

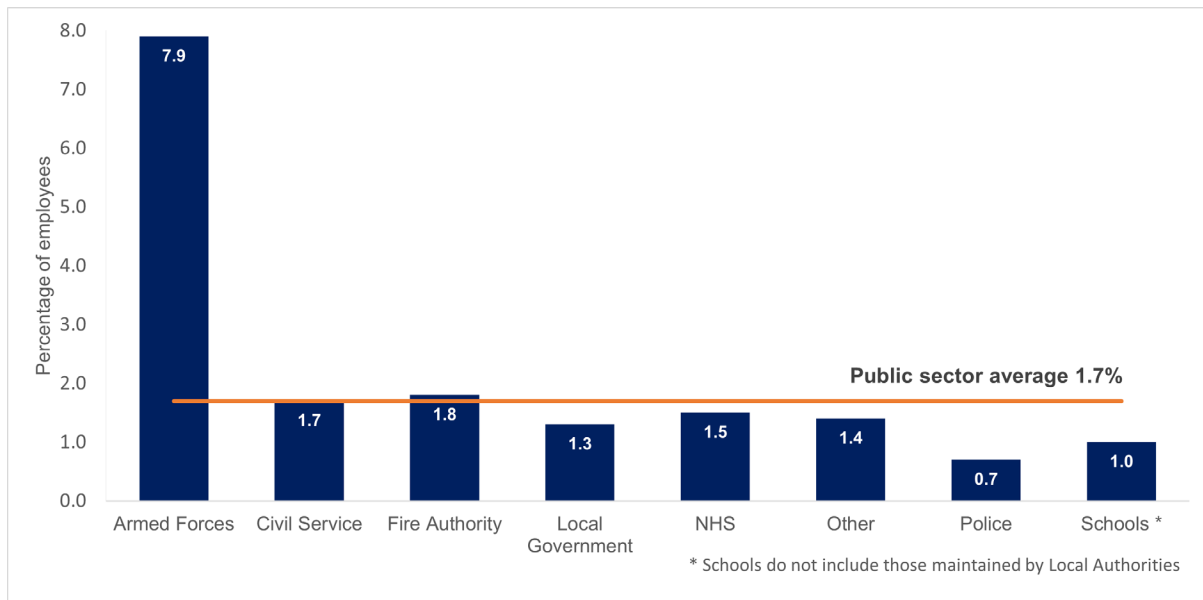


PUBLIC SECTOR APPRENTICESHIP TARGET REPORT SEPTEMBER 2021

1. Background

1.1 Public sector bodies in England with 250 or more staff have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period 1 April 2017 to 31 March 2021; this target has now been extended for one year to March 2022. Bodies in scope must have regard to the target meaning that, in making workforce planning decisions, they should actively consider apprenticeships either for new recruits or as part of career development for existing staff. The target is for new apprenticeship starts, which includes both existing staff that start an apprenticeship and new recruits and measures these as a percentage of the total headcount of public sector bodies at the beginning of the reporting period. The target is an average over four years, split into individual reporting periods covering each financial year (1 April to 31 March). Most public sector bodies were required to report for the first time for the financial year 2017-18, but Academies were delayed by a year which means that our report for 2018-19 was the first report submitted and we are now able to view comparative academy trust data for that year. This will be our third report which must be published on the government's web site by 30 September 2021 for the time period April 2020 to March 2021.

1.2 Self-reported national figures show that 1.7 per cent of workers in public sector bodies started an apprenticeship between 1 April 2019 and 31 March 2020. The graph below provides a summary of the information provided by public sector bodies.



There was a wide variation in the percentage of apprentices across the different public sector departments. The only sector to exceed the public sector target in both periods was the armed forces. Several other sectors have increased the level of apprenticeships over the three years but most fall below the target.



Data capture 31 March 2021

The CET data is set out in the table below. This is the information that will need to be published by 30 September 2021 the comparative data for the previous 2 years are in the end columns.

	2020 -21	2019-20	2018-19
Figure A: Number of Employees who began employment at CET between 1 April 2020 – 31 March 2021	304	416	302
Figure B: Number of Apprentices who began employment at CET between 1 April 2020 – 31 March 2021	16	10	10
Figure C: Number of employees on 31 March 2021	1706	1779	1706
Figure D: Number of apprentices on 31 March 2021	21	11	11
Figure E: Apprentices who began employment between 1 April 2020 – 31 March 2021 as a percentage of all new starters	2.63%	2.4%	3.31%
Figure F: Apprentices within the Trust as a percentage of all employees on 31 March 2021	1.23%	0.62%	0.64%
Figure G: Number of Apprentices employed on 31 March 2020	11	11	6
Figure H: Number of employees on 31 March 2020	1779	1706	1160
Figure I: Apprentices employed 1 April 2020 – 31 March 2021 as a percentage of total headcount on 31 March 2020	0.90%	0.59%	0.86%

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 2020	1779
Percentage of apprentices employed between 1 April 2020-31 March 2021	0.90%

Qualitative

Creative Education Trust has had regard for the Public Sector Apprenticeship Target by focusing on maintaining our apprenticeship levels in 2020/21. The Trust has agreed an Apprenticeship Strategy which will ensure the further development of apprenticeships, the success of this can be seen by the increase of from 11 to 21 new apprenticeship starts from 2020 to 2021 an increase of 191%. The greatest increase has been in the use of the apprenticeship levy to support the development of existing staff.

The Trust is now making good use of the Leadership Level 7 apprenticeships delivered by the National College, this will support the development of our school leaders in the future.

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 recently recruited a member of staff to focus on all our trainee teachers and this should give additional capacity to support schools in the development of teacher apprenticeships.

The Trust has an active plan to continue to increase apprenticeship numbers in the future.