reed



“ Prison education is experiencing notable changes this year, with calls for it to be brought into the public sector. The prisoner education service is set for a widespread relaunch in 2025 – prioritising holistic and rehabilitative approaches to education.

Receiving an education is a fundamental part of successful rehabilitation, and prisons are increasingly recognising the potential of quality education in reducing reoffending rates, leading towards successful reintegration of individuals into society. Beyond traditional academic subjects, emphasis is placed on vocational training and skills development, aligning with a broader strategy to equip prisoners with practical abilities that enhance employability.

The sector continues to face skills shortages and recruitment challenges. Employers seeking to attract teachers for prison education roles should look to emphasise the profound societal impact of such positions within their job listings, highlighting the unique opportunities to contribute to rehabilitation and reduce reoffending rates. Employers should also ensure they’re offering a supportive and safe teaching environment, alongside professional development opportunities, to help retain those qualified educators who are committed to making a difference.

When researching roles, teachers considering this area are looking for

competitive compensation, professional development resources, and adequate support systems – so offering these is crucial.

Beyond traditional teaching roles, there’s a growing demand for specialists in vocational training, including construction, barbering and electrical services. Collaborations between educational institutions and prisons are on the rise, creating avenues for diverse career paths within the criminal justice and education sectors. Those who are interested in joining the prison education sector will find it a challenging, yet highly rewarding environment in which to advance their teaching careers and continue to impact society. ”



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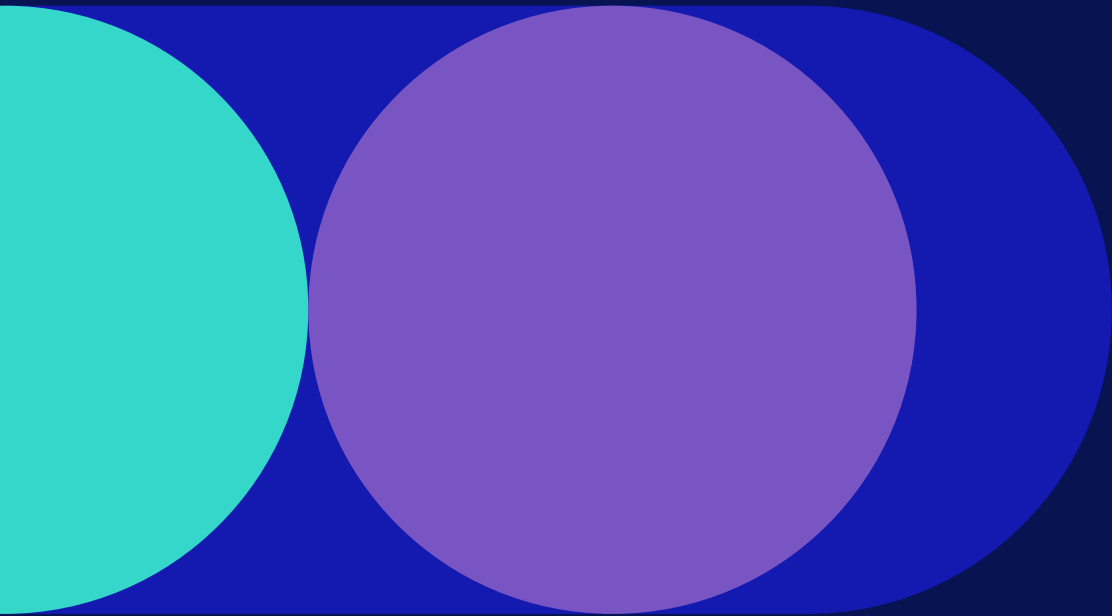
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