

Public Sector Apprenticeship Target Reporting 30 September 2020

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 4 in 2019 to 8 in 2020. In order to achieve the public sector target this would need to be 16. We also have to demonstrate 'regard' to the target. ('regard' meaning we have actively considered apprenticeships for new recruits or for career development for existing staff)

Detailed response submitted on the government portal

Reporting period	1 April 2019 to 31 March 2020
Organisation Name	BRIGHT FUTURES EDUCATIONAL TRUST
Number of employees who work in England	
Number of employees who were working in England on 31 March 2019	721
Number of employees who were working in England on 31 March 2020	704
Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	90
Number of apprentices who work in England	
Number of apprentices who were working in England on 31 March 2019	4
Number of apprentices who were working in England on 31 March 2020	3
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)	8

Full Time Equivalent	
Full-time equivalents (optional)	704
Reporting percentages 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	8.89%
Percentage of total headcount that were apprentices on 31 March 2020	0.43%
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	1.11%
Factors that impacted your ability to meet the target	
What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	More internal awareness with recruiting managers this has been more successful than previous years. We have a number of Teaching Assistant apprenticeships commencing in Sept 20, not in scope for this reporting.
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?	50% of our headcount are teaching posts. We still believe there are too many operational issues with this teaching standard that need resolving before we consider using it. We strongly believe that the NQT induction programme should qualify for the levy. This is a significant investment from us for newly qualified teachers
How are you planning to meet the target in future? What will you continue to do or do differently?	We are communicating the success stories of our apprentices and looking at ways in which we as the employer, can improve their experience
Do you have anything else you want to tell us? (optional)	As reported last year we would look to the Department for Education to open up the NQT programme to levy funding

Lynette Beckett
Director of HR & Strategy
On behalf of Bright Futures Educational Trust