

## Public Sector Apprenticeship Target Reporting 30 September 2021

For the period 1 April 2020 to 31 March 2021

### Purpose

To provide a summary of the information that has been provided to the government for Bright Futures Educational Trust's apprenticeship target reporting.

### Summary

MATs fall into scope for reporting purposes with effect from the financial year April 18 to March 19. As a public sector employer with 250+ staff, we have a statutory target to employ an average of at least **2.3%** of our staff as new apprentice starts (this includes existing staff who undertake an apprenticeship), over the period 1 April 2017 to 31 March 2021. We are pleased to advise that:

- our numbers of staff undertaking apprenticeship standards has increased during this review period from 8 in 2020 to 18 in 2021. This means that we have exceeded the government target of 2.3% and this year it was 2.54%.
- the significant uplift is due to Rushbrook training existing new Primary Learning Assistants in the level 3 Teaching Assistant qualification. These numbers of 'new starts' will not continue this year.
- Just over a quarter of our new joiners figure of 71, during the 12 month period, were either new or existing staff who commenced an apprenticeship standard.

Please note the figures for our five new schools who joined on 1 March 2021 are not included in this report. They previously did not report on the apprenticeship target as they had less than 250 staff. As they were only part of Bright Futures for the last month of the twelve month reporting period, it would not be appropriate to include them however they will be included in next years' report.

### Detailed response submitted on the government portal

<b>Number of employees who work in England</b>	
Number of employees who were working in England on 31 March 2020	<b>709</b>
Number of employees who were working in England on 31 March 2021	<b>735</b>
Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021	<b>71</b>
<b>Number of apprentices who work in England</b>	
Number of apprentices who were working in England on 31 March 2020	<b>3</b>
Number of apprentices who were working in England on 31 March 2021	<b>22</b>

Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship)	<b>18</b>
<b>Reporting percentages</b> We have computed the percentages that will be reported from the figures you have given.	
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020	<b>25.35%</b>
Percentage of total headcount that were apprentices on 31 March 2020	<b>2.99%</b>
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019	<b>2.54%</b>
<b>Factors that impacted your ability to meet the target</b>	
What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	<b>We have raised the awareness internally of apprenticeship opportunities when we have a vacancy. This has been particularly successful for Teaching Assistants. We have had less opportunities due to working restrictions during the Covid pandemic</b>
What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?	<b>We have had less vacancies than previous years. An ongoing challenge is that 50% of our headcount are teaching staff and we still believe that there are operational issues with the teacher apprenticeship standard, so it isn't as attractive to applicants. However we plan to revisit teacher apprenticeships this coming year.</b>
How are you planning to meet the target in future? What will you continue to do or do differently?	<b>We continue to communicate the success of our apprenticeships, in the hope that it will encourage more interest. We would ask again if the DfE would consider using the levy funding for ECT funding (previously NQT) as we believe this is a wholly appropriate way of spending the levy.</b>

**Director of HR & Strategy**  
**On behalf of Bright Futures Educational Trust**