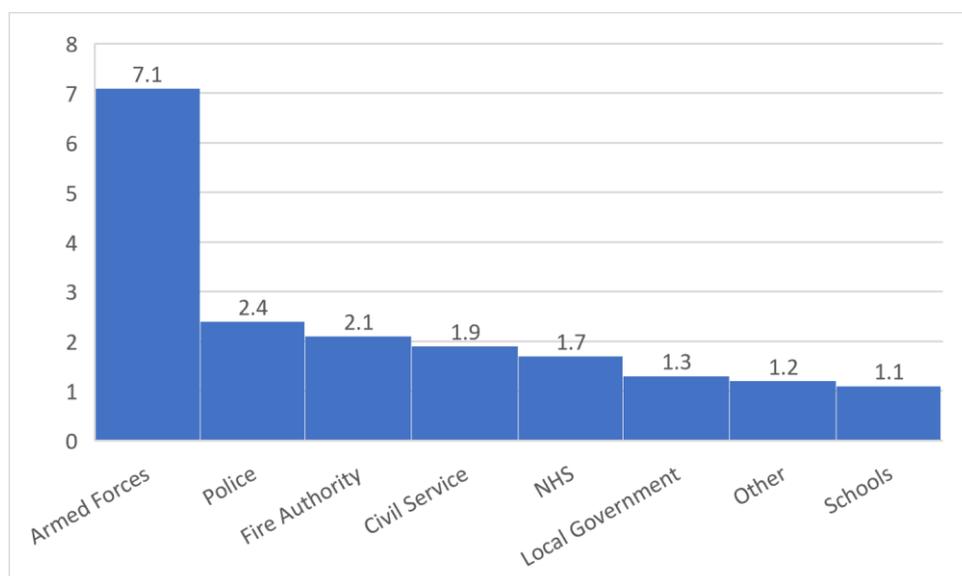




PUBLIC SECTOR APPRENTICESHIP REPORT

1. Background

- 1.1. Public sector bodies in England with 250 or more staff were required to report on an annual basis their progress towards the target to employ an average of at least 2.3% of their staff as new apprentices between 1 April 2017 to 31 March 2022. The requirement for academies to report was delayed so Creative Education Trust reported against this target between 1 April 2018 to 31 March 2022. During this period, the trust reported that we on average, 0.7% of our staff were new apprentices.
- 1.2. In 2019, the trust developed an apprenticeship strategy to focus on meeting the apprenticeship target and to utilise the funding within the levy. This strategy aimed at increasing the number of apprentices that were recruited to in addition to use apprenticeship courses for current staff to support their professional development. Since 2018, over 50 apprenticeship courses have been accessed, in particular for areas such as Senior Leadership, Teaching, Teaching Assistants, HR, Finance, IT and administration.
- 1.3. With effect from 1 April 2022, the Trust will still have a statutory requirement to report on staff with new apprentices on an annual basis, however there is no national target set.
- 1.4. Self-reported national figures show that 1.8% of workers in public sector bodies started an apprenticeship between 1 April 2021 and 31 March 2022, this is a slight increase in the overall figure from the previous year with an increase in all sectors except for Armed Forces. The graph below provides a summary of the information provided by public sector bodies.





Data capture 31 March 2022

The CET data is set out in the table below. This is the information that will need to be published by 31 May 2023 the comparative data for the previous 3 years are in the end columns.

	2022 - 23	2021 - 22	2020 - 21	2019- 20
Figure A: Number of Employees who began employment at CET between 1 April 2022 – 31 March 2023	463	375	304	416
Figure B: Number of Apprentices who began employment at CET between 1 April 2022 – 31 March 2023	10	10	16	10
Figure C: Number of employees on 31 March 2023	1718	1684	1706	1779
Figure D: Number of apprentices on 31 March 2023	20	20	21	11
Figure E: Apprentices who began employment between 1 April 2022 – 31 March 2023 as a percentage of all new starters	2.16%	2.67%	2.63%	2.4%
Figure F: Apprentices within the Trust as a percentage of all employees on 31 March 2023	1.16%	1.19%	1.23%	0.62%
Figure G: Number of Apprentices employed on 31 March 2022	20	13	21	11
Figure H: Number of employees on 31 March 2022	1684	1706	1779	1706
Figure I: Apprentices employed 1 April 2022 – 31 March 2023 as a percentage of total headcount on 31 March 2022	0.59%	0.59%	0.90%	0.59%

Apprenticeship Activity Return

In addition to the figures above public sector employers have to submit an activity return which summarises the figures and also outlines qualitative information to detail the type of initiatives being used by the organisation to increase the number of apprenticeships. Our proposed return is set out below.

Quantitative

Head count on 31 March 2023	1718
Percentage of apprentices employed between 1 April 2022-31 March 2023	0.59%



Qualitative

The Trust continues to make use of all levels of apprenticeships across different professions. The Trust has agreed an Apprenticeship Strategy which will ensure the further development of apprenticeships, the success of this can be seen by the maintenance of the number of apprentices employed. The schools have increased their willingness to employ apprentices but have experienced difficulty in recruiting to the apprenticeship posts and in retaining those on a scheme.

The Trust is actively working to increase the number of Teaching Apprentices working in partnership with training providers to ensure that there are sufficient training places in each of our schools. Teaching Apprentices are viewed as a valuable source of recruitment in a very competitive market.

The Trust has an active plan to continue to increase apprenticeship numbers in the future, there are two new teaching apprentices due to commence training with Wrenn in September.