

Public Sector Apprenticeship Target Reporting July 2022

For the period 1 April 2021 to 31 March 2022

Purpose

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

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. The targets are to be dropped from April 2022 onwards however we are advised that we will still need to report to government.

The number of new apprenticeship starts (including existing staff undertaking an apprenticeship) has dropped considerably. This is predominately due to the large numbers of new starts the previous year at Rushbrook, undertaking a TA level 3 apprenticeship.

The schools who joined us in March 2021 are included in these figures.

Summary of uptake

Teaching Assistant level 3. 11 staff are currently working towards this and 4 have dropped out

Teacher level 6. 1 member of staff is working towards this.

Early years Practitioner level 5. 1 member of staff is working towards this.

Senior Leader Level 7 masters. 2 members of staff are working towards this and 2 have dropped out.

Accountancy. Level 2 currently 1 member of staff is working towards this.

Accountancy. Level 3 currently 1 member of staff is working towards this. 3 other staff have completed this.

Accountancy Level 4, 1 member of staff completed this

Accountancy level 5 currently 1 member of staff is working towards this.

Business Admin level 3. One member of staff completed this and 2 dropped out.

Digital technologies. One member of staff completed level 3 and is now working towards Network Engineer level 4.

Human Resources Level 5. One member of staff has completed

Detailed response submitted on the government portal

Number of employees who work in England	
Number of employees who were working in England on 31 March 2021	886
Number of employees who were working in England on 31 March 2022	881
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	136
Number of apprentices who work in England	
Number of apprentices who were working in England on 31 March 2021	22
Number of apprentices who were working in England on 31 March 2022	15
Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	8
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 2020 to 31 March 2021	5.88% (Previous year 25.35%)
Percentage of total headcount that were apprentices on 31 March 2021	1.7% (Previous year 2.99)
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021	0.90% (Previous year 2.54%)
Factors that impacted your ability to meet the target -reported on the government portal	
What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	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
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?	An ongoing challenge is that approx. 50% of our workforce are qualified teachers and there are limited opportunities to use the levy for these staff
How are you planning to meet the target in future? What will you continue to do or do differently?	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 Early Career Teacher support.

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