

Apprenticeship Target Report

Report context: Year 1 April 2021 to 31st March 2022

1. Actions taken to meet target 2.3% of staff
2. Challenges faced in efforts to meet target
3. Plans to ensure target met in future
4. Any other information

Apprentice Target Report:

Following the restrictions under covid-19 and the limitations on the employment prospects of young people the economy re-emerged with a huge potential for employment and limited number of candidates. This has made recruitment of good quality apprentices very difficult. The Beyond Schools Trust are mindful of this effect and the associated difficulties in recruitment of apprentices alongside staff to fulfill more experienced positions. In light of this the trust and are investigating opportunities to raise the profile of sustainability and to ensure that there are appropriate progression opportunities to fulfill permanent employment roles within the trust where possible following the apprenticeship program. The trust recognizes the importance of need to recruit at this level where possible and develop apprentices on meaningful programs that represent realistic opportunities to secure permanent places of employment post-apprenticeship term to provide a sustainability program for staff appropriately trained and qualified and in-line with the 2.3% target of total staff.

- The Trust currently employs circa 567 staff across the 5 schools and head office. This includes part-time staff and consequently equates to a combined staff of 399 FTE. This translates to a Trust target of 9 Apprenticeships.
1. During the year ended 31 March 2022 the Beyond Schools Trust operational management board reviewed potential opportunities for recruitment of apprentices in a number of departments across the Trust, exploring potential areas of need at each of the school and head office locations as a means to enhance opportunities for new employees and fulfill undertakings in key areas of the school, learn new skills and equip them to fulfill a longer-term career within the education sector and other employment sectors. In addition to this, the apprenticeship program is intended to upskill and broaden skill sets of existing members of staff where appropriate and opportunities for development were consequently additionally reviewed in this regard.

During the year to 31st March 2022 the Trust employed 6 staff engaged on approved apprenticeship courses 1.06% of total headcount (1.50% of FTE) including 3 apprentices on new courses during the period 0.55% of total headcount (equating to approx. 0.75% of FTE staff)

consisting of - 1 apprenticeship in finance (chartered Manager Level 6), 1 Apprentice in ICT (ICT tech level 3) and 1 apprentice in educational support (Assessor coach level 4). The total percentage of apprenticeship starts as a proportion employment starts for the year 1 April 2021- 31 March 2022 equated to 2.68%.

2. Prior to the restrictions under covid-19 the trust had engaged a number of apprentices within the ICT area. During covid-19 this became difficult due to the lack of courses and practical difficulties in supporting and training apprentices on sites. Issues arising in recruitment of apprentices have included –
 - Difficulties in engaging potential candidates and lack of response to fulfill some of the apprenticeship roles on offer - an HR apprenticeship role regrettably attracted no viable applications at the time and will therefore prospectively be re-visited at a future date.
 - Few providers and proximity of some course providers
 - Distance – some apprenticeships may require travel to attend some physical aspects of the course and there has been difficulties and reluctance in engagement where this is a necessary aspect of the course.
 - Lack of demand during the period
3. The apprenticeship program is undertaken as part of an executive review and following the engagement of a head of people senior HR executive it is planned to broaden the activity further to incorporate this into the strategy for wider workforce planning and recruitment. The Trust will continue to review opportunities against recruitment plans to identify opportunities to further develop the apprentice program and opportunities for young people in the local area and in this regard the Trust has continued to review potential areas for Apprenticeship possibilities and has identified areas for further development within the following departments - Educational support - apprentice recruited September 2022 (TA level3), Finance - additional apprentice recruited in October 2022 (AAT level3), Business admin (Business Admin Level 3) Teaching support. Further opportunities will be explored to engage apprentices in other areas of the Trust including Site Services and ICT.
4. Opportunities to develop roles within the trust have been determined according to need and the potential for longer term sustainable engagement together with any associated financial implications. Due to difficulties in the recruitment market it has become of increasing importance for the purposes of continuity to include a broader program of apprenticeships in order to supplement strategic development and growth from a more organic and sustainable staffing base.

Steve Rayner

CFO/Finance Director – Beyond Schools Academies Trust

The Public Sector Apprenticeship Target Apprenticeship Activity Data Return

Beyond Schools Academy Trust has a government target to employ at least 2.3% of staff as new apprentice starts over the period of 1 April 2021 to 31 March 2022.

Reporting Period: 1 April 2021 to 31 March 2022

Number of employees

Number of employees who were working on 31 March 2021	543
Number of employees who were working on 31 March 2022	567
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	112

Number of Apprentices

Number of apprentices who were working on 31 March 2021	5
Number of apprentices who were working on 31 March 2022	6
Number of new apprentices who started working for you in England between 1 April 2021 to 31 March 2022	3

Reporting Percentages

Percentage of apprenticeship starts	2.68%
Percentage of total headcount that were apprentices on 31 March 2022	1.06%
Percentage of apprenticeship starts during this period	0.55%