



Tudor Grange Academies Trust – Apprenticeship Levy Reporting, September 2020

Quantitative responses

2020 Report			2019 Report		
01-Apr-19 31-Mar-20			01-Apr-18 31-Mar-19		
Date	TGAT Figures	Notes	Date	TGAT Figures	Notes
	111	Excludes existing staff at Yew Tree who were TUPE'd		154	306 if we include TGAK
	12	Number from Apprenticeship Levy Claim		7	numbers from TrainTogether and payroll
31/03/2020	826		31-Mar-19	765	
31/03/2020	14	Number from Apprenticeship Levy Claim	31-Mar-19	8	numbers from TrainTogether and payroll
	10.8%			4.5%	
	1.7%			1.0%	
31/03/2019	8	As report for 2019		7	numbers from TrainTogether and payroll
31/03/2019	765	As report for 2019		660	
	1.6%			1.1%	

Qualitative analysis

2020 responses

- 1 Action that the body has taken to meet their apprenticeship target (i.e. how it has 'had regard')

External Company, *Train Together* to facilitate and assist with training and courses. We have worked on a personalised CPD offering for all jobs across the Trust and have sent this information to all Headteachers. We are encouraging all staff to review apprenticeship options and training routinely during their appraisals and we are confident that staff are now more aware of the opportunities available to them. Our next step is to look at the apprenticeship offering and to personalise for Primary and Secondary settings so that staff have a suite of desired qualifications. We are also looking to utilise the Level 4 Assessor Coach standard to develop trust and school coaching and mentoring expertise for in-house training. Finally, this year we have partnered up with Birmingham University and are offering 6 members of staff the opportunity to complete a Masters degree through the apprenticeship levy.
- 2 If their target has not been met then specific further evidence may be required. This may include an explanation of why the target was not met, actions the body has taken to overcome the challenges it has faced and/or mitigating factors which demonstrate the body's commitment to apprenticeships

There have been some challenges in increasing the number of new recruit apprentices through external advertising. Insufficient candidates applied for some apprentice positions. We have had success in internal recruitment to apprenticeship positions, particularly offering opportunities to our post 16 leavers. Several such members of staff have successfully completed their apprenticeship and have been taken on to a full time, permanent role. We are also finding that more internal staff are starting to use the levy for CPD routes which is really encouraging.

- 3 Information about action the body proposes to take to meet their future apprenticeship targets
- External Company, *Train Together* to facilitate and assist with training and courses. Contact there has met with all headteachers to raise awareness of the programme and CPD opportunities available to all staff. A trust vision on Apprenticeship Levy utilisation has been presented to all headteachers in which there is an agreed vision to have a number of routes available for both teaching and support staff through the levy fund. *Train Together* has worked with the trust to provide training opportunities and routes based on job descriptions. These routes are now part of routine line management conversations where staff can express an interest in additional CPD. All headteachers are reminded of the apprenticeship opportunities before key performance management cycles. The trust has secured a partnership with Birmingham University to provide masters qualifications using the levy fund from 2021.
- 4 If the body considers that a future target is not likely to be met, an explanation of why that is so
- The trust continues to endeavour to reach the apprenticeship target and consider it realistic that this will be met by 2021. We continue to work with Train Together to help us develop the range of routes available to existing staff and newly recruited apprentices.

What is the target?

Prescribed groups and public sector bodies with 250 or more staff in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. Bodies in scope must have regard to the target